

District Realignment Meeting, 12.10.20

Minutes

Attendees: Chris Miller, Barrett Mohrmann, Ron Lime, Ryan Thompson, Lisa Murray, Chris Sherman, Jeff Moe, Chip Herr, David Stowe, Jeff Gill, Deanna Biros, Dale Simpson, Roger (from Chief Logan), Lois Griffin, Scott Sampson, Jim Bratton,

- “Units first was intentionally included in the title of this study. Our units that are delivering the program in our communities. I know we all realize that, it sometime...”
- Chris Sherman then led the pledge of allegiance, Scout oath, Scout Law, with Deanna Biros providing an innovation.
- The participants then went around the room and introduced themselves.
- “We have four points that we want to focus on this evening: the scope of this study group, the timeline of this study, our future meeting schedule, and communications. The last time the SKC completed a district alignment study was 2008-2009. What drives the need for periodic review are things such as population changes, community changes, membership changes, resource changes, all of those can combine to create this need.”
- “It’s probably where most councils are. There have been enough changes that every council needs to be looking at this.”
- “Some of those key factors to consider: population, leadership potential, businesses that are in the districts that may be a source of support, distance and travel habits (travel times and avenues toward travelling those distances), political boundaries, school districts.”
- “When we did this study last time, we worked districts around the school district boundaries except Columbus City schools. We got the most return...”
- “School districts definitely bring communities together, so it helped in drawing our lines.”
- “I think that probably will hold again to this study. The final thing we looked at in the past, and that national notes at, is tradition. It provides an opportunity to create new traditions and to build new organizations. I know Darby Creek felt that in 2008-2009.”
- “I think the roads and travel time are definitely a factor especially for our southern territories.”
- “I went through and calculated all of the zip codes and travel times throughout our council. Hopefully that will give us a visual when deciding where to place districts. I think that Chief Logan has three roundtables, but we can’t get anyone to travel for roundtable at all. I think it’s important for some things, but maybe we need to think outside of the box in deciding how to organize districts.”
- RT plays video showing council market analysis report and driving times.
- “I would just add that we have some supplemental mapping technology that we’ll use in these conversations that show how our membership looks like in school districts...”
- “I don’t think the density of leaders that will do an event is something on your chart.”

- “I believe that’s included in leadership potential. We want to be better leveraging our resources, our volunteer resources, our financial resources, to build better committees commissioner staff, and in some areas we need to improve the density of our volunteer leadership.”
- “Do we have anyone from Tecumseh district?”
- “We do not.”
- “I’m just one, I figure we should have at least someone from Tecumseh.”
- “What’s a district for? I go back and I think one of the key elements that a district is all about it where you got training. Training was a primarily a district and leadership function. That still tended to be the vision I had of it. It does make me think, do we have a good definition of what a district is for in 2021?”
- “There is a move to put more and more of that training online. The training that is offered in training is much more regionalized than it was in part because we’re leveraging scarce resources. I think districts are primarily there to support unit operations, with regards to membership, recruiting, program development.”
- “It’s a good question. Is there a green field way to provide service to units that looks very different from a district. Maybe there are super districts. I don’t know. Maybe we need an inventory with how we’re trying to serve units. At the end of the day, we have certain things we have to live in...”
- “I think one of the questions we need to ask is we have to communicate and prepare people for those changes. What are the responsibilities of our district executives? What the council office provides to a district is very high. What does the district executive have the bandwidth to provide. I think we need to set expectation of what who is responsible for.”
- “If we’re struggling with roundtable attendance in multiple districts, maybe we need to look at the purpose of roundtable. We really have moved away from that with Facebook and email. If we’re just passing along information, let’s look at how best to pass along information. How do we utilize some of this new technology and eliminate commutes.”
- “I agree with what everyone else is saying, we can definite what our needs are and how we want to deliver that.”
- “There are some guiding principles as we go through the district alignment process. The responsibility lies with the executive board. We typically don’t define districts for the benefit of just the professional staff, but the units. It needs to work with the professional staff.”
- “We’re really looking at a problem coming from two different directions. We need to create a community within a group of leaders. Given that our population density is decreasing, we need to be a little more creative about what we consider a district and what we can actually serve. The ideal district committee requires 36 people. You’re looking at having more district volunteers than unit volunteers. Is it worth our time thinking about creating pockets of volunteer engagement? Like the professional structure, the district committee structure...If we’re not thinking about it, we should be, outside of the box of what a district looks like.”

