



# **District Realignment Study**

**3.18.21**

# Overview

Volunteers representing each of the Simon Kenton Council (SKC) districts came together in December 2020 to study the district layout within our council. The purpose of the study was to ensure we are providing optimal support for Scouting volunteers and units in light of changes that have occurred since the council's last district study over 10 years ago. Units include packs, troops, ships, crews and posts.

## **Purpose**

The study group was asked to review the current district structure, examine opportunities to ensure districts operate at maximum efficiency and recommend any enhancements to the council executive board.

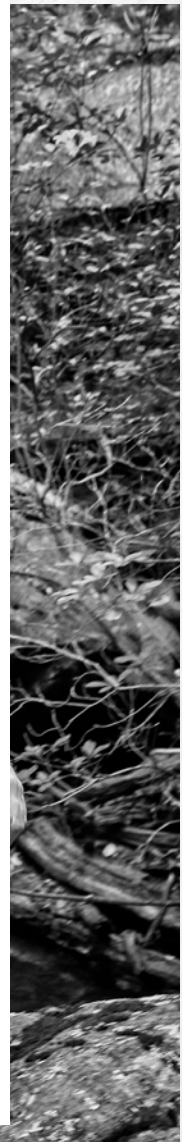
## **Why Now?**

The current alignment of our 11 districts (10 traditional districts and one ScoutReach district) within SKC is based on a study completed in 2008-2009. Since that time, Scouting has experienced significant change. Population centers are shifting, membership has significantly decreased, volunteer numbers are down and fundraising is challenging within our current environment.

## **Recommendation**

The study group is recommending that the council transition to four traditional districts and one ScoutReach district. The recommended structure balances a variety of metrics to the extent possible across districts and helps ensure each district has opportunities for success and improved performance. These metrics include total available youth (TAY), current Scout population, total units and the volunteer base.

Four traditional districts and one ScoutReach district would enable all traditional districts to be supported by two district executives (DEs.) Most traditional districts are currently supported by one DE. Aligning two DEs with each district enables greater collaboration and teamwork, and continuity of operations during times that a DE may be unavailable (time off, job transition, etc.)



# Study Methodology

Nineteen study group members representing all SKC districts held their first meeting in December 2020. The group, which included 16 volunteers and three SKC staff professionals, met weekly as a team and periodically in additional sub-teams to conduct research and analysis. The group logged an estimated 2,000 hours of time.

From the start, team members committed to challenging the norms and assumptions that we currently operate under as a Council, understanding that the next 10 years in Scouting is not going to look like the last 10 years. Members reviewed factors such as youth population, distance and travel time within the council, leadership potential among volunteers, civic boundaries (for example, school districts) and traditions and operations within current districts. Group members also invited input from families, volunteers and staff members across the council.

The sub-teams focused on the following areas in support of developing district layout scenarios for consideration:

**Geography/Infrastructure:** Geographical boundaries, roads, road conditions, road directions, travel attitudes, habits and preferences, phone access, high-speed internet access, and urban and rural needs and expectations

**Current Unit Mapping:** Council map of all current units and their locations

**Volunteer and Professional Staff Leadership Performance and Potential:** Volunteer and professional leadership strengths, weaknesses, challenges, resources and distribution. As a subset, this group also looked at program performance and potential

**Existing Membership/Potential Membership by School Districts:** Existing membership and potential membership by Scouting program level, school-age and grade levels, gender, ethnic diversity and social-economic diversity

**Fundraising History and Potential by Units and Communities:** An evaluation of historical and potential district, family and community fundraising, including untapped business and community support and what we would need to do to realize it

**Unit Needs and Expectations:** A look at what our units expect and need from our districts

**Communications:** Ongoing communications and feedback via e-mail, social media, Scouting Family Forums, District Committee Meetings, District Commissioner Team Meetings, Key 8 Meeting and study group feedback and postings

District	# School Districts	# Schools	TAY Cub Scouts	TAY Scouts BSA	# Cub Scouts	# Scouts BSA	# Cub Scout Volunteers	# Scouts BSA Volunteers	# Packs	# Troops	# Units	District Volunteers
Arrowhead	2	35	10,350	11,438	454	434	138	217	9	17	30	22
Buckeye	4	62	17,468	19,293	1,355	929	424	538	41	30	75	84
Chief Logan	20	86	14,170	16,195	551	197	131	97	20	13	33	24
Darby Creek	8	56	14,645	16,917	656	373	202	221	22	16	38	17
Delaware	4	50	15,693	18,498	846	450	233	274	20	19	39	34
Hocking Valley	13	61	12,193	13,539	336	281	99	184	15	21	36	25
Licking	10	59	14,381	15,705	458	269	132	155	14	19	33	37
Ohio Valley	8	69	19,412	21,548	420	198	111	161	13	13	28	26
ScoutReach	1	113	24,330	22,739	526	25	-	-	27	2	29	4
Tecumseh	17	86	18,958	21,783	277	164	98	125	16	17	33	19
Tri-Creek	7	82	22,474	24,623	658	391	202	253	17	21	41	22
Total	94	759	184,074	202,278	6,537	3,711	1,770	2,225	214	188	415	314

