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## *Leadership of 5NR*

**Director of Auxiliary (DIRAUX)**  
CDR Tim Gunter

**Operations Training Officer (OTO)**  
CWO4 Richard Clark

**District Commodore (DCO)**  
COMO Barry M. Kyper

**District Chief Of Staff (DCOS)**  
Thomas J. Dever

**District Captain Central (DCAPT-C)**  
Donald W. Merrill

**District Captain East (DCAPT-E)**  
Marilyn F. Hughes

**District Captain West (DCAPT-W)**  
Robert G. Vanderhook

**Immediate Past Commodore**  
COMO Kevin C. Murphy

**President Past Captains Association**



**D-AA** Jason C. Flynn

**D-AA** Phil Walmsley

**DSO-C** Kevin L. Tyler

**DSO-C** Vickie M. Tyler

**DSO-DV** Marilyn F. Hughes

**DSO-FN** COMO Robert J. Perrone, Sr.

**DSO-LP** Martin C. Mooney Sr.

**DSO-SL** Harry W. Otto

**DSO-SL** Thomas J. Morrissey

**DSO-SL** Richard L. Raudabaugh

**DDC-Logistics** Mark F. Letavish

**DSO-CS** Richard Taylor, III

**DSO-HR** Thomas H. Brouillard

**DSO-IS** Lorraine Cannata

**DSO-MA** Lorraine Bianco

**DSO-PB** Timothy P Marks

**DSO-SR** Rita H. Kratzer

**DDC-Prevention** Alfred O. Grimminger

**DSO-MT** Steven J. Marthouse

**DSO-NS** Matthew J. O'Brien Jr.

**DSO-PA** Kevin C. Murphy

**DSO-PE** Robert N. Adams

**DSO-PV** Russell M. Galson

**DSO-VE** Edwin W. Seda

**DDC-Response** Douglas L. Smith

**DSO-CM** Richard F. Lord

**DSO-IM** Greg M. Stough

**DSO-MS** Laurie L. Huselton

**DSO-OP** Douglas L. Smith

### Cover Photograph:

**OCEAN CITY, NJ** - Boat Crew members from Division 8 (5NR) on patrol in Great Egg Harbor Bay.

Coast Guard Auxiliary photo by Joseph Giannattasio, ADSO-PB Photography

## *From the Desk of the Commodore*

Greetings and Happy New Year to all fellow Auxiliarists! It is my esteemed honor and great privilege to represent all the outstanding men and women in the D5NR who graciously give of their time and talents to promote the goals of the organization for serving the boating public, the active duty Coast Guard, and our country overall.

If you read the Auxiliary manual, especially chapter one, it describes the founding of the Auxiliary over seventy-five years ago and provides the statutory basis for the existence of our branch of the Coast Guard. Along with a brief reference to the laws that created the Auxiliary, Chapter one also describes the duties and responsibilities of the members who comprise the Auxiliary itself.

At the very beginning of the manual is the policy statement from the Commandant of the Coast Guard wherein he also lists the three main missions of the Auxiliary, which are shown below:

“The Auxiliary missions are:

- 1) To promote and improve recreational boating safety
- 2) To provide a diverse array of specialized skills, trained crews and capable facilities to augment the Coast Guard and enhance safety of our ports, waterways, and coastal regions:
- 3) To support Coast Guard operational, administrative and logistical requirements.”

When members of the D5NR EXCOM attend National meetings such as N-Train and NACON we hear these same words repeated over and over by our National leaders. This focus forms the core of what we do as Auxiliarists. It is important that members continue to hear these words and be reminded of what we are about and why we do it. Recreational Boating safety is our number one mission!

How we approach these mission components through training and activities has become the priority for the new EXCOM. The focus is on the membership, our newly minted motto “Our Members- Our Strength” underscores this commitment to those who strive to meet the mission identified in the many Auxiliary publications. If you look at some of the activities that the leadership has initiated, you can witness this commitment in practice. Just to highlight a few, the “Mobile Unit Training Team” (MUTT) has visited many individual divisions to provide leadership training to current and prospective Division and Flotilla officers.

Three district level task forces have been established to support identified needs in the district. A recruiting and retention team will be identifying, cataloguing, and distributing best practices for recruiting that each division and flotilla can use as part of a coordinated effort to enroll prospective members who can contribute to the Auxiliary mission and relieve some of the strain on current membership.



**Commodore Barry Kyper**  
**District Commodore**

*Continued on the next page...*

## *From the Desk of the Commodore, continued*

An Auxiliary University Program task force has also been initiated to explore the nuances of these programs, discover what is needed to start a program, and then to identify local units and accompanying colleges and universities that may be interested in engaging in this project. The goal is to reach younger participants to introduce them to the Auxiliary, to our mission, and our relationship with the active duty Coast Guard. This goal aligns with national strategic initiatives in developing human capital in all aspects of the Coast Guard family.

