**M E M O R A N D U M**

**TO:** District Chairs

**FROM:** Eric Hiser, Council President

**DATE:** April \_\_, 2017

**SUBJECT:** Notes from April district operations meeting

 We had great attendance at the meeting! The following districts were represented: Camelback, Firebird, Four Peaks, Gila, Lake Pleasant, Mesa, Ocotillo, Old Capitol, Salt River, San Tan, Superstition and Thunderbird. Janel Durfee, district commissioner for San Tan (with some help from Garry Willow of Firebird) led the opening and gave an inspirational moment. Tim Smith, Council Commissioner welcomed new members to the meeting.

 VP Volunteer Development Judy Walden reported that Jim Brown, district commissioner in Arizona Route 66, is in the hospital after a bypass surgery and passed around cards. Please keep Jim in your thoughts and prayers.

**Joint Session**

**2017 “Strategic Vision Goals” Charts**

 Eric Hiser, Council President, shared the 2017 Strategic Vision Goals charts. The first one (which has 6 rows and 10.2 columns) is the “Wildly Important Goals” (sometimes called WIGs) that were established at the President’s Summit. It includes our progress toward the Overall Vision Goal (1 in 5 youth get 2 significant Scouting experiences and give substantial service each year) and progress on each of our four focus areas: volunteers; membership, fundraising, and camping. Details on how to read this chart are attached. What is important is that it allows each district and the council to track progress on our major areas. What do we see? We are making progress!

 Best news! We have surpassed our 2017 WIG for council/district volunteers with over 1000 already registered (as of March 4, 2017). Now we just need to identify everyone and make sure they are oriented, trained and happy. The sky (ok, the near earth atmosphere, at least) is the limit if we can get more hands lending a hand. It builds enthusiasm and spirit.

 Good news. Membership is on track, with 34,449 currently on the books, another 1000 in charters in hand, so we only have a 10,051 to go! That is very achievable given how early in the year. While it is no time to take the foot off the membership accelerator, it is a good start. Early focus on finding school night coordinators so that as many schools as possible are covered is critical. Several districts have already identified coordinators for 62 schools, so progress is started. Why do bank robbers rob banks? It is where the money is. Why do districts work with schools? It is where the youth are. We are also half way to our new “new unit” commissioner goal of 60! Good job commissioner corps! Hope to see some more new units in the months ahead.

 Fundraising is also improving over last year. We are about $250,000 ahead of last year, but still well short of goal We are making some good progress on recruiting FOS presenters to reach out to units that didn’t give in 2016. This is an important initiative and builds success for the future. We had a goal 45 presenters and got 70. Let’s make sure they get out to the units (53 covered so far, 330 to go).

 Camping didn’t look so encouraging on meeting our goal of 1000 more kids, but we have gained about 2000 since March 31st when the data were collected. We are on the way. Read more about our goals in the District Chairs breakout.

 Eric Hiser then flipped the Chart over. The second side has four smaller charts on it. This is our Vision Goal progress. The first, blue chart, shows how well the council and each district is doing against the goal of 1 in 5 youth, 2 significant Scouting experiences plus service. The council is at 27%. Remember: we are working toward a 20 year vision of doubling our market share, so we are getting a good start. Kudos to Apache District, which is currently at 164% of the Vision goal, thanks to strong recruiting with the LDS church. Silver Creek and Coronado districts are also strong performers on membership. Details of how the scoring work are presented in an attachment.

 The yellow chart shows membership progress (toward the 1 in 5 youth). It shows that Apache district is at 300+% of the membership goal, along with Silver Creek, Coronado, Escudilla Superstition and Mesa districts (all over 100% market penetration). Great job!

 The red chart shows Scouting experience and service. This chart shows how many “experiences” a typical youth has had (our goal is 2 experiences and service, which is treated as the third “experience”). Once again, Apache and Coronado lead the way, but San Tan and Superstition have pipped Coronado. All districts still have a long way to go, as even Apache is only at 0.22/3. This is largely due to a timing issue – Cub Scout advancement is just starting to come in. It will be interesting to watch progress.