- “If we make really big districts, we can staff the committee and it makes it easy to serve. If we make really small districts, you have the challenge of 20 different committees doing the same things all across the council.”
- “You could say that if we get really big districts, we’ll lose some of the camaraderie, but not necessarily. Where are we heading and with the changes that we see on the horizon, how can we make the best of our resources and get people to try new things?”
- “Is it possible that now the world is engaged in virtual meetings and discussion is that a way to alleviate that tension from distance?”
- “I really have been focusing my efforts on trying to build the committee. The thing is we have five counties, we have three roundtables, we operate in a district format where we have our big events, but most of the time, we operate on a county level. We also maintain our county integrity by having those events.”
- “Should we really expect a district executive to have to go to three roundtables? Volunteers are really have to step up. The professional staff are not here to be our servants. The volunteers need to be running the districts.”
- “We see it to a degree in Darby Creek, but when you get down south, by the time you put together an ideal committee and commissioner staff, you need more volunteers in that district structure than we see in our units. As Ron mentioned, what’s happening at the national level, the functions that the professionals have provided, that’s going to continue to be pushed down to the council level. What’s that going to look like?”
- “To not quite have that same sense of ownership of your professional, but to say in a larger area, you get a little less of that... To spread that out and they can also cover for each other. I see it work so much better when you can rely on multiple professionals. I would sacrifice a level of size to get to that structure.”
- “We certainly increase the possibility of multiple professionals assigned to a single district. Spreading that workload within the district across a couple professionals, having multiple points of contact. There’s some continuity that gets maintained
- “One approach is you’re a program executive, finance executive. Now is the time to look at different possibilities and see what works for us.”
- “Buckeye is familiar with this concept as well because they’ve had two professionals. It doesn’t matter where you are as a volunteer, you can contact either professional. It can stunt career growth for those people. If we’re going to redefine things, now is the time.”
- “One of the things I hear a lot is our unit isn’t big enough. Or our district doesn’t have the resources. I think about those units that can’t do enough camping. Some districts do a good job camping, but how do we ensure especially those smaller units. Maybe the districts need to be big enough that they can do more.
- “It’s pretty clear that one of the factors we need to consider is the definition of a district, what the expectations are, how we can leverage our resources to serve the units in our districts, and maintain a sense of community, also how to get our professional staff to support our districts.”
- “There’s a timeline for when we’d like to complete the study and present it to the board. We’re like to implement this new district structure April 1, with the board approving

whatever proposal we make in March. This puts us on a timeline to have a recommendation put together by late February/early March. That's driven in part by the district charter. That gives us a short timeline but one that I think is workable. We have about two and a half months, maybe three, before we need to have a recommendation made."

- "Given the context of our conversation here today, if we could vote on it in April, that would be fantastic. If we're not quite there, we can look at our options. We want to try to keep to our timeline as close as we can."
- "I know the last time that we did this it was a much lengthier process. I know we're going to get to communications, it's not necessarily a put it up for a vote kind of thing. Certainly buy-in is important."
- "In 2008, we offered an online form mechanism. We need to allow time in the timeline for that as well."
- "Communication and transparency of what we do at the board level is very important. That certainly holds with this study as well."
- "It is a condensed timeframe and we need to figure out who knows what. Some of the key audiences need to have been talked with: the staff at the council, the Key 3s... Providing some tools to the key leaders so they can talk about the work that's being done and why. Then we can begin talking more broadly across the council. I love the idea of doing some listening sessions. If I was a parent in a unit, I don't know if I would have an opinion, but I expect some key volunteers do. I would want to bring that feedback back to this group. With everything that has to happen before then, we need to be communicating right now with a lot of people. Is the staff all up to speed with what's happening and why?"
- "As things unfold in the next couple weeks and months, the fact that we're carrying staff vacancies, all of that will be more clear."
- "I want them to not feel like this is something being done to them. We're giving them the opportunity. What questions do you have that the group should be considering? Maybe we can do a special call with the district Key 3's."
- "I think we need to do 2 things. Jeff and RT will put that meeting together with the staff. Then we need to put that call together with the Key 3. I think that needs to be sooner rather than later. If that can be done in the next week, we should get that scheduled, followed by some forums to get some feedback from the units and volunteers."
- "Is that Jan. 12 date too late to introduce it across the council. If we already have the Key 3's on board, that's not horrible. Maybe doing an email where we talk about district alignment?"
- "You're going to have most of the districts begin having their district meetings."
- "With that Jan 12 timeline, we can get an end of year communication out via email, and then at the January roundtable. I think it would just be an encouragement for volunteers to log in to the family forum."
- "Our district meeting is scheduled for the 13th if that's a factor."
- "I'll work with Kayleigh and figure out what makes sense to utilize. It will be closer to the first week of the year, before we get something out council wide."

- “I think district chairs and commissioners can help lead whatever discussion is appropriate at district roundtables. Probably, many of them will be before the forum on the 12th. For the most part, committee meetings will be happening after that. There would be another round of discussion that could be led. I think we need to have that year end communication go out council wide before the family forum, and before the January roundtables, so everyone knows what’s going on. Does that sound like a timeframe that’s workable for everyone?”
- “I think we need to establish a pretty firm timeline for this group to meet over the next couple of months. I’m not sure I necessarily how often that should be, but a good deal more often than once a month. Maybe have working sessions in between.”
- “I think if we want to be aggressive, and we need to be, I think every two weeks with some subcommittees to go off and work on something.”
- “Maybe we should schedule a meeting next week and then skip the holidays. Depending on how the communications go and what the feedback is, we need to go every week. I think you want to get more of this in before the holiday.”
- “I think we need to have that meeting if at all possible next week to create the awareness that we’re doing this study with the Key 3’s.”
- “I’d have the Key 3 meeting on Wednesday, we’ll have some feedback that we can discuss.”
- “I appreciate the increased transparency.”
- “As I was starting to read through the recommendation that the group put together last time, there was some consideration given to try to balance Cub Scout and Boy Scout resources, but I expect that was very difficult to do. In an ideal alignment, that we’d try to pay attention to the balance of volunteers coming from packs, troops, and crews.”
- “Back then, it was mostly about total available youth. Almost every elementary school had a Cub Scout pack. It was heavily unit saturated. Hopefully, we’ll get into a healthy unit and what makes a healthy district. I’m surprised to hear from Dale that you have more troops than packs.”
- “We’ll schedule this for every week, Thursdays, at 6:30.”

Key 3 discussion meeting: Scheduled for Wednesday, Dec. 16, 6:30 p.m. (virtual)

Next committee meeting: Thursday, Dec. 17, 6 p.m. (virtual)