The third task force has been tasked with developing PQS for an investigative/ intervention program. Over the past few years, the attention of the EXCOM has been diverted from more positive tasks to meet the challenges presented when members fail to abide by the core values. This team will establish teams utilizing acceptable practices to conduct investigations when necessary. This task force will also explore available intervention programs and practices that can be proactive and preventive in nature to keep members focused on core values and in line with Auxiliary philosophies.

Additionally, a Special Projects officer for Awards and Recognition has been appointed to identify and recognize members for their work and outstanding participation in Auxiliary programs. This officer is charged with revising procedures to streamline the awards process so that greater numbers of members can be recognized for their efforts.

I would be remiss if the upcoming D-Train conference was not mentioned in this article. If you had the opportunity to attend the conference last fall you witnessed a transformation in the format with more fellowship activities incorporated to help build a positive Esprit De Corps among members. Even more and better programs are being planned for the conference this spring and I would encourage all members to attend. Information and registration links are available on the D5NR website. I hope to see you there.

It has been a busy January for the members of the EXCOM, but it is time and effort well spent. We all look forward to renewed focus on mission, core values, and our members. With your help, we can move the D5NR forward for the ultimate benefit of the boating public, our active duty counterparts, and our Auxiliaries.

Semper Paratus,  
COMO Barry Kyper  
District Commodore, D5NR





## *Message from the Chief of Staff*

Thank you for giving me the opportunity to serve as your District Chief of Staff! I am proud to be a part of your District 5 Northern Region (5NR) Executive Committee (EXCOM), to support Commodore Kyper and to work with the district's very dedicated elected and appointed officers as well as with our Director and our active duty colleagues.

All of EXCOM's efforts will be in keeping with Commodore Kyper's focus on serving our members, which he has summed up in his statement: "Our Members – Our Strength." We are committed to providing the direction and support you need to accomplish your missions. We value your time, talents and efforts. We will do all we can to see that you can get the training you need to operate at the highest levels of proficiency possible. We also insist that each of you enjoy your service to the boating public and Coast Guard to the utmost! In return, we ask that you support your elected and appointed leaders, keep the core values of honor, respect and devotion to duty in mind at all times and always follow the Chain of Leadership and Management. If problems do arise, please recognize that it is the responsibility of your leadership to resolve them promptly and at the "lowest organizational level" possible – hopefully at the flotilla or division level. We also ask that you look for opportunities to recognize your deserving fellow members with awards whenever appropriate.

In a nearby article, Commodore Kyper discusses the initiatives that are already underway – leadership training, task forces for recruiting and retention, the Auxiliary University Program, and the investigative & intervention program. We will keep you informed about these efforts throughout the year. All of these efforts have at their heart the recognition that recruiting and retention of members is the foundation for everything else we accomplish.

Many of us in district leadership positions just returned from the week-long national training and board meeting in St. Louis (N-TRAIN). The training was intense, excellent and intended to enable us to do our jobs better. It was also fascinating to see that the Coast Guard is increasingly reaching out to the Auxiliary for help. Every indication is that we can anticipate becoming more and more integrated into "Team Coast Guard." You can expect to see new Auxiliary clergy, financial planning and museum docent programs (qualified Auxiliarists will serve with the active duty members in the first two and at the proposed new Coast Guard Museum for the third). A highlight of N-TRAIN was the keynote address by U.S. Coast Guard Commandant Adm. Paul Zukunft followed by the Commandant's signing of the recently completed US Coast Guard Auxiliary Strategic Plan (available here: <http://cgaux.org/leadership/index.php>).

Thank you for your service to the Coast Guard and the Coast Guard Auxiliary!



**Thomas J. Dever**  
**District Chief of Staff**  
**U.S. Coast Guard Auxiliary**  
**5th District-Northern Region**

Thomas J. Dever  
District Chief of Staff  
Coast Guard Auxiliary Fifth District Northern Region

## *Message from the District Captain - East*

Well, since I have only been in this position for about one week, I do not have much to say. However, please let me introduce myself. I have been in the auxiliary since 1999 and am in Flotilla 81 in Ocean City NJ. I have served twice as the FC, as well as other appointed and elected offices including DCDR of Division 8. I am also the PE officer for the flotilla, the division and ADSO for the eastern area of the district as well as the DSO-DV/CR for the district. I instruct TCT-04, and TCT-01, Boating Safety Classes, and the Mandatory Training modules.

Away from the auxiliary, I am active in my church, The United Methodist Church where I am studying for ordination as a deacon (hopefully June 2017). I graduated from Drew University Theological School with a Master of Arts in Ministry in December 2016. I sing in the senior choir, play in the senior handbell choir, and serve as the lay representative to our annual conference, among other things. I teach mathematics for Thomas Edison State University. I previously taught for 20 years at Montclair State University before moving back to South Jersey in 2001. My two children have four legs: two miniature schnauzers named Munchie and BellaRose. Both are rescues from the New Jersey Schnauzer Rescue Network.