 The green chart shows the same information on Scouting experience and service, but for our “current” youth. It is a great way to check on how your district is performing relative to other districts. In this chart, Thunderbird is the lead, at about 0.85 experience/youth, largely on the strength of good camping sign ups and better service hour reporting! Great job, Thunderbird! Thunderbird is followed by Salt River, Camelback and Old Capitol. Good job, let’s keep it up!

 These charts will be prepared and updated monthly. Eric spoke with Andreas and a new “Operations” entry will be added on the Districts drop down. Look for that in the near future.

*Action item:* An explanation of the scoring for the sheets will be circulated and placed in the Operations tab.

*Action item:* The districts requested a “soft copy” of the manpower sheet to assist them in filling positions.

**Volunteer Development Report**

 Vice President Volunteer Development Judy Walden and some of her committee touched on a number of issues about volunteer development:

* **Volunteer Development Status - April** (attachment) - Please enjoy reading about what's going on with Volunteer Development and how it positively impacts everyone and what this function can offer your district. As a Council team, we continue to work with district leaders to integrate this "human resource" function into our Council and Districts as we serve our most precious assets: Our Volunteers! We welcome your thoughts and ideas any time! If you are struggling to get started, please call any of us, anytime!
* **College of Commissioner Studies** (2 attachments) - Returning again this fall . . . same time and place. An Associates Degree will be offered to all NEW Commissioners who need the basics, PLUS relevant Lunchtime Bonus Classes and the opportunity to meet with the Council Key 3 leadership team. Registration opens May 1. Check the website. Flyers attached for your distribution and promotion. Contact: Gumby Petersen.
* **College of District and Council Studies** (attachment) - Inaugural College Kick-off this fall! Please recruit your district committees/leadership team to attend together and receive their Associates Degree and Committee Key as a team! 4 hour District Committee Training Workshop and break out sessions will be offered in the morning, plus additional relevant courses to support your district leaders in leading effective district meetings and action planning/follow through . . . all to help you be the best district team you can be for all your Volunteers and the Units you serve! Registration open June 1. Contact: John Wintersteen or Sheldon Allred.
* **Volunteer Development: District Volunteer Survey** (attachment) - District Chairs, Vice Chairs and District Commissioners: Periodically a team needs to assess its progress. Taking the time to answer these questions are important in order to adjust next steps. Please come together at your next committee meeting, or sooner and ask yourself these critical questions about volunteer status. Filling your top 8 leadership positions in your districts is key to district success, now and in the future. Following a recruitment plan with Volunteer Development starting with existing District Member list (handed out by district at Ops) + Friendstomring lists (from the sessions you hold) + Commissioner leads on potential volunteers = A District Talent Pool Database from which to recruit and track volunteers today and in the future. Knowing your volunteer position gaps in the district will help you match your needs with available resources. Only when we come together and see the benefits of strong, trained and committed leaders, will we see others jump on the bus and participate. As leaders, you understand the importance - you know the goals. Our goal as a Council is to help you fill all critical and secondary positions in your district with effective, trained leaders. What can I do to help you get there? Contact:Judy Walden
* **Council Website:** Volunteer Development is now on the front page of our GCC Website! This is BIG! From here we will have the opportunity to set up links from interested volunteers directly to your district where you will have the ability to guide, communicate and track volunteers directly based on their interests (after completing a Volunteer Interest Survey form - coming) to your needs in your district. It is important for you to always know what open positions are available in your district. Stay tuned. The website currently has an "I am Interested in Volunteering" fillaile which comes to me for now and redirected by me to you. Eventually it will go directly to you.  Contact: Judy Walden
* Stay tuned for an exciting **Volunteer Recruitment Campaign starting May 1st**... a campaign which aligns with everything we do recruit, support and sustain volunteers . . .where we hope to encourage everyone to not just simply get on the bus, but to get on the "right" bus!

