

Northwind

The Quarterly Newsletter of the
United States Coast Guard Auxiliary
District 11, Northern Region

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Jan – Mar 2022

*NACO 3-Star Award
for Diversity
Excellence*

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No Limit*

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Service
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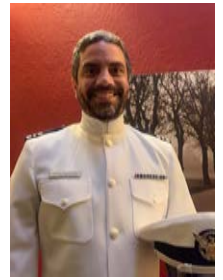
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From the Editor:



I'll admit it – sometimes I think life would be a lot easier if everyone were just like me: If people thought the way I do, had the same life experiences as I do, drove a car the way I do, it would be so much simpler for me! I'd agree with everyone, see eye-to-eye with everyone. How fantastic! Kind of.

On the other hand, I know that part of what makes life so rich is encountering people whose experiences and beliefs and perspectives are different (sometimes very different) from my own. It's the different backgrounds and formations and families that we each have that enable us to learn more about the world and our place in it.

In this issue of *Northwind*, you'll see several articles devoted to the topic of diversity. I've come to think of diversity like a symphony: While each instrument can make beautiful tones on its own, somehow the whole seems to be more than the sum of its parts. I think the same can be said for a community, a nation, a universe. I hope you'll enjoy this issue of *Northwind* and will reflect on how rich life can be when we see it as a symphony.

(But, I still think my life would be simpler if people would just drive the way I do.)

Peace,

Gregory O. Schaefer, *Editor*
Flotilla 46, Redwood City
DSO-PB, D-AD (Awards),
ACS Chaplain, Sector San Francisco

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From the District Commodore

Ahoy D11N Shipmates! I hope you are all doing well and are keeping those New Year's resolutions better than I have. Maybe we just change the wording from "To Do" to "To Achieve!"

So, what's happened in the past three months?

The first three months of the year turned out to be the driest on record "ever" in our AOR. Hopefully this trend does not continue throughout rest of the rainy season as this could present another set of issues for the boating public as the water levels in our inland areas continue to fall, making our roles in the Auxiliary that much more urgent.

We have seen a lot of changes in National, State, County, and local COVID protocols this quarter as the science becomes clearer and more people get vaccinated. We in the Auxiliary continue to work through the current COVID-19 guidance that was communicated via ALAUX 001/22 on 03JAN2022 which updated Auxiliary COVID-19 Reconstitution Guidance requiring Auxiliary members to be fully vaccinated (2 shots Pfizer/Moderna or 1 shot J&J) IF members plan to come into contact with other members of the Auxiliary, Coast Guard personnel, or the public.

Fortunately, our District has been only slightly impacted by this requirement. We continue to be resilient and have been able to backfill most of the roles with other members. Please note that this is a temporary restriction on a member's ability to volunteer for public facing assignments in order to ensure the health and wellbeing of unvaccinated Auxiliarists, Coast Guard personnel, and members of the public that the Coast Guard is obligated to protect. According to National, various exemption possibilities are being looked at, however we do not have a date as to when they may be rolled out. I urge all members to take a deep breath and let this new guidance play out. It is not permanent, and we will once again all be able to return to tasking.

It is great to see our Flotillas and Divisions returning to in-person meetings as more of our members become comfortable being around other people. I

encourage all to go to in-person meetings if you're willing and able as I've learned over these past two years that there is nothing like seeing your friends in person. It's a great feeling. For those who are not ready to return or are outside of the geographic area, please sign into your monthly virtual meetings to ensure you stay up to date with what is going on in your unit.



Commodore Dean McFarren

As you know, we held our first DTRAIN in three years in late March and we really didn't know what to expect. Would people come? Would people feel comfortable being near other members? Would our new host hotel be safe and live up to our expectations? Well..... the answer was a definite YES.

We had most of our Board & Staff and a pretty large gallery join us for our March meeting. Tony Zocchi and his Division 07 team hosted our Member Appreciation Night (a.k.a. Fun Night) with a country western themed party that included a DJ, line dancing instruction, and a bunch of props to help us get in the mood. Our Sector San Francisco AUXLO's LT Kenney and LTjg Connell were the first ones on the packed dance floor and it seemed like the last ones off. LOL. I truly had no idea there is so much talent in our ranks. Watch out *America's Got Talent*; Here we come!!!

Saturday started with our opening ceremony where the mayor of Sparks, Ed Lawson, welcomed us and gave us some interesting facts on the city. Our own Director of the Auxiliary CDR Keenan then stepped in and expressed her gratitude for all that we've done during this difficult time and her happiness seeing everyone there. Finally, our past OTO BOSN Doug Leavell, who is now the USCG D11 Recreational Boating Specialist, gave us the most recent boating incident statistics and let us know how much the Auxiliary contributes to ongoing safe boating.

The morning was filled with a variety of classes, followed by our luncheon where we had Sector San Francisco Commander CAPT Taylor Lam, USCG D11 Prevention Chief CAPT Greg Callaghan, and U.S. Navy League Contra Costa Region President Carrie Barnecut as our guest speakers. More afternoon classes followed. In all, we offered 20 different classes plus several kiosks from DIRAUX that offered ID card and other services, AUX legal advice from our DSO-LP Johanna Nevesny, and AUXDATAII and Information Services advice from the IS team.

Our awards banquet saw everyone decked out in their freshly pressed Dinner/Service Dress uniforms and we looked remarkably good after two years of COVID!!! For those that didn't know, our National Training Conference (NTRAIN) was being held on the same weekend in St. Louis so our DNACO & Immediate Past DCO Mary Kirkwood and our National Commodore Alex Malewski recorded messages to our members. This was followed by our keynote speaker, USCG District 11 Commander RADM Brian Penoyer, who really held our attention with his speech and gave us a challenge to continue serving our Coast Guard Auxiliary and constantly look for other opportunities to serve.