Now onto District Captain East business. I will be the interim DCAP-E until there is an official election at the spring D-Train board meeting in March. My policies will follow those of Joe Giannattasio and Richard Weiss. First, PLEASE follow the Chain of Leadership and Management. We all learned about that when we were studying to become members of this organization. Second, it has been my policy, when serving as a flotilla commander and division commander of Division 8, to try to solve problems, in house. Most of the time that is more beneficial than bringing the problem up the chain. It has worked well that way in Division 8.

Some of the ideas on the EXCOM agenda is increased recruiting, Auxiliary University Program, establishing an Investigation/Intervention team, and the development of a new member program to help get out new members off to a great start in their Auxiliary experiences.

To all members of District Fifth Northern, have a great Auxiliary year.



**Marilyn F. Hughes**  
**District Captain – East**

Marilyn F. Hughes  
District Captain - Eastern Area  
District Fifth Northern  
United States Coast Guard Auxiliary



## *From the Desk of the Director*

Great serving alongside you this past summer!! It's an honor to be the D5NR DIRAUX. Your service to the Nation is phenomenal. Your focus on safety and risk management alongside active duty Coast Guard with increasing requirements and the reduction of resources is greatly appreciated!

CDR Tim Gunter



**Commander Tim Gunter  
Director of the Auxiliary  
U.S. Coast Guard  
5th District-Northern Region**



# A Focus on 5NR Departments





## Aviation



**WILMINGTON, DE** - District Auxiliary Aviation (AUXAIR) members going through Auxiliary Crew Resource Management training (AUX-17) to ensure proficiency and safety in flight.

*Coast Guard Auxiliary photo by Joseph Giannattasio, ADSO-PB Photography*



**Three Generations of Auxiliary Flight Suits NEW CASTLE, DE** - (LtoR) Joseph Giannattasio, Ron Kripas, and Andrew Diffley wearing various period Auxiliary flight suits during a District 5NR Auxiliary Aviation (AUXAIR) safety seminar.

Traditionally, AUXAIR flight suits are similar in pattern, color and design specified for Active Duty Coast Guard aviators. During the 1960s and 70s, Auxiliary aviators utilized issued military green flight suits made of fire retardant material. Then, about 1987, the USCG switched over to what was called NASA flight suits. They were the same as the green flight suits, except they had shoulder epaulettes and were blue. Around 2005 the Auxiliary switched to the sage green flight suits made of Nomex material, which is currently in use.

2016 marks the 100th anniversary of Coast Guard aviation and the 71st Anniversary of the Auxiliary's aviation program

*Researched by Auxiliarist Joseph Giannattasio, ADSO-AV*



### CAPE MAY COUNTY AIRPORT, NJ

- Auxiliary Aircraft pilot Larry Johnson with his aircraft facility, a beautifully restored Cessna 170B. The Cessna 170 is a light, single-engined, general aviation aircraft produced by the Cessna Aircraft Company between 1948 and 1956. And as you can see, is still a wonderful platform for Auxiliary air missions.

*Coast Guard Auxiliary photo by Joseph Giannattasio, ADSO-PB Photography*

## Aviation, *continued*



### 88th Annual Captain Emilio Carranza Memorial Service, Tabernacle, New Jersey

In July, Joseph Giannattasio, then DCAPT-E, arranged for District 5NR Auxiliary Air Program members to participate in the Emilio Carranza Crash Memorial service in Tabernacle, NJ to honor this pioneering aviator on the anniversary of his fatal crash in the New Jersey Pine Barrens.

This year marks the 88th anniversary of the fatal crash of Captain Emilio Carranza, the "Mexican Lindbergh," deep in a remote area of the New Jersey Pine Barrens located in the Coast Guard Auxiliary's Fifth-Northern District. It was in the early morning hours of July 13, 1928, that local residents of the town of Tabernacle heard the engine of a small plane stuttering over the vast and lonely wilderness during a terrible electrical storm. Piloting the struggling aircraft was a young Mexican captain en route from New York to Mexico City, guided by nothing more than a hand held flashlight. Soon the sound of the engine was heard no more. His body was discovered the next day by some locals picking blueberries.

The site of his tragic crash is today marked by a 12ft. memorial plinth that was paid for, as a nearby sign says, by the "Pennies of Mexican Children." Standing in the middle of a sandy clearing in the Wharton State Forest, the spire is decorated with Aztec-styled designs of a falling eagle. A touching, if strangely out-of-place monument to a hero died far from home.

Every year Mount Holly Post 11 of the American Legion along with representatives from the Mexican consulates in New York City and Philadelphia hold a Memorial Service at the Monument to honor the fallen aviator. The Memorial Service is held on the Second Saturday of July at 1:00 p.m.

