

District Realignment Meeting, 2/25/21

Meeting Notes

Attendees: Barrett Mohrmann, Chris Sherman, Dale Simpson, Ryan Thompson, Lisa Murray, Ken Heintz, Jeff Moe, Chris Miller, Deanna Biro, Ron Lime, Chip Herr, Lois Griffin, Carla Mings, Phillip Freeman, Jeff Gill, Kayleigh Buck & James Dockter

- Chris Sherman started the meeting at 6:05 p.m.
- Chris Sherman led the Pledge of Allegiance, the Scout Oath, and the Scout Law.
- “Chip, do you want to talk at all about the program breakout?”
- “We met as a subgroup Sunday afternoon and earlier in the week. We had the opportunity to go through our three areas. We see advancement as pretty well outlaid. From all the folks I talked to, their primary focus has been around Eagle advancement, though not unit advancement and records. There’s some cross-function areas in working with the unit commissioners. Looking at the outreach of rank advancement and providing assistance to the units where there hasn’t been any advancement, I see that as a bit...[broke up due to phone signal]...”
- “Chip, we’ll move on.”
- “The way our document was written was older and more focused on the districts doing training. I think we have to shift gears since so much of it is online. We kind of focused on reporting and advertising training. We pretty much rewrote it as we felt it was outdated. Giving assistance to new units, we agree that promoting training and helping out those units was really important.”
- “Anything on the finance side or membership?”
- “I outlined the positions but didn’t write up anything formally. The volunteers are usually in a place to source potential donors and meetings with the community. Particularly if you have a newer district executive. I kind of divided the finance function into three different areas: friends of scouting, special events, and product sales. Special events you would recruit an event chair. Each of these tiers recruits volunteers underneath them. All of this is facilitated by the district finance chair and the district chair. Another important function of the committee is unit finance support. A lot of these questions can be answered by the commissioner team.”
- “From the membership section of the district ops, I looked at who would be doing those. We talked in the group of the Key 8 about unit membership coordinators. I think we need to really do some marketing and training of the new member coordinator in the unit. It’s an area where the district committee and executive work very closely, but they need more support from the volunteers. I typically don’t see anyone but the DE who do Scout talks. I think we need to emphasize the responsibilities of the volunteers in coordination with the executive.”

- “I agree, we need to define that breakout the items that are really the volunteer staff’s responsibility versus the professional’s. We’ll ask Deanna and Kayleigh to start compiling the major areas of the committee into one document. What we put into our board recommendation will include a statement that we’ve reset the roles and responsibilities of district operations. That document will then go to the new districts and the groups that help transition into the new districts. They’ll have that as a guide. One thing I think is worthwhile it to take a few minutes...”
- “We’d like to have those drafts back a week from tonight to begin compiling the main document.”
- “I think we need to spend some time distill the survey information and get that back out to everyone who participated and a broader group as well.”
- “I know we can and should include that into our summary and recommendation report. I think we have an opportunity with the scouting family forum to include this information. I can have the executive staff reach out to their Key 3 to confirm attendance to the forum. We’ll need to format that and get it ready for the forum, if that’s an agreeable proposal.”
- “Is there a reason not to compile these results and send them out to everyone? It’s making it clear to everyone that we were serious about gathering the input and responding. I think we should do that for both surveys. Engagement is still wrapping up.”
- “That’s a faster delivery system. We can spruce it up, but we can get that up on the website as well. They can see the priorities and how we’re adjusting our suggestions to accommodate that.”
- “I think it’s important to incorporate a communications section in the district operations. It’s something we can expect districts to provide support. I think everyone is still working on the guidelines, especially in light of the needs and expectations survey. We need to give it a few more days for everyone to get their draft together. Anything else on operations, roles, and responsibilities?”
- “Let’s get back into the district alignment scenario. As I was putting together the presentation for the board meeting, there was some data in the 4F that I don’t think made sense because it was identical or similar to 4E. I think now that we have 4F, which we’ll now call 4G, that’s the one we’ll go in with. I’ll ask Chip, Ken, Lois, and David to refine the metric data set for 4G. That becomes the recommendation that we make to the board unless there’s additional discussion this evening. There really wasn’t any pushback during the annual meeting Thursday to lead us in a different direction.”
- “I think we should go in with just one recommendation. Are there additional versions that we want to put into our recommendation to the board?”
- “I think the presentation to the board for the last alignment, the committee said here are four things we can do. I think on this study, we took a different approach and did our in-house analysis.”
- “In the previous report, we included three but we clearly recommended the one that was selected. I think we did that largely to show that we didn’t ramrod a single idea through. We did presentations in high school auditoriums for this stuff. WE had a list of pros and cons for each of those. I think this journey has been different. A lot of our work products

have been out on the web. I don't know if we need a document with three different things. I think the written report should have one set of metrics but we can share the narrative that we looked at different proposals.”