Then came the fun part of the evening where we handed out scores of District/Program awards and many personal citations. Lots of pictures and lots of smiles!!! It was fantastic to be able to recognize all of the good work that was done in 2021. Bravo Zulu and Well Done to all of the award recipients. You all deserve the recognition. The only sad part of the evening was saying our formal goodbyes to our OTO BOSN Finkelson who will be leaving us this coming May to take command of CGSTA Freeport just south of Galveston Texas. We honored him with a ceremonial oar from the entire District just to let him know how much he means to us.

Sunday morning, we were treated to the annual PCA breakfast/meeting followed by the District Operations Workshop. It seemed like we were looking a bit tired that morning but it was to be

expected on this first DTRAIN weekend in three years.

I really want to thank the DTRAIN Planning team, including our Event Planning extraordinaire Phil Sanchez, Chief of Staff Curtis Han, DSO-Member Training Ann Zocchi, and our Audio-Video guru Bryce Leinan for the many hours of virtual calls, offline work, scheduling, logistics support, and my overall craziness to make this event happen. Also, I'd like to thank all of the DIRAUX office including CDR Keenan, BOSN Finkelson, YN2 Maele, and of course Tina Perry; our Instructors; Linda Haynes and our Culinary Assistance gang; and the support staff that worked tirelessly to provide a fun event and meaningful and relevant learning opportunities to keep us moving forward.

And lastly and most importantly, I want to thank the members of D11N. Not only for coming to DTRAIN, but for having the faith and belief that there is an Auxiliary mission beyond COVID and that we do make a difference. Without you, our Coast Guard would not be able to meet their mission goals and the people of this great nation would be less safe. Bravo Zulu to each and every one of you.

It was really great to see everyone conversing, smiling, and enjoying the comradery and fellowship that is part of the Auxiliary experience. If you are interested in seeing pictures of the weekend, please go to <https://tinyurl.com/4b85wxjh>.

What is happening now?

Now that DTRAIN 2022 is in the rear-view mirror, it is time to focus our attention on the boating season, National Safe Boating Week, and our next opportunity to serve.

As noted, National Safe Boating Week this year will be May 21-27 and our Flotillas and Divisions are already planning for a variety of activities including: Vessel Examinations, Public Affairs events, increased Public Education classes, on the water patrols, and reaching out to new venues for program

visitation safety literature. Please talk to your Flotilla Commander and staff to see how you can get involved.

Many of our members have scraped the barnacles off the hulls and have gotten their engines tuned in preparation for boating season and I would like to remind everyone that this will not be a typical boating season for us with some lakes already dangerously low and others having already curtailed usage. This may put more pressure on other lakes and waterways with increased boater usage and numbers. I urge coxswains and crew that need to requalify to get done early and help keep our waterways safe.

Speaking of qualifications, the Antlers OPTREX, sponsored by Division 08, is going to be held April 28th through May 1st near Redding CA. Due to low water at the Antlers marina, all water activities will be held at Whiskeytown Lake, about a 45min drive from the resort. This is a great opportunity to get qualified or requalified and to share in the comradery of one of the oldest running OPTREXes in our District. If you can't make it to Antlers, the next scheduled OPTREX will take place on June 24-25 in the Division 12 San Francisco Bay AOR. Please check the District calendar for upcoming OPTREXes and other events.

Our Request for Forces program partnership with USCG D11 Commander, RADM Penoyer, continues to pay benefits to our Auxiliary members where we have now placed Auxiliarists in roles to fill 42 of the 64 requests for assistance we have received since the inception of the program. For those who don't know, the RFF program goal is to foster collaboration between Active-Duty units and Auxiliary personnel and we have been successful at placing Auxiliary members in many non-traditional Aux roles across the District. If you would like to be considered for any of these roles, please talk to your Flotilla Commander or unit AUC for potential opportunities.

What is coming up?

As we move into the second quarter of the year I am encouraged and appreciative so see so many of our members reengage in Auxiliary activities. I also want to welcome the 44 new members that have joined the Auxiliary this year. I urge you to complete your core training, introduction to risk management, and complete your BQ classwork. We're coming into the "fun" part of the year where we are active in every aspect of our mission profile and tasking. There are many opportunities to contribute and learn, and I look forward to meeting each and every one of you.

Also, I know it may be a bit early for this topic, but for those of you who have thought of entering the Auxiliary leadership track, this is the perfect time to make your thoughts known to your current elected or appointed leadership and start the succession planning process to prepare you for your next step.

Before closing, I would like to take a moment to remember three of our Auxiliary family that passed over the bar in the first quarter of 2022. All were dedicated Auxiliarists that made lasting contributions to our District: Kenneth Brawn (FL 05-01 retired), Charlie Duncan (FL 08-39 retired) and Harold Berg (FL 10-05). Fair winds and following seas.

I look forward to seeing everyone this year. Please continue to stay safe and remain Semper Paratus.

V/R

COMO Dean McFarren, DCO



NACO 3-Star Award

by Nancy Peterson and Dale Fajardo

The NACO (National Commodore) Three Star Award for Excellence in Diversity and Inclusion is an annual, voluntary award intended to recognize divisions and flotillas for distinction in promoting and valuing diversity, inclusion, and equity. It is a true honor to receive this award which demonstrates support for all and future members of the USCG Auxiliary and pays homage to the Coast Guard Core Values of Honor, Respect, and Devotion to Duty.

All units applying for this award must complete at least four goals, each with a minimum of four (out of six objectives), to satisfy the award requirements. The four goals with example objectives are:

1. **Create a Positive Environment.** Examples of objectives to complete may include the appointment of a unit diversity advisor and/or publication of articles on diversity awareness. (See below.)
2. **Value all Members.** Examples of objectives to complete may include demonstration of the unit awarding informal awards and establishing recognition programs, performing exit interviews with departing members, and holding fellowship activities.
3. **Promote Individual Success.** Examples of objectives to complete may include assigning mentors to new members and staff and providing written goals for all staff.
4. **Carry out Diverse Outreach Activities in the Community.** Examples of objectives to complete may include outreach to the underrepresented populations in the community and developing relationships within the diverse community of the unit's AOR.
5. An optional fifth goal focuses on Individual Diversity/Inclusion/Equity Development where 25% of the unit's membership completed the FEMA Diversity Awareness Course (IS-20).