**WHARTON STATE FOREST, NJ** - Joseph Giannattasio ADSO-AV before the Emilio Carranza Crash Monument during the 88th annual memorial service.

*Coast Guard Auxiliary photo by E.J. Arsenault.*

After the tragedy in 1928, the members of Post 11 made a promise to keep the memory of Emilio Carranza and his mission of Good Will and Peace alive. It was Post 11 who took charge of Carranza's remains until they were returned to Mexico.

This is a piece of Aviation history and the uniqueness of this monument in New Jersey and the tragic tale it tells is worth the trek into the pine barrens for anyone interested in aviation and local history.

### Emilio Carranza Crash Monument

#### Address:

Carranza Rd, Tabernacle, NJ

#### Directions:

Take Hwy 70 to Red Lion Circle (US Hwy 206) and turn south on US Hwy 206. After one mile turn left onto Carranza Rd. Drive for about nine miles, into Wharton State Forest and past the teen boot camp. The Memorial will be visible on the right, in a clearing in the trees.

GPS: N 39 46.652 W 074 37.924



## *Communication Services*

Another year is upon us. One area that we all have been complaining about is recruitment of new members. Welcome to 2017 where if you cannot Google it, it must not be. Is your flotilla found in Google? How does a new member find out about your organization without being able to verify or validate your organization without the web?

So what do we need to do? First of all, have a website that is approval by National. 2nd make it relevant by posting information that pertains to the missions of the unit and keep it current.

Commodore Kyper is asking us to all have a Flotilla website to support our goals to grow the organization.

The District CS team has had several training sessions on the WOW tool to support our websites. However, training is not required and it is very easy to start as well as maintain. If one can use MS Word, then you can build and maintain the unit website.



**Rick Taylor**  
**DSO-CS**

Rick Taylor  
SO-CS Div 19  
DSO-CS 5NR



## *Diversity*

As the diversity office for the district, I am looking for each level of this organization to show off the value and uniqueness of each individual member and to create a culture of acceptance across all levels.

My focus this year is to have all 12 divisions in Fifth Northern to have a diversity officer and at least 50% of the flotillas have diversity officers. I believe if we all work together as shipmates, that can be achieved with little effort. If a flotilla does not have anyone interested in being the diversity officer, then utilize the Human Resource officer to make sure that we are creating an atmosphere of diversity.

I am also going to focus on the NACN 3\_star Diversity award. It is easy to fill out the form and submit it to your Flotilla commander for vetting and then up the chain to the division Diversity officer and then onto me for final district vetting. I will then send it to the appropriate national branch chief. To find the form and any other diversity materials, including training, log onto the Fifth Northern website, go to DIRECTORATES, and scroll down to Diversity. There is a wealth of materials on the subject.

I will also be giving a one-hour workshop at D-Train in March. Hope to see some of you there.



**Marilyn F. Hughes**  
**DSO-DV**

Marilyn F. Hughes  
DCAPT-E (Interim)PDCDR, Division 8  
ADSO-PE(e), SO-PE, FSO-PE  
TCT-F, DSO-DV/CR





## Marine Safety

Environmental Protection is a critical mission area for the United States Coast Guard and the Auxiliary is proud to be of assistance in many environmental missions.

The Coast Guard Auxiliary Marine Safety Program is overseen by the Prevention Directorate. The program is designed to facilitate and encourage Auxiliary support for Coast Guard Sectors in the legacy Marine Safety and Environmental Protection Programs. There are four divisions of the Prevention Department devoted to the Marine Safety Program.

1. Commercial Vessel Activities
  - Inspected Commercial Vessels
    - ◊ Foreign Flagged Vessels
    - ◊ Domestic Vessels (i.e. T-Boat, K-Boat, Passenger, Cargo, Tanker)
  - Uninspected Vessel Activities
    - ◊ Uninspected Passenger Vessels
    - ◊ Uninspected Tow Vessels
    - ◊ Commercial Fishing Vessels
2. Port and Facility Activities
  - Container Inspections
  - Marine Safety oriented MOM Patrols
  - Regional Exam Center Support
  - Waterways Management
3. Prevention Outreach
  - America's Waterway Watch
  - Sea Partners
  - Aquatic Nuisance Species (ANS) Resources:
  - Living Marine Mammals Resources:
  - Good Mate Program
4. Communication and Education
  - Marine Safety Ribbon
  - Trident (Auxiliary Marine Safety) Training Program
  - Auxiliary Marine Safety (Trident) Device
  - Marine Safety Grant Support



**Laurie Huselton**  
**DSO-MS**



CFVE Drill Conductor Training



Gregg Bollinger, ADSO-MS  
Ready for a Clean-up

*Continued on the next page...*

## *Marine Safety, continued*

### Remember.....

Participation in a program under Division 1 requires:

**Proper Uniform**

**Assignment to Duty (Issued by the appropriate Coast Guard Order Issuing Authority (OIA))**

**Letter of Designation issued by the Captain of the Port (COTP) in the program of participation.**

Participation in a program under Division 2 requires:

**Proper Uniform**

**Assignment to Duty (Issued by the appropriate Coast Guard Order Issuing Authority (OIA))**  
**and**

**Letter of Designation issued by the Captain of the Port (COTP) in the program of participation**  
**or**

**USCG Auxiliary specific training in the program of participation.**

Participation in a program under Division 3 requires:

**Proper Uniform,**

**Assignment to Duty (Unit Level Awareness) – Only when**  
**participating in activities outside of Flotilla or home.**

**and**

**Letter of Designation issued by DIRAUX (AUX-MSAM and/or Atlantic City Boat Show AUX-MEES)**  
**or**

**Any Auxiliary member with the desire to participate in Marine Safety Outreach programs**

Participation in a program under Division 4 requires:

### **DESIRE**

**Environmental Protection is a critical mission area for the United States Coast Guard**  
**and**  
**the Auxiliary is proud to be of assistance in many environmental missions.**

For more information please go to <http://wow.uscgaux.info/content.php?unit=PDEPT&category=marine-safety>, or contact your closest MS Staff Officer.

Laurie Huselton  
DSO-MS



Atlantic City Boat Show





# A Focus on 5NR Divisions



## *Division 1*

### *Turning a 44' USCG MLB into a OPFAC by William Turnbull*

Division 053-01 in Newark, Delaware is privileged to have a retired and refurbished Coast Guard vessel available to them for surface operations.

OPFAC 443310 is a 44' Motor Life Boat (MLB). The vessel was acquired in 2010 from a marine construction company in Lewes, Delaware. The construction company used it as a tug boat to move their dredge and pipelines until they took delivery of a new motorized dredge.

After significant refurbishment, OPFAC 443310 was returned to service as an Auxiliary surface facility. The new OPFAC was immediately pressed into service as a platform for Boat Crew Qualification Program (BCQP) training. It was also used for Marine Observation Mission (MOM) patrols.

In 2012 the vessel participated in the War of 1812 Bi-Centennial Celebration in Baltimore as an escort vessel for the Coast Guard cutter Eagle, a transport platform for the ground crew of the Navy "Blue Angels" and a patrol craft for the air shows and fireworks displays.



Newark, Delaware - A photo of OPFAC 443310

*Official U.S. Coast Guard Auxiliary photo*



## *Division 7*

### *Commercial Fishing Vessel Examiner (CFVSE) Program by Maurice Kiely*

Commercial Fishing is one of the most dangerous occupations in the world. Each year many fishermen and women are lost. To mitigate the danger, the US Coast Guard, in conjunction with other federal agencies, enforce regulations relating to fishing vessel safety. Along the New Jersey Coast, we have a variety of fisheries harvested by crews on scallop, clam, gill net and long liner vessels, among others, operating in both warm water and cold water environments.

The Coast Guard Authorization Act of 2010 changes the requirements for examinations from voluntary to mandatory for the majority of commercial fishing vessels. The Act increases the requirements for safe practices, safety equipment, and for drills and emergency equipment and procedures. While responsibility for commercial fishing vessel safety continues to rest with the boat owners and operators, the Coast Guard and the Auxiliary provide increased oversight of safety practices and regulatory compliance.

Nationally, the Auxiliary has 191 qualified CFVSE's, and 7 of the 18 in our District are from Division 7. They are;

Pat Ditomasso, 7-9, Dave Hellmuth, 7-9, Maurice Kiely, 7-9, Tom Piascik, 7-9, Joe Smith, 7-11, Wally Wubbenhorst, 7-2, Larry Yaskulka, 7-9. We report thru the ADSO for Marine Safety CVSE (Joe Smith 7-11) and DSO for Marine Safety Laurie Huselton 7-11). We all receive guidance and training from CG CFVSE coordinators from Sector Delaware Bay Bob Heffner and Erich Solbach.

These D7 examiners focus mainly on the fishing vessel fleets located in Barnegat Light and the vicinity, but also often participate in exams in Pt. Pleasant Beach, Atlantic City, Cape May, and Port Norris. Our mission is not enforcement as that is the job of the CG boarding teams, who in addition to safety regulations also are examining adherence to US Fisheries regulations and licensing. Our job is to examine the vessel while docked, and based on vessel and crew size, verify that approximately 100 safety requirements are met. In some cases, if the vessel owner waits too long, he may be faced with not being able to legally go fishing until he passes an examination. Normally, we schedule the vessel exams in advance so that any deficiencies we find can be corrected and re-examined within 30 days to not interfere with commerce of the vessel.