- “That’s where I’m leaning as well. The one thing Deanna, RT, and I have been tossing around over the past week is an updated set of FAQs to accompany the 4G PowerPoint. Maybe that gets included in the board document. Are there any FAQ topics that anyone feels strongly we should include in this updated set?”
- “I think some of the questions that came up in the Key 8 would be appropriate. I think a narrative of the process we through.”
- “And how we ultimately arrived where we did. Are we meeting next week Chris?”
- “I think it’s important to get the drafts of the district ops together and sent to you and Kayleigh. I think we need to draft our board presentation. The question is will we have enough of that put together by next week to review as a group. If not, we’ll come up with another way to do that.”
- “I did have a thought on the district guidelines. We talked about maybe having a conference where we invited all of the committees from the current districts and go through the information with them.”
- “I think we’ll end up doing something like that. RT and I had a discussion late last night about that. I think we want to have one more discussion with Chip so we have district ops and the commissioner team on how to execute that. I think there is some level of roll out presentation or training.”
- “If we can come together as a council and level set. We can offer this guidebook and create a feeling of unity. We’re all on the same page and then do district specifics with the new meeting. I think there’s some value for everyone to come together.”
- “We had a Key 3 in December to kick off this process just before this group met.”
- “I think it’s a good idea, especially if we have a best practices handbook that’s finalized and ready to go. We can fellowship over our new opportunities, and we can transition that smoothly into a new committee trainings and set the expectations. I think we have an April Key 8 scheduled, but I love the idea.”
- “I think it’s important to have at least the current Key 3’s hear the same message at the same time. Everyone is hearing it to go forward.”
- “April might not be the best time for us to do that. We won’t have Key 3’s solidified until the end of June. Maybe we do a Saturday at Lazarus or Falling Rock.”
- “There is a difference between getting recharter in their new districts and having the committees and commissioner teams filled. They need to be in their new districts by April 1, but not an expectation that the positions would be filled by April 1. In effect, what will happen is the current ten districts, everyone resigns their positions. We’ll go through the formal nominating committee process. What we’re going to have to ask everyone to do is function as a new district in the meantime, while we’re going through that process.”
- “It’s a very weird, awkward, non-defined period of time. Unit service in April, May, and June, thank goodness recharter will soon be wrapped up. Professionals will be wrapping

up FOS. That provides us an opportunity to bring the districts together, three districts operating as one. The big question I think we need to answer is roundtable. That's the consistent question that keeps rising. I got that question from Roger in Chief Logan. Down in Chief Logan that's a big concern. The drive time is a big concern. I suggested that maybe we analyze the membership and find out geographically where there are twenty units. And maybe that's one of the roundtable locations. We're going to have everyone ready to launch by membership time in the fall."

- "I don't think we should rush to break into these. I don't think this is going to play well. All of a sudden we're going to recharter and we have to figure out roundtable. Will we know our DEs for the district? After listening to some of the complaints, I'm worried how it will come across."
- "It's not the best presentation. In a perfect world, we would have had the nominating committees meeting, but there's a couple tricky things buried in the bylaws. We don't have recommendations for nominating committee chairs quite yet."
- "I'm getting similar comments from others as well. We need to start laying out a better roadmap."
- "The advancement chairs of each district need to remain in their role if you want eagle boards of review during that period. They need to be alive and kicking otherwise you can't have an eagle board of review."
- "That's part of what triggered my thoughts. What if someone we're combining with doesn't agree with our camporee."
- "I was grilled last night at the district committee meeting that we don't have a plan to go forward."
- "I think all of that feedback and the comments is well taken. We knew this was fast track, in a much shorter timeframe than any of us prefer. The new charters need to be in place April 1. Right or wrong, the focus we've had over the last eight weeks has been on the district alignment. We need to have a conversation on the operations end to ramp up the transition plan. What happens in the spring is up for discussion as with happens in roundtables, spring camporees..."
- "I agree wholeheartedly. We need to establish that roadmap to support our critical events and what point do we make the full transition."
- "I agree we need to clean up the way this presents. I would sure hope that all of us working together, if a scout needs an eagle board of review, the three advancement chairs could say 'I got it.' We need to step up and do whatever it takes."
- "For what's it worth, one thing that did trouble me is that in our district, we don't currently have a district chair, advancement chair, or membership chair. If we have districts that have a lot of holes, that's going to impact how we do this."
- "If you look at the district calendars, most of those districts are planned out through June and July. If we try to cut this thing off, we're going to have to think about all the other day camps, the camporees, and those volunteers who are proceeding. Plus, we already have on the website these ten different day camps."

- “I don’t think anyone is saying we’re going to suddenly cancel six day camps. Same thing with camporees.”
- “We don’t want to offend those volunteers who put all of that hard work in, or say one camp will be favored over another one. As a commissioner, I’m willing to go out and do whatever I need to do, but I also don’t want to step on toes.”
- “I think we need to not use the word firing.”
- “They in effect resign from their current positions.”
- “Are there other districts without these key roles?”
- “There are a number of district vacancies in a lot of our districts. That was one of the appeals in the alignment. The nominating committee is responsible for sitting down and recruiting people. It sounds like we need to have a more in-depth conversation. These are all very good conversations.”
- “I assume those nominating committees are not yet put together? I would think that’s top of the list as well.”
- “I one hundred percent agree. There’s been a hiccup in the collection of candidates for chairs. I should have all of those bios provided to me by Friday of this week. Chris Miller will then approve the chair of each of those nominating committees. We’re in the mix and we’re shooting to have those things up and running.”
- “Any other comments or discussion? I think RT, Chip, and I will try to have that discussion between now and next week. In the meantime, we’ll work on drafting the content for district operations. We’ll start compiling those and the recommendation document for the board. I think we’ve hit everything. Anything else?”
- “Deanna, are you available to sit in on our conversation? I think communication needs to be part of the foundation of the plan.”
- “If I’m available, I’ll sit in?”
- “Alright, thank you everyone. The feedback is very valuable and much appreciated. If you have additional thoughts, please reach out. I know a couple members of the group had to leave. Anything else. Thank you everyone.”
- Chris Sherman ended the meeting at 7:38 p.m.