In addition, a more streamlined application model was introduced in 2022 where all flotillas within a division can receive recognition through one submission by the division, with all unit commanders collaborating to affirm their units actively participated in the programs delineated in the award criteria.

The award deadline is 30 JUN 2022 and as of this publication date Division 1 and its flotillas, Division 6 and its flotillas, and Div 12 have received confirmation from the National Diversity Directorate that they have satisfied the award requirements, with the awards presented later this year at NACON!

For more information on the award, visit: <http://wow.uscgaux.info/content.php?unit=D-DEPT&category=diversity-excellence-award>.

Division 1 Newsletter

Please visit this interesting [blog](#) by Commodore David G. Porter who leads the National Diversity & Inclusion Directorate. Of interest are his articles on the following:

- [Black History Month](#)
- [Implicit Bias](#)
- [Dr. Olivia Hooker: An amazing auxilliary](#)

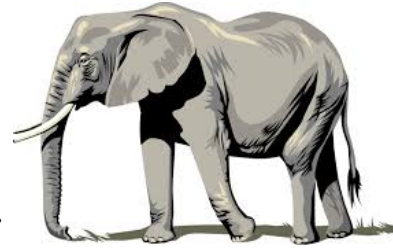


Dr. Olivia Hooker (right) looks at her documents from her service record with CDR Zeita Merchant before a ceremony to name the galley at Coast Guard Sector New York in her honor on March 12, 2015. Hooker, the first Black female to join the Coast Guard, celebrated her 100th birthday on February 12, 2015. (Coast Guard photo by Petty Officer 2nd Class Patrick Kelley)

Nancy R. Peterson is a member of Flotilla 19, Coyote Point, and serves her Flotilla and Division as FSO-DV and SO-DV. COMO Dale Fajardo is also a member of and FSO-HR for Flotilla 19, Coyote Point, and Division Commander and SO-MT for Division 1.

Tackle the Elephant

by Vicki Hudson



*How do you tackle an elephant?
One leg at a time, and with a big team.*

Flotilla 12-01, East Bay, has a diverse membership. This was a significant draw when I choose a flotilla, as I am part of several under-represented demographics. We’ve had FSO-DVs in the past, but now, in 2022, the position has remained empty. What does that person do?

Well, the NACO Three Star Award for Excellence in Diversity and Inclusion Checklist provides exactly what is needed to direct the FSO-DV on a course for success. Honestly, I thought we’d be a lock given our already diverse membership and appreciation for inclusion. When I reviewed the checklist though, my initial response was “Holy Moley! That’s a bucket full of stuff to do!” Programing and incorporating the requirements isn’t something a Flotilla can knock out in a few months.

Here's the big take away – nothing in the checklist is such a massive undertaking it can’t be done, and if it is done, it will absolutely add value to the experience for all members, create and maintain a culture that is supportive and valuing of member uniqueness and talents, and strengthen the unit and the Auxiliary as a whole.

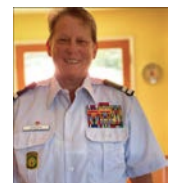
How do you tackle an elephant? One leg at a time, and with a big team. Same here. Since 12-01 didn’t have anyone wanting to take on the FSO-DV, the solution was a DV committee made up from the existing staff. There are four goals, each with six objectives. To achieve each goal, four of the six objectives must be met. There is also an optional 5th goal, which requires 25% of the active membership (think all the ones that show up and make the quorum each month) to complete the FEMA course 20.22.

The work is divided up, with an FSO taking ownership to plan and coordinate meeting objectives

for a specific goal, other FSOs and members are expected to assist with execution. The FSO-OPS tracks the whole pie and, as VFC, I work with each to deconflict and make resources available as needed or otherwise support the planning and execution.

The objectives within each goal are the challenge. Some carry some big assumptions like a targeted recruiting plan for underrepresented cultures in the community – is there an overall recruiting plan? Two programed forms of communication – who uses phone trees anymore? Assuming minutes is one form, what’s #2? A newsletter? That assumes an engaged FSO-PB and FSO-PA program. Got someone in those spots? Written goals and expectations for all staff and committee heads – did formal appointment letters go out with the job descriptions? Add this on top of that. There’s much more, all objectives that build on assumptions of governance and management within the flotilla.

I’m hopeful that we’ll have an FSO-DV at some point, and that whomever that is, a half dozen members will form the committee to assist with achieving what’s on the checklist. Diversity and Inclusion is an all-hands-on deck process, leading to a culture that will add value for every member’s Auxiliary experience. The NACO Three Star Award for Excellence in Diversity and Inclusion is a challenge to achieve, and it should be. It’s not something to just hand out so a unit looks good or because it’s a nice certificate for someone’s wall. This award recognizes intention, diligence, and effort for diversity and inclusion from actions that won’t happen by default or random chance. Anything worth doing is worth doing well, and this is most definitely worth the effort.



Vicki Hudson, ADSO-PB, serves Flotilla 12-1, East Bay, as VFC, FSO-PV, and FSO-PB, and as an Academy Admissions Partner

Something to Consider: Auxiliary Spirit!

by Jim Losi

I remember thinking, "What will become of our mission and how many members will decide to leave the Auxiliary."