Examples of items inspected;

1. Sufficient number of cold water immersion suits in good condition, with proper emergency gear attached for detection from the air.
2. A life raft sufficient for the size of the crew, recently inspected and properly attached to the vessel to be float free and automatically inflated if the vessel sinks.
3. Proper navigation and fishing lights, day shapes, and sound producing devices.
4. An EPIRB currently registered with NOAA, tested on site, and positioned properly on the outside of the vessel to deploy manually or in a float free manner.
5. Proper navigation publications, charts, and communication equipment.
6. Engine room fire safety, guards for exposed hazards, high water and emergency alarms, bilge piping, dewatering equipment, cleanliness, and clutter free emergency exits.
7. Proper stability and oil transfer procedures

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## *Division 7, continued*

The defects the Division 7 examiners find most often are non working navigation/fishing lights, insufficient or outdated fire fighting equipment, old or unserviceable immersion suits, outdated navigation publications, missing first aid drill log documents, alcohol testing devices, and high water alarms not working.

When a successful exam has been completed, the examiner will award the vessel owner/captain with a dated CG Commercial Fishing Vessel Safety Decal that is displayed on the starboard side wheelhouse window so that potential CG boarding teams are aware that this vessel has passed our exam, and if the boarding officer chooses to board them, may be able to perform their examination concentrating on the 10 big safety items that could lead to voyage termination.

The Commercial Fishing Vessel Examiner Personal Qualification Standard (PQS) outlines the requirements to become a CFVE. The qualification for Auxiliary members is exactly the same as for active duty and reserve personnel. A high degree of professionalism and acceptance of responsibility is required of the examiner, as well as an ongoing commitment to improve safety of the fishing vessel industry. There are formal education requirements, supported by Sector Delaware Bay, and the CFVE C-School at Training Center Yorktown, including qualifying as a certified drill conductor capable of performing the same crew drills that are required on most fishing vessels, as well as a significant period of on-the-job training. After all qualifications are obtained, the CFVSE candidate is required to participate in an oral board conducted by experienced CG and CGAux qualified examiners. If the candidate successfully passes their oral board, a Letter of Designation as a Commercial Fishing Vessel Examiner is endorsed by the Captain of the port. Qualified examiners are expected meet minimum yearly activity and training as well to support the increased focus on this potential lifesaving mission.

For more information on the CFVSE program, you may contact the D7 Area Coordinator, Maurice Kiely at [mauricekiely@comcast.net](mailto:mauricekiely@comcast.net).



**LEFT:** CGAux CFVSE Pat Ditomasso reviewing documents and exam results with the captain. **ABOVE:** CG CFVSE coordinator Bob Heffner boarding the vessel Lindsay L in Barnegat Light.



# News and Information From Around the District



## ***A Critical Look at Incentives*** *By Norman Fehr, DVC-VI*

The USCG Auxiliary offers many insignia, devices, ribbons, medals, certificates and other awards that are intended to offer incentives to engage in significant levels of worthwhile achievement - to increase desirable behaviors. What makes some incentives more effective than others? Why do some incentives encourage teamwork and cooperation and other incentives pit individuals or units against one another? These questions pertain to incentives at all levels. However, for the purposes of providing examples, we will concentrate on VE incentives offered to Flotillas by Divisions.

### **Essentials of an effective incentive**

To be effective, the incentive should alter behavior of the candidates. To achieve this goal, the criteria to receive the incentive should be simple, easy to understand and well known to all. An effective incentive must motivate the competitors to alter their behavior in ways that are consistent with the organizations goals. Likewise, potential recipients must know that the incentive will be awarded based on merit and not popularity or affiliation. When this happens, the incentive fails to be motivational because the deck is stacked. This may also create resentment and even hostility in an organization that depends on fellowship.

### **Non-competitive incentives defined**

Some incentives are awarded to any individual/unit that meets or exceeds a fixed, well known standard. Any individual or unit that meets or exceeds the standard receives the acknowledgement. There is no competition and everyone is on the same team. If a Flotilla assists another Flotilla in meeting the standard, neither Flotilla's chances of receiving the incentive are sacrificed, therefore teamwork and cooperation are not penalized. One Flotilla's success does not have a negative effect on other competing Flotillas. Care should be taken when establishing the standard because the acknowledgement will fail to be an incentive to individuals/units that perceive the standard to be unrealistic or unattainable and this may create resentment and even hostility.

### **Competitive incentives defined**

Other incentives are competitive and are awarded to a single individual/unit that wins the competition. The competitors are not on the same team and cooperation between competitors may actually be penalized. Some competitive incentives are awarded based on subjective criteria and other competitive incentives are awarded based on quantitative criteria. Let's look at each one.

In an incentive with subjective criteria, an individual or small group selects the winner based on general guidelines that require value judgments to select the winner. If people believe that the winner is selected based on popularity or Flotilla/Division affiliation, merit takes a back seat, the incentive loses its effectiveness and resentment and hostility may be created.