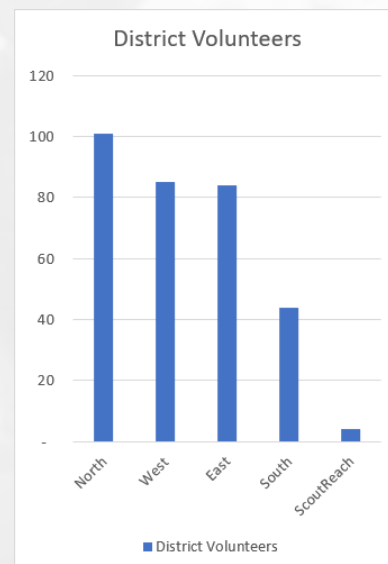
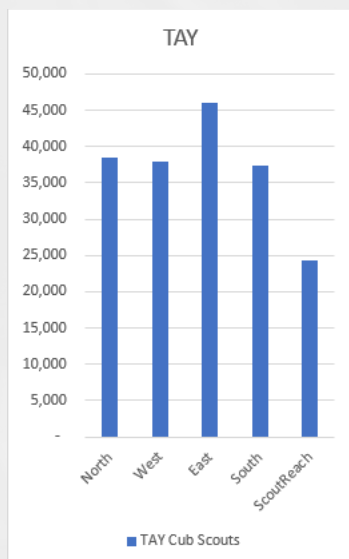
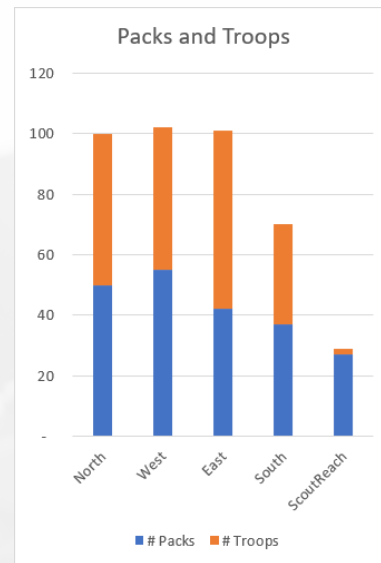
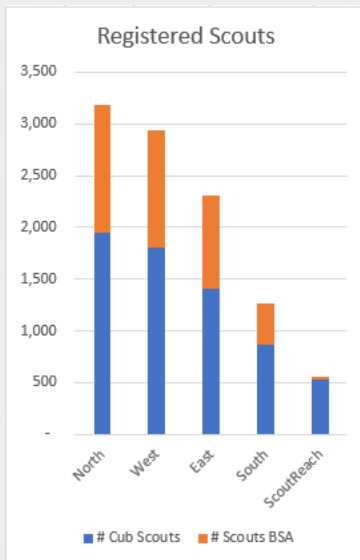
# Operational Analysis

The chart below is an exhaustive list of metrics that were utilized in a 360 degree view by the committee.

District	# School Districts	# Schools	TAY Cub Scouts	TAY Scouts BSA	# Cub Scouts	# Scouts BSA	# Cub Scout Volunteers	# Scouts BSA Volunteers	# Packs	# Troops	# Units	District Volunteers	TAY % Cub	TAY % BSA	TAY % Total
North	11	129	38,476	44,448	1,941	1,244	564	699	51	49	104	75	5.0%	2.8%	3.8%
West	12	138	37,945	42,039	1,803	1,139	554	716	56	46	107	110	4.8%	2.7%	3.7%
East	29	190	45,978	50,416	1,408	900	417	550	43	58	105	84	3.1%	1.8%	2.4%
South	41	189	37,346	42,635	859	403	235	260	37	33	70	41	2.3%	0.9%	1.6%
ScoutReach	1	113	24,330	22,739	526	25	-	-	27	2	29	4	2.2%	0.1%	1.2%
Total	94	759	184,074	202,278	6,537	3,711	1,770	2,225	214	188	415	314	3.6%	1.8%	2.7%