I attended the Change of Command aboard the USCGC ASPEN at Yerba Buena Island. CDR Richard West was relieved by LCDR Paul Ledbetter in a time-honored ceremony. RADM Penoyer, D11 Commander, presided over the ceremony where he delivered a magnificent speech which had a significant and lasting impact on me. As RADM Penoyer was praising the crew of the ASPEN for their stellar performance during the COVID pandemic, he said the following about their outstanding performance during a most challenging time: "Calm seas don't make great sailors. Rough seas do." I found myself repeating those two sentences over and over silently in my mind as they had resonated with me in a rather profound way.

I think we can all agree that it has been tough to be a Coast Guard Auxiliarist over the past 18 to 24 months. The pessimistic side of human nature focuses on what we all lost during the pandemic; the optimistic side focuses on what we gained and what good sprang forth from the pandemic. Probably the last thing any of us wants is for someone to say, "What a year it has been!" We all know what a year it has been; after all, we've been living it. But as I look back on the past 24 months, I can't help but say, "What a year it has been!"

I vividly remember the District Board and Staff meeting where our (then) District Commodore Mary Kirkwood had the unenviable task of communicating to all auxiliary members in D11 Northern that we had to stand down. She communicated that we were no longer able to execute our mission on a face-to-face

basis. My initial reaction when I heard such news was one of stunned silence. I remember thinking, "What will become of our mission and how many members will decide to leave the Auxiliary." I felt for Mary and having to deliver such disagreeable news and I felt for all the members who were so dedicated to the mission and now were disappointed. In September of 2020, Mary handed the mantle of District 11NR leadership to Dean McFarren. Dean would find himself in the same COVID conundrum as Mary did. How would Dean nourish our mission and preserve its integrity?



In my role as DSO-HR, I conducted over 40 exit interviews in 2021 amongst those members who decided to leave the Auxiliary. In 2021, we lost 137 members who decided to disenroll. The overwhelming reason was COVID and the negative effects it has had on the Auxiliary mission. The COVID pandemic and its many dynamics had a very significant and startling effect on our mission. It's a bit of an innocuous comment; One can look at that both positively and negatively. So what made the difference in maintaining and nourishing our mission during such an awful period of time.

As a political science professor, I study leadership, mostly political leadership, but I am often asked to render comments and analyses of non-political leaders. So, in our particular instance, what was the difference between success and failure as a district? And do you see our having been successful in maintaining the mission? I have thought a great deal about these questions and I have concluded that it

comes down to a very simple yet incredibly important answer. That answer resides in the leadership of Mary and Dean and our own individual and personal leadership. Let me explain.

Executive leadership or leadership of a large organization revolves around style and content. It also revolves around tangible and intangible results. In the initial run-up of the COVID pandemic and needing to stand down from the regular execution of our mission, Mary decided to keep all of us engaged through training. Not face-to-face training, but virtual training. Something that was both new and old (but never on the scale that we would need to embrace). She employed a strategy of using training as a way to keep the mission in focus, continue to move it forward, and provide tangible results for the district. Just one simple example of many would be the number of members who became newly AUXOP qualified during her tenure. It was a record number and it was tangible.

Think back on every single district meeting that we have had since Dean became our leader. For those who were paying attention, Dean gave us a truly remarkable but intangible gift. That was the gift of hope and gratitude. Without fail during every single district board and staff meeting, Dean regularly praised membership for their continued dedication, their continued devotion to duty and expressed his gratitude and that of the entire board for sticking to the mission. It's an intangible, but look at how many new members were recruited during the COVID pandemic; One would have expected no members to have been recruited, and yet the District did a remarkable job in recruiting new members. That's the tangible of the leadership Dean provided.

We were lucky to have had two pretty significant leaders in Mary and Dean who rose to the occasion during Covid and the rough seas that followed. I

would surmise they became much better leaders as a function of those rough seas.

What about the rest of us? What about the leadership of the 1,070 members of our District during that same difficult period that Dean and Mary distinguished themselves. I would surmise that the individual and collective leadership of the 1,070 members showed the same level of leadership as did Mary and Dean. It is this type of individual leadership that took its direction and tone from our District leadership and exercised it at the deck plate level.

We may not think that that is a remarkable achievement in and of itself, but it is. I think all of us may take for granted just how powerful our individual leadership has been during this incredibly difficult time. The results of our leadership are the same as that of Mary and Dean. We are all inextricably linked together by our success as a District. As Mary and Dean became better leaders as a function of navigating those rough seas, we too, all 1,070 of us, became better leaders as well.

I am hoping that this short piece on leadership, the COVID rough seas, learning, and the like, will cause all of us to pause for a moment and reflect on everything we gained during the COVID pandemic, and that it will inspire and motivate all of us to think about how we use the learnings of this experience, and how we take the rough seas that we've just navigated, and think about how we become better leaders and better Auxiliarists.

Jim Losi is a member of Flotilla 12-91, San Ramon Valley, and is President of the Past Commanders' Association.



Renewable Energy Micro-Grid

by Roger Bazeley

The purpose of the micro-grid is to enhance TRACEN Petaluma’s resiliency, after the 2019 Kincade Fire left them without power for five days.

In January, Coast Guard Training Center (TRACEN) Petaluma held a groundbreaking ceremony for a renewable energy micro-grid, the primary purpose of which is to enhance their resiliency following the 2019 Kincade Fire, which left them without power for five days. “This project strengthens our resilience to better endure significant weather events that threaten lives and livelihoods, as well as displace



individuals, families, and entire communities," said Adm. Karl L. Schultz, Commandant of the Coast Guard. "It is an important step in ensuring the Coast Guard remains ready, anytime and anywhere."

The goal is to allow TRACEN Petaluma to be able to produce their own power for up to 10-days of independent and full operations through the installation of five megawatts of solar photovoltaic panels and 11.6 megawatt hours of battery storage. “This energy performance contract provides clean energy generation and operational resiliency ... and is the first to be designed with the primary objective of accomplishing complete and sustained 'off-the-grid' capability within minutes of utility power loss,” said Cmdr. Todd Wimmer, TRACEN Petaluma's chief engineer. “It ensures the personnel safety and mission security support to Training Center Petaluma; it additionally contributes to increased safety and infrastructure stability to the larger Petaluma/Sonoma region.”