The winner in an incentive with quantitative criteria is easily selected because it is solely based on the numbers. However, if one individual/unit continues to win the award over an extended period of time, resentment may be created. This may also occur if the criteria to receive a competitive award is intentionally created to exclude an individual/unit.

### **Unintended consequences of competitive incentives**

One of the goals of any competition is to encourage competitors to innovate in such a way as to gain and maintain a competitive advantage(s). If the innovation is shared with competing Flotillas, the competitive advantage ceases to exist and the innovator's chances of receiving the competitive award are reduced. This may not be unhealthy if the competitors are not in close proximity. However, if the competitors are in close proximity, teamwork and cooperation may be penalized and the incentive may be detrimental to the Auxiliary's mission.

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## *A Critical Look at Incentives* (Continued)

As previously stated, incentives are intended to alter behavior. The following are just a few examples of unintended negative consequences that a poorly structured competitive incentive may promote.

- A Flotilla's chances of winning a competitive award may be increased if a Flotilla does not invite competitors to participate in vessel examination, public affairs or member training opportunities.
- A Flotilla's chances of winning a competitive award may be increased if certified members of a competing Flotilla do not fulfill currency requirements and go into REYR.
- A Flotilla's chances of winning a competitive award may be increased if a large Flotilla continues to recruit new prospective members instead of introducing the recruits to a very small nearby Flotilla that is struggling to recruit new members.
- A competitive incentive may reward a Flotilla if a public affairs officer who is creating a press release for a public education class or vessel examination event intentionally avoids including similar activities of competing nearby Flotillas in the release.
- A Flotilla's chances of winning a competitive award for the most average mission hours per Flotilla member may be increased by:
  - finding ways to encourage the disenrollment of "minimal producers".
  - limiting new member recruiting to people who will increase the Flotilla's average mission hours per member.

### **A productive approach to competitive incentives**

On the other hand, it is possible to avoid the unintended negative consequences of poorly structured competitive incentives. Perhaps a Division has a place in its publication or website for Flotillas to offer an invitation to competing Flotillas to participate in activities such as public affairs/vessel safety check events, member training opportunities, public education instruction opportunities, etc. The Division offers a competitive award to the Flotilla that submits the most invitations to competing Flotillas. The award criteria is simple and easy to understand. In this example, teamwork and cooperation are encouraged and unhealthy behaviors and motivations are avoided.

### **Summary of an effective incentive program**

Incentives are important and should motivate us toward altering our behavior in ways that are consistent with the goals of the Auxiliary. An incentive should not create resentment that interferes with the fellowship that is important to the health of the Auxiliary and should promote teamwork and cooperation. An Auxiliarist should not have to choose between having the best chance to win an incentive and actions that are consistent with the Auxiliary's missions. The Auxiliary's mission must take priority. After all, that is why we are proud to call ourselves shipmates - members of the United States Coast Guard Auxiliary.





## *A Message to Flotilla 7-12* By Tom Ball, Flotilla 7-12

To the Members and Officers of USCG Auxiliary Flotilla 7-12:

At the end of 2016, I chose to dis-enroll from Flotilla 7-12 for family and personal reasons. However, I wanted to take a few minutes to say “thank you” for the wonderful opportunity I was given to be associated with the Auxiliary for the past few years.

Looking back over my years involved with 7-12, two parts of this experience quickly come to mind: first and most obviously, our mission to serve the general public and the boating population; and second, the friendships and camaraderie built among us. When I was sworn in as a member of the Auxiliary, I only partially realized how important my role was, but I also didn’t realize the effect it would have on me.

I’ve had a great experience being a part of 7-12, both as a member and an FSO for HR. It presented me with the unique experience of being a part of serving others in a way I never had served before. I have been involved in “community service” in one way or another since my mid-teens; however, being part of the Auxiliary allowed me not to serve only a particular group of people, but allowed me to serve my country (in a small way) as well. That particular aspect was something I took great pride in.

I soon discovered how proud I was to be a part of an organization that reflects some of what is best about our country and our government.

I felt proud when wearing a uniform that reflected the values of Integrity, Respect and Devotion to Duty.

I felt proud of being a part of a group that starts our meetings with a prayer and is followed by all of our voices proclaiming the Pledge of Allegiance.

I felt proud of our shared commitment of our Flotilla to serve our local population, always to the best of our abilities and clearest of intentions.

I felt proud as I studied and learned more and even more proud when I shared this knowledge and these skills with others.

I felt proud as I looked around the room at our monthly meetings and saw so many men and women with various experiences and backgrounds come together because they also committed themselves to serve others in their own capacity. In small and large ways, each using his or her own talents and capabilities, each defining individual ways to contribute to the whole flotilla.

And now, I want to say thank you.

Thank you to the leadership teams over the years, thank you to the individual flotilla members: whether I knew you well or we were just acquaintances, thank you for helping me to discover my part in the Auxiliary and then to do my part and serve alongside of you.