**Family Scouting Experiment Approval**

 Eric Hiser and Brett Bybee reported on Grand Canyon Council’s inclusion in a National Council study on “family Scouting.” Eric noted that Grand Canyon Council had been piloting a home-grown program called “Trailblazer Scouts” for sisters of Cub Scouts. This had been sent to National for formal pilot approval. Brett noted that Minneapolis had suggested a similar, co-ed program. The National Council has asked both councils to conduct a pilot with 16 units each divided into a “family” program, a fully co-ed experience, a “sister pack” with all girls and all boys, a “mixed pack” with dens that are either all boy or all girl. These options will all be evaluated for their success and whether they work well with boys and girls, some separation, or more separation achieving the best results. These results will then be used in calibrating Scouting’s next approach to making it easier for families to participate in Scouting so that we can reach more youth.

 There were many questions. This experiment (pre-pilot) is still in early stages. It will be limited; it will use the full Cub Scout program for all participants, and will likely be aimed at wholly “new” packs. There are still details being worked out with the National Office on how to handle the transition once the experiment is conducted so that all participants know the likely outcomes. More details will follow.

**New “Invitation Manager” emails/process**

 Mike Baxley, Thunderbird district chair, asked about emails he was getting on membership and the need to follow up on items. Brett Bybee reported that National has released a new youth membership application, which can be completed by the youth and parents and then submitted. Once approved by the unit leader, it comes to the council where it can be entered. Ultimately, it should show up immediately on the unit charter, but there are still some glitches being worked out. The reason for the emails in all the district chairs’ inboxes is if the unit doesn’t respond within a set time (Brett believes it is five days), then the issue gets forwarded to the district for resolution. Taco Schmid reported that his district director had gotten them sent to him. Mike Baxley noted that some were requesting 6 year olds in LDS units, which isn’t possible. Brett responded that in that case, we will need to try to locate the youth in a unit that does accept 6 year olds.

**District Chair Breakout Notes**

**Friends of Scouting (FOS)**

 The district chairs had a brief round-robin on FOS progress. Mesa and Lake Pleasant are working on a “reset” with some of their stakes and wards where dollars raised fell below expectations. The chairs discussed some ways to work more effectively with the campaign, including follow up, seeking engagement from the bishopric or stake presidency, and also the need to ensure that the Scouting program is working as intended (a poor program may lead to reduced support). The district chairs also noted some problems with the Patchfunding program. Brett Bybee reported that a number of those issues had been worked out, by Keven from Salt River pointed out that some “recurring” monthly contributors had not been rebilled. Brett committed to working on this.

**Camping/1000 More Kids in Camp**

 Greg Harmon, the council’s new director of outdoor programs, gave a brief presentation on camp. All camps will have new camp directors this year. We have added two LDS program weeks at Camp Raymond at the end of the summer and the council will work with other stakes interested in this possibility. It allows the stake(s) to tailor the program to their needs and still have trained, certified staff to deliver other parts of the program (like shooting sports, aquatics, health lodge, etc.). We are also trying to expand the Aquatics camp. Greg will be approaching some districts about stakes that may be interested in a pilot project for 11 year old LDS youth to work on their first class experience. For regular Aquatics Camp attendees, we are expanding the swimming area, have added an additional motor boat (doubling capacity for motorboating and waterskiing) and hope to add sailing capacity as well. He also outlined that we are within about 500 youth of our 1000 kid goal, so keep the recruiting going!

 There was a question about the cost for adults. Eric Hiser responded that the cost had increased to $120 due to food costs because the council was subsidizing $44/adult and that wasn’t sustainable. So, the first adult is still free and the second and subsequent adults are $120. The consensus was that it is fair to charge the cost of food.

**Useful links**.

Look around at all the available tabs, such as for your own district.

Strategic Vision Goals 2017

<https://docs.google.com/spreadsheets/d/1b5J5Do1lVE3KfNxGQWTkcAwR3ubbkN7V3IjkmV58uaY/edit#gid=1229276601>

Manpower Scoresheet

<https://docs.google.com/spreadsheets/d/1sCclkcpxIti0UYYK4mtwiQd9jZcZ8eWOuuz1I60ohsM/edit#gid=15>

Council map (about a year old, and in a few districts, out of date)

<http://vwolfley.github.io/BSAGrandCanyon-map/>

My.Scouting, including JTE, Commissioner Tools, Member Manager, Camping Manager, Organization Manager, etc.

<https://my.scouting.org/>