The Coast Guard awarded a \$48 million contract for the micro-grid in late 2021, which will be paid with the energy savings over a 23-year contract term.

Construction is slated to be completed within two years. In addition to the resiliency benefit for the



TRACEN, the micro-grid is estimated to result in annual savings of \$1.2 million, 8.7 million kilowatt-hours, and 50.8 kgal of propane.

TRACEN Petaluma is the Coast Guard’s largest West Coast training center providing apprentice-level training for eight Coast Guard enlisted career fields, and is home to the Chief Petty Officer Academy. TRACEN supports approximately 3,500 students per year, 360 permanent staff, and 500 family housing residents, all encompassed within an 837-acre, 810,000 square-foot campus.



Left to right include: CAPT Steven Ramassini, TRACEN Petaluma CO; Rep. Jared Huffman, California’s 2nd Congressional District; ADM Karl L. Schultz, Commandant of the United States Coast Guard, and CDR Todd Wimmer, TRACEN Petaluma's chief engineer. Photo: Roger Bazeley

Carbon Monoxide POISONING



Most important of all, did you know carbon monoxide poisonings are preventable.

- CO symptoms are similar to seasickness or alcohol intoxication.
- CO can affect you whether you're underway, moored, or anchored.
- You cannot see, smell, or taste CO.
- CO can make you sick in seconds. In high enough concentrations, even a few breaths can be fatal.

CO
What is Carbon Monoxide?
Carbon monoxide (CO) is a colorless, odorless, and tasteless gas. It is produced when a carbon-based fuel—such as gasoline, propane, charcoal, or oil—burns. Sources on your boat may include engines, gas generators, cooking ranges, and space and water heaters.

EMERGENCY TREATMENT
CO poisoning or toxicity is a life-threatening emergency that requires immediate action. The following is a list of things that should be done if CO poisoning is suspected. Proceed with caution. The victim may be in an area of high CO concentration, which means you or others could be in danger from exposure to CO.

Evaluate the situation and ventilate the area if possible. Evacuate the area and move affected person(s) to a fresh air environment.

Administer oxygen, if available. Contact medical help. If the victim is not breathing, perform rescue breathing or approved cardiopulmonary resuscitation (CPR), as appropriate, until medical help arrives. Prompt action can mean the difference between life and death.

HOW CAN CO ACCUMULATE?

- Inadequately ventilated canvas enclosures
- Exhaust gas trapped in enclosed places. Blocked exhaust outlets.
- Another vessel's exhaust.
- CO from the boat docked next to you can be just as deadly.
- Station wagon effect or back drafting
- At slow speeds, while idling, or stopped. Be aware that CO can remain in or around your boat at dangerous levels even if your engine or the other boat's engine is no longer running!

USCG Carbon Monoxide Poisoning Brochure

click



Diversity, Inclusion, & the Digital Divide

by Vicki Hudson

Over the past months of adapting to COVID’s impact on operations, much of what the Auxiliary usually did was shelved while we reduced potential for transmission of the very contagious virus. Slowly we are returning to more active and operational activities.

Online meetings were the lifeline for flotillas to continue meeting - digital communications have become integral at every level of the Coast Guard Auxiliary. If you aren’t online, you’ve been left behind. Literally, we’ve left behind those few of our members who are not digitally inclined. We have Elders who remain members, closing out their last few years before retirement that aren’t online, dropped from communication as we’ve moved from print to email. There are disabled members who may not have access to technology that makes digital involvement possible. Technology, learning, understanding, and mastering its use is a resource privilege – not everyone has the resources or access.

The National Commodore Three Star Award for Excellence in Diversity and Inclusion includes a specific objective under goal 3 – Promote Individual Success – stating “Provide adequate access to meetings for members and potential members with disabilities. Is the site where your unit meetings are held accessible to people with disabilities?” Used to be, all we had to consider in this area was the physical environment. Were there ramps? Microphones? An interpreter?

With online meetings, there are additional considerations. When creating slide decks, is accessibility considered when deciding on background, text color, or fonts? Are photos supplemented with text info for those that can’t see the photo? When presentations are made, is sign language interpretation provided? What steps are being taken with digital meetings to make sure they are accessible in the same manner on-site activities are accessible? With all communications being distributed via email, how are units making sure the digitally disenfranchised are being reached?

How do you identify members who are not being reached? One symptom is emails bouncing back. This may not mean a digitally disenfranchised member,

however it does mean a member not receiving communications. The workaround, until a member is electronically updated, is to print and mail communications. This is added workload on the unit Secretary/Records, and adds the cost of printing and postage that may not have been budgeted. Additionally, there might be members in REYR status because they never received the email a few years ago that made CORE training a requirement. And, if they aren’t online, how will they complete that training? An accessible, printable concise version of each CORE training module is needed, provided to members who are unable to access the online versions.

Once upon a time, the FSO-SR updated member information. With the digital member profile, only the actual member may make those updates. Which means members must know how to check their own profile in AuxData2 and update their contact information. An audit of your unit membership list will reveal if anyone fails to have an email listed in their profile. Anyone with bouncing emails, or no email at all, warrants a phone call - you may discover a member digitally disenfranchised. When a disenfranchised member is identified, how will they participate in the fundamental democracy in action that is the Coast Guard Auxiliary – elections? Electronic elections are mandated, without consideration that doing so may negatively impact members.

Diversity and Inclusion are mission multipliers. The concepts though are about more than representation across demographics: digital inclusion, leveraging accessibility, and remembering that, as long as we have a membership that crosses generations, there will be gaps in technical knowledge. Consider, there are members who are old enough to remember the Great Depression, and young enough to have been born after the September 11 attacks. How are we providing inclusion for Elders and for those of any age that have disabilities that create challenges when interacting with online content?