Thank you for your friendship; thank you for sharing your knowledge, your time and commitment with me.

Thank you for your willingness to serve others and serve our country in a small but meaningful way: when so many others may choose to sit out and let someone else do the work, thank you for doing your part to do that work.

Thank you for a wonderful 8 years.

I hope each of you may be as richly rewarded on your journey within the Auxiliary as I have been.

Semper Paratus!

Tom Ball



# Photographs from 5NR





**DELAWARE BAY** - The Auxiliary's Recreational Boating Safety program helps prevent people from experiencing this view.

Coast Guard Auxiliary photo by  
Joseph Giannattasio,  
ADSO-PB Photography



**CAPE MAY, NJ** - While on patrol off Sunset Beach, Cape May flotilla (5NR) crew member Ralph Atwell observes the remains of the S.S. Atlantis sticking out the Delaware Bay. The ship is the most famous of a dozen experimental ships made of concrete that were built during and after World War I. It has been slowly receding into the bay since it snapped loose during a storm and ran aground in 1926. For the last 90 years her slowly crumbling hulk has been a tourist attraction, although not much of her is left to see.

*Coast Guard Auxiliary photo by  
Joseph Giannattasio*



Vintage postcard of S.S. Atlantis.

(Digital scan of postcard from author's personal collection.)





**CAPE MAY, NJ** - Robert Lamendola takes the Coast Guard Auxiliary New Member Pledge administered by Cape May Flotilla Commander Lorraine Bianco at the July 2016 meeting. Considered a component of the Coast Guard, Auxiliarists are not contractually bound, enlisted, or commissioned officers, but are volunteers pledged to serve in the Coast Guard Auxiliary.

*Coast Guard Auxiliary photo by  
Joseph Giannattasio  
ADSO-PB Photography*

**SURF CITY, N.J.** - Coxswain Joseph Smith and Crew member Laurie Huselton underway onboard their Auxiliary Vessel cutting through the blue waters of the Intracoastal Waterway (ICW) on the brisk and beautiful first day of the 2016 patrol season of District Fifth Northern.

*Coast Guard Auxiliary photo by  
Joseph Giannattasio  
ADSO-PB Photography*







**ATLANTIC CITY** - Auxiliarist and Active Duty Aviators from USCG STA ATLANTIC CITY start the new year working together on an familiarization (FAM) flight on a MH-65D helicopter. (L to R) Pilot LT Andrew Bacon, Auxiliarist Judy Redlawsk DFSO, and Flight Mechanic Barry Garris. 2016 is the centennial of Coast Guard Aviation.

*Coast Guard Auxiliary photo by  
Ronald Kripas*

**INTRACOASTAL WATERWAY, N.J.** - A leaning Daybeacon is marked with a Temporary Lighted Buoy on the Intracoastal Waterway off of Ship Bottom, NJ. According to the United States Coast Guard, daybeacons are "aids to navigation, which are permanently fixed to the earth's surface." Since their inception in the 1800's, these unassuming aids have safeguarded mariners from seafaring dangers.

*Coast Guard Auxiliary photo by  
Joseph Giannattasio  
ADSO-PB Photography*



# *A Message from the Editor*

I trust everyone is having a great 2017.

I wanted to talk a bit about the format and organization of this newsletter. This year we are trying something different. Instead of attempting to get information from all over the district for each newsletter, we are breaking it up over the course of the year.

The goal is to produce a quarterly newsletter. In each quarter the focus will be on one division from each area as well as five or so district departments. Every division and department will get a chance to be featured at one time during the year.

If your division or department was to be featured this time and you missed the

submission date, you are welcome to send something next month and it will be included.

To give everyone a head's up for the June issue, these divisions and departments will be featured. I will send an email at the beginning of April to notify everyone.

Divisions: 4, 8, 19

Departments: Human Resources, Member Training, Public Affairs, Communications, Incident Management



**Timothy Marks**  
District Staff Officer -  
Publications

Semper Paratus,  
Timothy Marks  
DSO-PB

## **United States Coast Guard Auxiliary 5th District, Northern Region**

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## **Come Visit us on the Web**

Coast Guard Auxiliary homepage:

<http://www.cgaux.org/>

5NR Website:

<http://www.5nr.org/index.php>





# Parting Shot



**BARNEGAT BAY, N.J.** - While it's always hard to identify the "best day of the summer," being a helmsman on an Auxiliary surface patrol is certainly a contender. District 5NR Boat Crew member Dennis Narehood at the helm of an Auxiliary vessel on patrol during a glorious summer afternoon. Used as a refuge by American privateers during the American Revolutionary war, Barnegat Bay has been a longtime center for commercial fishing and a popular destination for recreational boating.

*Coast Guard Auxiliary photo by Joseph Giannattasio*