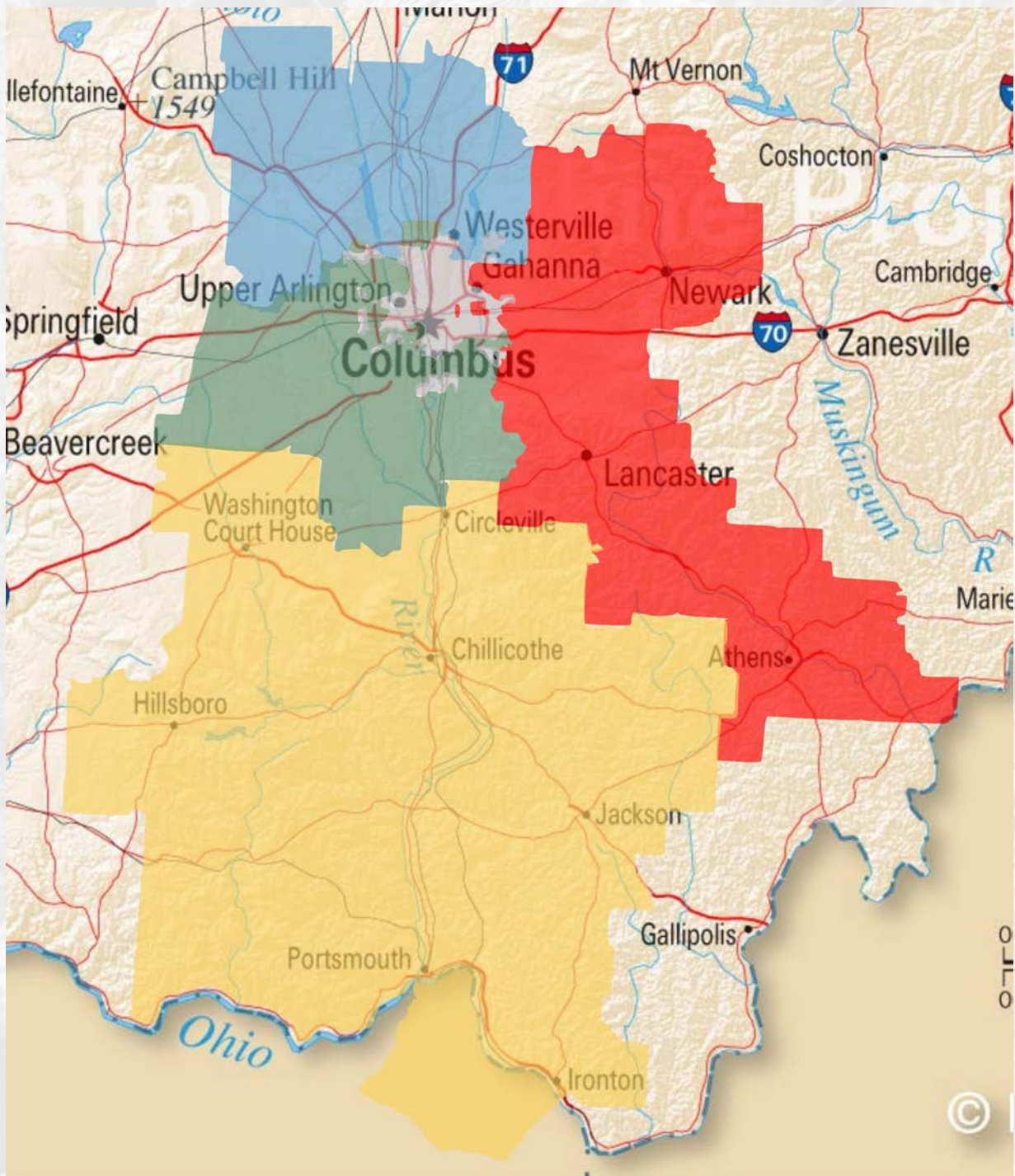
## Key Data Metrics

The charts below represent four key metrics that were used to find the most balanced distribution of resources, membership and potential membership. In addition, the study group considered the geographic size of each district.



# Recommended Alignment Map - 4 Traditional Districts & 1 ScoutReach

The study group recommends that the council transition to four traditional districts & one ScoutReach district that balances metrics to the extent possible across districts and helps ensure each district has opportunities for success and improved performance. District boundaries are defined by school districts.