Vicki Hudson spent 2.5 years as FSO-SR and currently serves as the VFC and FSO-PV for Flotilla 12-1, East Bay, ADSO-PB, and as a Coast Guard Academy Admissions Partner.



Mentoring the Auxiliary

By Ron Darcey

Mentoring in the military has become a hot topic in recent years. The U.S. Army Field Manual now includes information on the development and implementation of mentorship at all levels, directed to all ranks. In 2003, Chief of Naval Operations, Admiral Vernon Clark, specified in "Guidance for the Navy" that mentoring sailors should be a prominent focus in the Navy. So should we do in the Coast Guard Auxiliary.

Why has mentoring so captured military attention? Professors W. Brad Johnson and Gene R. Anderson explore this in "Formal Mentoring in the U.S. Military," a portion of which appeared in the April 2009 U.S. Naval Institute *Proceedings*. Particularly for the Coast Guard Auxiliary, mentoring works to speed enrollment and understand unfamiliar steps of the membership process. To new and prospective members, navigating the unknown on the [Auxiliary homepage](#) can be confusing and overwhelming, leaving them alone to explore new and unfamiliar territory. This onboarding method may lose the interest of potential Auxiliarists and is not our best option. New members should be paired with individuals genuinely interested in introducing them to the Auxiliary. They should take every possible step to ensure that questions are answered and that their needs are met.

Mentoring ensures progress through the phases of training and engagement required to advance through the Auxiliary. The mentor shall be a qualified Auxiliarist engaged in the introduction, early training, uniforming, and progression through qualifications for a new member just entering the Flotilla. This veteran will continue to guide the mentee as needed throughout time in the Auxiliary.

The opportunity to mentor begins when a member introduces the Auxiliary and describes its missions. It could be the Flotilla Commander, Human Resources officer, Member Training officer, or even you explaining the Coast Guard Auxiliary to a friend. After the introduction, the mentoring process is enriched by investing in the new member's progression and development. One's background

and experience become essential in guiding the mentee towards gratifying Auxiliary membership.

Mentoring fosters success, instills confidence, promotes competence, reduces stress, supports a positive attitude toward meeting goals and expectations, and prepares a new member for leadership opportunities in the flotilla. The mentoring process positively correlates with improved performance, retention, and the quality of interpersonal and continuing relationships. The positive effects of mentoring are pervasive and consistent. One day, your mentee will facilitate onboarding for prospective members.

A good mentoring program assists new members through the core training required for Basically Qualified (BQ) status, with orientation to in-person and online classroom training options, and monitors the new member's progress via the FSO-MT, who can assist with educational development. Guiding a new member through Auxiliary training is best accomplished by developing a uniform approach at the flotilla level. With the proper guidance and encouragement, engaged members may progress to Operational Auxiliarist (AUXOP) status and beyond.

Mentoring Guidelines: Discover the expert in you!

Provide Information -- Mentors provide information by sharing experiences, knowledge and wisdom with the mentee, helping them understand and relate to situations and think of ways to solve problems. Problem-solving is a real-time activity, particularly when on the water, in the air, or public-facing Auxiliary duties. Information promotes understanding, helping people relate to situations and think of ways to solve problems. Prospective members benefit from and appreciate being assigned a mentor from the very beginning.

Build a Support Group -- Establishing a team approach to mentoring spreads the workload, engaging members of various levels to participate in the mentorship program. Establish a team of mentors who are willing to provide direction and guidance to help new members meet their goals. The mentor

should have resources available for all aspects of new member assistance. Prospective members may benefit from support at multiple levels, including educational, professional, interpersonal, physical training, and sometimes emotional support.

Help New Members Reach Full Potential -- Mentors must challenge and push their mentees to achieve their best and strive to go above and beyond expectations. A good mentor fosters curiosity and creativity; new members, who reach greater potential benefit the mentee, and Team Coast Guard.

Set Goals -- A good mentoring program sets realistic goals and a manageable timeline for them. The flotilla should already have an operational mission statement describing these goals and objectives. As goals are accomplished, the mentor should

congratulate a new member's successes and share these accomplishments with the flotilla. Such recognition encourages new members to achieve more and stimulates others to become more active.

Be a Role Model -- The Auxiliary mentor should model ideal traits to instill in mentees, guiding new members toward success by instructing and demonstrating proper procedures, protocols, and requirements of Auxiliary service. Mentors shall lead by example, using their own life, career, and Auxiliary experiences as resources.

Mentoring in the Coast Guard Auxiliary begins at the flotilla level. Organizing a standardized mentorship program will help recruit new members while encouraging their engagement, satisfaction, and continued participation.

Ron Darcey joined the Auxiliary in 2003 to fly the CG mission. He became ADSO-AVT and has held that office since 2007.



Auxiliary Culinary Assistants at D-Train

by Linda Haynes

D-Train is a great opportunity for an AuxCA. The assignment for the AuxCA team is to provide food and drink for 2 parties, most of the time in a hotel room. The first obstacle is to create a safe and sanitary area for fixing the food. The whole event starts with the CA staff creating a menu that will not only be great to eat but easy to make in a hotel room. The first few days of the weekend is to shop for all the items on the menu. This usually means going to several stores to find all the ingredients.

As we plate the items so they look really appetizing, we put them on a multi-tiered cart to take to the party. At the first event, we place the food around the room so that it is easy to reach. We try to make the food and the room look really professional. Then our main activity is to make sure the platters still look appetizing and nothing goes empty. When the party is over, we must pack all the food on the cart and take it to the prep room and pack into ice everything that requires refrigeration. Then we get to go to the awards banquet.

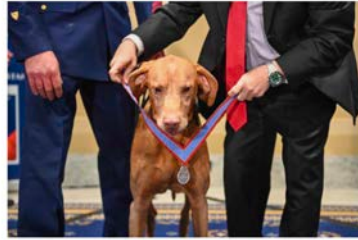
After dinner, the AuxCAs must leave the awards banquet in enough time to get all the food items out and displayed again so they look appetizing. This party is more casual, but the members still want to eat and drink. After an hour or two (since it is getting very late or early in the morning) the members are asked to leave so the AuxCAs can put all the food away and wash all the dishes. When everything is safely put away, the AuxCAs can relax and get some sleep.

But, we are not done, all the items that were brought to fix and display food, have to be packed into our AuxCA boxes and make everything ready for the trip home. Then when we have time, all the boxes need to be taken to Coast Guard Island, where they are stored. Very exciting weekend, very tiring and really rewarding especially if everyone liked the food!

Linda Haynes is a member of Flotilla 12-91, San Ramon Valley, serves the District as DSO-CA, and is an AuxCA Instructor

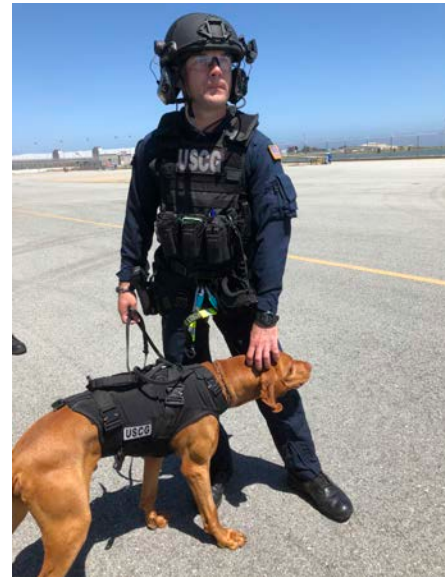


K9 Award



Animals in War and Peace K-9 Medal Winner

ALAMEDA, Calif. – Coast Guard K-9 Chief Feco, a 9-year-old Hungarian Vizsla, stationed at Coast Guard Marine Safety and Security Team San Francisco, was presented the Animals in War and Peace Distinguished Service Medal Wednesday in Washington, D.C.



Feco with handler | Photo by Roger Bazeley

Commemorating Capt. Kwang-Ping Hsu by Rick Saber

Former CO USCG Air Station SFO – 23 Feb 2022

Rarely do Auxiliarists have the opportunity to attend a commemoration honoring such a storied member of the USCG. I was fortunate to have attended, and in turn learned much about a Chinese citizen and his family who are great assets in Our American Dream. The first foreign born cadet and graduate of the USCG Academy in 1962, Capt Hsu rose to the rank of Captain, became the CO of numerous CG stations, enjoyed a stellar 30-year career, and left high achievement in his wake including being awarded 2 Air Medals for heroic helicopter rescues. CAPT Hsu’s humility, as spoken by his son, LCOL David Hsu, reflected achieving the dream of becoming an American citizen then adding enormous value to a major component of our Armed Services. David Hsu said his father would say “this story isn’t about him. It’s about the opportunity that this great country affords and add that he is the direct beneficiary of the American people’s generosity.” I cannot relate the remarkable history and achievements revealed at the commemoration describing his families many successes but will say that the Hsu family has added immeasurably to how America is seen by many countries. We are, indeed, a proud and unique country where opportunity and freedom are available to all.



*Rick Saber is a member of
Flotilla 12, Sausalito-Tiburon.*

The Sky Is No Limit

by Tiffany Townsend

February is Black History Month, honoring the triumphs and struggles of African Americans throughout U.S. history. This is a time to celebrate diversity and inclusion by commemorating important Black heroes.



I would like to consider an inspirational individual from the US Coast Guard, MH-65 Dolphin Aircraft Commander La’Shanda Holmes. LCDR Holmes overcame a lifetime of challenges to become the first black female helicopter pilot in the Coast Guard. After her mother died when she was just two years old, Holmes faced a difficult childhood, spending years in the foster care system. She attended Atlanta’s Spelman college as a Bonner Scholar, supporting individuals who otherwise could not attend because of financial need.

Holmes was recruited in 2005 through the Coast Guard’s College Student Pre-Commissioning Initiative (CSPI) scholarship program for motivated individuals with a high caliber of academic and leadership excellence and a desire to serve their country. Along with a full scholarship for her final two years of school, she was invited to participate in Coast Guard missions. Holmes was encouraged to seek out Lieutenant Jeanine Menze, the Coast Guard’s first female African-American fixed-wing pilot. Menze, a Lockheed Martin C-130 Hercules aviator at Coast Guard Air Station Clearwater, invited Holmes on a flight and arranged a MH-60 Jayhawk ride with her husband, Lt. George Menze. Feeling a great sense of camaraderie with the Coast Guard flying community, Holmes knew then that she wanted to become a helicopter pilot.

Following completion of her college education with a degree in psychology, Holmes attended Coast Guard Officer Candidate School (OCS). This highly specialized 17-week course provides instruction in

leadership, management, navigation, law enforcement, and military training. Having successfully completed fixed-wing aviation training in the U.S. Navy Flight School, she was selected for rotary-wing training with Helicopter Training Squadron 18. After two demanding years of rigorous instruction and drills, she received her wings from friend and mentor Lt. Jeanine Menze in April, 2010.



CDR Jeanine Menze, LCDR LaShanda Holmes, LT Angel Hughes, LT Chanel Lee and LT Ronaqua Russell, pictured in 2019. *Ryan Kelley/USCG*

As an Aircraft Commander, Holmes has amassed over 2,000 flight hours conducting search and rescue, counterdrug, law enforcement, and presidential air-intercept missions. She was appointed as a White House Fellow by President Barack Obama and served as Special Assistant to the NASA Administrator, General Charles Bolden. Holmes now serves as Deputy Senate Liaison for U.S. Coast Guard Congressional Affairs, as well as on the boards of Tomorrow’s Aeronautical Museum, Foster Club, and Girls Fly! I am completely in awe of this amazing woman. LCDR Holmes has persevered in her training, excelled in her Coast Guard career, and empowers others to reach for the sky and achieve their dreams.