# Breakdown by School District

## DIVERSITY, EQUITY & INCLUSION (ALL DISTRICTS & COLUMBUS CITY SCHOOLS)

### NORTH

Big Walnut Local  
 Buckeye Valley Local  
 Columbus City  
 Delaware City  
 Dublin City  
 Fairbanks Local  
 Jonathan Alder Local  
 Marysville Exempted Village  
 New Albany-Plain Local  
 North Union Local School District  
 Olentangy Local  
 Westerville City



### SOUTH

Adams County Ohio Valley Local	Minford Local
Adena Local	New Boston Local
Bloom-Vernon Local	Northwest Local
Bright Local	Oak Hill Union Local
Chillicothe City	Paint Valley Local
Circleville City	Portsmouth City
Clay Local	Raceland-Worthington Independent
Eastern Local School District	Rock Hill Local
Fairfield Local	Russell Independent
Green Local	Scioto Valley Local
Greenfield Exempted Village	Southeastern Local
Greenup County	Union-Scioto Local
Hillsboro City	Valley Local
Huntington Local	Vinton County Local
Ironton City School District	Washington Court House City
Jackson City	Washington-Nile Local
Logan Elm Local	Waverly City
Lynchburg-Clay Local	Wellston City
Manchester Local	Western Local
Miami Trace Local	Wheelersburg Local
	Zane Trace Local

### EAST

Alexander Local	Lancaster City
Amanda-Clearcreek Local	Liberty Union-Thurston Local
Athens City	Licking Heights Local
Berne Union Local	Licking Valley Local
Bexley City	Logan-Hocking Local
Bloom-Carroll Local	Nelsonville-York City
Canal Winchester Local	Newark City
Columbus City	North Fork Local
Fairfield Union Local	Northridge Local
Federal Hocking Local	Pickerington Local
Gahanna-Jefferson City	Reynoldsburg City
Granville Exempted Village	Southwest Licking Local
Heath City	Trimble Local
Johnstown-Monroe Local	Walnut Township Local
Lakewood Local	Whitehall City

### WEST

Columbus City  
 Grandview Heights Schools  
 Groveport Madison Local  
 Hamilton Local  
 Hilliard City  
 Jefferson Local  
 London City  
 Madison-Plains Local  
 South-Western City  
 Teays Valley Local  
 Upper Arlington City  
 Westfall Local  
 Worthington City



BOY SCOUTS OF AMERICA  
 SIMON KENTON COUNCIL

# Additional Considerations

In weighing the pros and cons of potential district layouts, district size and driving distance were heavily discussed. With four traditional districts and one ScoutReach district, all of our districts will be larger, especially in the southern portion of our council.

Driving distances certainly could be a challenge if we were to continue “business as usual.” Now is the time to re-think the way we’ve done things and develop new solutions for staying connected. For example, this could include geographically based or rotating roundtables, multiple summer day camp opportunities within a district, and increased use of technology and digital tools (with council support for implementation.)

## Conclusion

As Scouting evolves, we must evolve with it. This includes continuing to make the best use of financial and operational resources in support of Scouting members, families and volunteers across our council. Consolidating and realigning to a five-district structure is an opportunity to refocus the roles and responsibilities fulfilled by district volunteers, deepen volunteer bench strength, enable more effective use of staff resources and ultimately deliver better programs and experiences for our youth.

## Next Steps

Realigning our districts will take some time, and we want to be thoughtful about continuing current operations while easing into a new structure with minimal disruption to current plans, including camporees, roundtables and summer day camps.

If the realignment is approved by the Council Executive Board, the plan is for current districts to continue operations through June 30. Transition planning is underway and is supported by the results of two surveys that were conducted with unit leaders in February. During the next three months, district nominating committees will begin the work of identifying potential district leadership for the newly aligned districts.

In addition, to aid in the transition and bring clarity to district expectations, the study group created a district operations guidebook, with recommended leadership positions, committee structures and responsibilities. One of the benefits of consolidating districts is that it creates a larger pool of volunteers to fill district committee and sub-committee positions. We value our volunteers and believe there is a place for all who wish to serve.

## Thank You

Thank you to the following volunteers and professional staffers who met weekly (or more) over the past several months to research, analyze, discuss and recommend an optimal district structure to best support the future of Scouting within Simon Kenton Council. We appreciate your dedication!

### Volunteer Committee

Chris Sherman  
Deanna Biros  
Jim Bratton  
Phil Freeman  
Jeff Gill  
Lois Griffin  
Ken Heintz  
Chip Herr

Darby Creek  
Buckeye  
Darby Creek  
Ohio Valley  
Licking  
Tri-Creek  
Delaware  
Buckeye

Roger Hottinger  
Ron Lime  
Carla Mings  
Chris Miller  
Lisa Murray  
Scott Sampson  
Dale Simpson  
David Stowe

Chief Logan  
Delaware  
Tecumseh  
Darby Creek  
Arrowhead  
Tri-Creek  
Arrowhead  
Hocking Valley

### Professional Staff

Jeff Moe  
*Scout Executive*

Barrett Mohrmann  
*Tri-Creek District Director*

Ryan Thompson  
*Asst. Director of Field Service*