Tiffany Townsend is Flotilla Commander of Flotilla 12, Sausalito-Tiburon, D 11N Deputy District Staff Officer for Publications, and National Branch Assistant for Public Affairs.



Recognizing Service through Awards

by Vicki Hudson

Ribbons and medals aren't the end-all for acknowledging members.

Every flotilla and division can use a planned and programed informal awards and recognition program which provides “a means of positive reinforcement of member actions and behavior” (NACO 3 Star Award for Excellence in Diversity and Inclusion). Certificates, coins, Flotilla Commander Letter of Commendation or Appreciation, or the Vice Flotilla Commander Note of Outstanding Staff Contribution. (Yep, I made that up – what can you make up that acknowledges hard work, consistency, diligence, dedication?)

The easiest and most readily available recognition is a member of the month program or taking a moment in the meeting to recognize specific contributions and public thanks and acknowledgement. (The Coast Guard Auxiliary even has a certificate of appreciation, found in the database at <https://forms.cgaux.org/forms1.php>. All the user does is fill in the blanks, save, and print!) Present a standard Auxiliary Member coin (sold by the CG AUX Association) or create your own flotilla coin. (Check out the collection of Aux unit coins at tinyurl.com/35veantj.) A letter on unit letter head signed by the leadership included with a certificate of appreciation tells the story of what the person did.

Write it like one would write up a citation narrative (good practice) and now the member has something they might display. That recognition carries weight.

How about a unit specific, designated award with its own distinctive item – a plaque, an oar, a beanie baby pelican – something that is indicative of the culture and traditions (start one?) of your unit. Members and the leadership team control the recognition and acknowledgement program that is internal to your own unit. As long as what you decide and do is within the values of the Coast Guard Auxiliary, each unit and each leadership team have the freedom in creating their own unit's informal awards and recognition program.

The big awards (anything that earns a ribbon or medal) are a challenge. Take on the rewarding challenge of your own, internal, informal award program. Ideally, every staff section has a team of members and that means more opportunities to recognize dedication, diligence, and devotion. Don't dismiss the power of a piece of paper, a coin, hearing one's name with a *that-a-way* added. Be creative, be audacious, and recognize who otherwise toils in the background and represents *your unit* well.

Vicki Hudson spent 2.5 years as FSO-SR and currently serves as the VFC and FSO-PV for Flotilla 12-1, East Bay, ADSO-PB, and as a Coast Guard Academy Admissions Partner.




Cold Water Boating

- Cold-water immersion is the cause of many boating-related fatalities.
- The danger increases as water temperature decreases below normal body temperature of 98.6° F.
- Do make sure everyone is wearing a life jacket.
- Even experienced swimmers will experience shock within one minute in the frigid water and lose muscle control within 10 minutes.

File a Float Plan here before departing

- Dress for the water temperature and the weather, not the air temperature.
- Wear layers and bring extra clothes in case you get wet.
- Remember to use your navigation lights in fog and low light conditions as well as at night.
- Winter buoys are smaller and less visible than summer buoys and make navigation more difficult, especially at night.
- There are fewer boats on the water, keep communication devices charged and dry.
- Don't panic if you fall into the water. Stay afloat with the help of your life jacket, regain control of your breathing and keep your head above water in vision of rescuers.
- If you're in the water with others, huddle together facing each other to help everyone stay afloat and keep warm.

- 
- ✓ Take off heavy boots in the water.
 - ✓ Don't apply heat to extremities like arms and legs of a rescued victim.
 - ✓ This sudden change in temperature could cause cardiac arrest.

Cold-Water Immersion

- You have one minute to adjust to the cold shock response - DON'T PANIC.
- You have 10 minutes of meaningful movement to get help and get out of the water.
- You have about one hour before you become unconscious from hypothermia.

Those Who Have Crost the Bar – Dec/Jan/Feb

“Crossing the Bar” by Alfred, Lord Tennyson

Kenneth Brawn, retired
Flotilla 51, Vallejo

Charlie Duncan, retired
Flotilla 8-39, The Thirty-Niners

Harold Berg
Flotilla 10-5, Fresno

Rest easy, shipmates; we've got the watch.

*Sunset and evening star,
And one clear call for me!
And may there be no moaning of the bar,
When I put out to sea,
But such a tide as moving seems asleep,
Too full for sound and foam,
When that which drew from out the boundless deep
Turns again home.
Twilight and evening bell,
And after that the dark!
And may there be no sadness of farewell,
When I embark;
For tho' from out our bourne of Time and Place
The flood may bear me far,
I hope to see my Pilot face to face
When I have crost the bar.*

Spotlight Question

by Greg Schaefer

This page encourages you to explore Auxiliary websites. The first one to answer correctly will be spotlighted in the next issue AND will choose the Spotlight Question for the following issue of *Northwind*! Good luck!

Last quarter's question: According to a national Auxiliary website, how many 1) Members, 2) Units, 3) Hours, 4) Vessels, 5) Aircraft, and 6) Radio Facilities does the Auxiliary contribute to Team Coast Guard? And, as always, 7) where did you find this information?

The answer: We are 21,000 members serving our nation and our communities in 793 local units and contributing 3.8 million hours per year in support of the U.S. Coast Guard, including in the classroom, at the ramp & pier, and operating 1,800 vessel, 160 aircraft and 1,400 radio facilities. This information is available at www.cgux.org.

The correct answer was submitted by Vicki Hudson, ADSO-PB.

Save A Life. Wear It!

