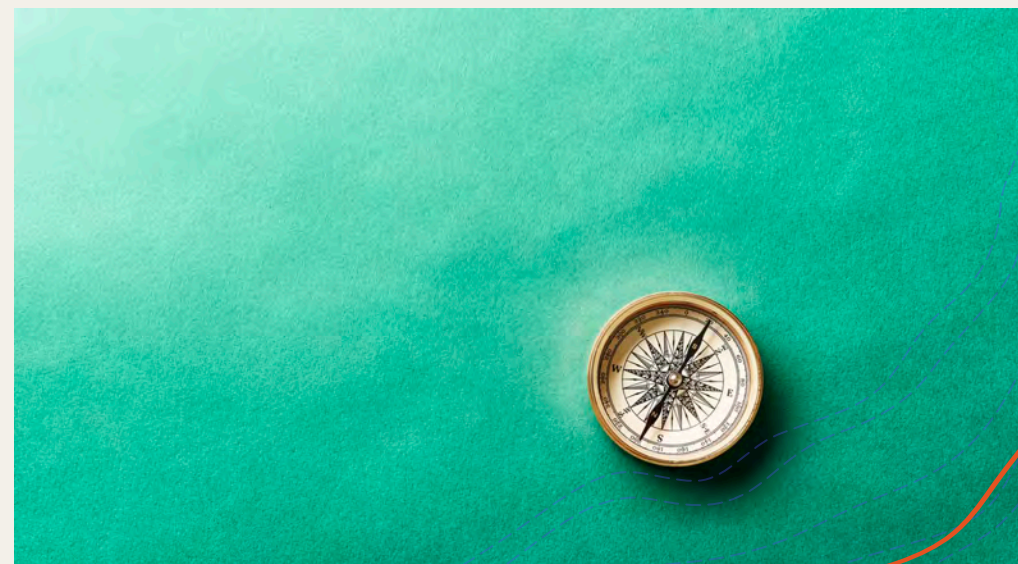


The background of the slide features a close-up of a blue compass resting on a pile of smooth, light-colored stones. The compass face is visible, showing cardinal and intercardinal directions. Overlaid on this image are several thin, white, wavy lines that sweep across the frame, and a single solid orange line curves along the bottom right corner.

The team approach to District Operations

What are our goals?

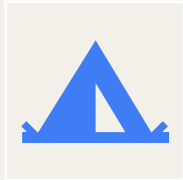
- + To best serve units by having campaign focused executives working with strong volunteer committees.
- + To better train our executives by focusing on a smaller scope of work, but across a wider region
- + To bring consistent coaching to volunteers by executives who can leverage regional resources
- + To fully shift the ownership of the District to the Volunteers



What are the four functions of a District



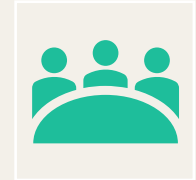
Membership*



Program*



Finance*



Unit-Service

*Headed by a
Vice Chair



What are the key campaigns

Membership

- + New Units
- + Member Acquisition
- + Member Retention

Program

- + Training
- + Advancement
- + Camping
- + Activities

Finance

- + Popcorn
- + Annual Renewal
- + Donor Acquisition

Unit-Service

- + Unit Health Index
- + Service Plans
- + Unit Visits





Membership Campaigns

New Units

- + Develop an annual new unit plan
- + Secure Charter partners
- + Recruit adult leaders
- + Recruit and post the new unit

Member Acquisition

- + Develop a recruitment campaign for spring and fall recruiting
- + Ensure each unit has a custom membership plan
- + Connect units with resources for recruitment

Member Retention

- + Develop an annual retention plan
- + Ensure a majority of Cubs cross over
- + Lead member support
- + Ensure a majority of members renew on time



Program Campaigns

Training

- Ensure every adult has YPT completed
- Develop in person leader specific training
- Develop an IOLS/Baloo when needed
- Promote advanced leader and youth training

Camping

- Ensure every Scout has the opportunity to attend camp
- Promote High Adventure
- Maintain approved Cub Camp paperwork
- Support signature events

Advancement

- Ensure the guide to advancement is being followed
- Increase the number of Scouts who advance yearly
- Maintain Merit Badge Counselor relations

Activities

- Ensure budget controls
- Ensure completion of administrative tasks (NCAP, blackpug support, activity blueprint)
- Right-size events to meet the needs of the region



Finance Campaigns

Popcorn

- Develop an annual popcorn plan
- Ensure every unit has the opportunity to sell
- Maintain warehouse functions and inventory
- Ensure all units are paid by December 31st

Annual giving renewal

- Maintain good relations with leadership donors
- Ensure leadership donors primarily give by end of Q1
- Follow up with past donors to renew or increase annual giving

Donor Acquisition

- Prospect and evaluate new potential donors
- Recruit district volunteers to help secure new gifts
- Solicit new gifts for corporations, small businesses, and individuals

Unit Service Campaigns



Unit Health Index

Develop a District wide plan to move units up in level

Align detailed assessments with the UHI

Ensure a majority of units are a 3 or higher



Service Plans

Each unit has a written service plan in commissioner tools

Service plans align with UHI

Service plans are made with the unit



Unit Visits

Each unit receives a visit yearly by a commissioner to perform a detailed assessment and service plan

Each unit is visited monthly by a commissioner

Commissioners are empowered to connect to resources

How do Districts currently operate

- Geographic focused Executive, Chair, and Commissioner
- This Key 3 meets monthly to plan and execute the district goals
- Unit commissioners work with the District Commissioner and UC's ask units what they need
- Most other volunteers work directly with the executive on special and short-term projects



How will our Districts operate

Dedicated Chair, Commissioner, Staff Leader (Key 3) focused on strategic planning. Team of executives focused on campaigns

The Key 3 meets monthly to discuss volunteer engagement and strategic vision. Executives are included when relevant.

Unit Commissioners work with the District Commissioner and Units ask the UC's for what they need by focusing on the 5 unit health indicators

District Vice Chairs and Campaign leads meet with an executive focused on campaign tactical plans

Most other volunteers work with their Vice Chair or Campaign lead



Volunteer Role

District Chair recruits and leads the District Vice Chairs to accomplish District goals

The District Vice Chairs recruit and lead a team to accomplish their specific goals

The District Commissioner recruits and leads the Unit Commissioners, Assistant District Commissioners, and Roundtable Commissioners

Unit Commissioners solve unit problems

Volunteers with the team lead will set goals and direction of the district

What is the staff role currently



Each Executive is currently geographic bound. They are responsible for accomplishing the Districts goals in all categories



Executives are problem solvers



The Staff Leader is responsible for all Districts achieving their goals



The Staff Leader in addition to managing their own District coaches the Executives to achieving their goals



The Staff Leader is the Chief Problem Solver



What are the proposed changes to staff roles

Each Executive is dedicated to championing a campaign across the region


They are responsible for achieving their specific campaign goals

Executives become tactical initiators and subject matter experts

The Staff Leader is responsible for all Districts achieving their goals

The Staff Leader in addition to managing their own campaigns, coaches the Executives to achieving their goals

The Staff Leader is the chief strategy officer



Why are we making this change

- + Optimize workflow by limiting scope and expanding scale
- + Provide more thorough Executive training over 3 years rather than 18 months
- + Provide the Key 3 with an experienced Staff Leader to focus on Volunteer Engagement and long-term strategy

What have been misconceptions



Reduction in staff



Elimination of Districts



Asking volunteers to do more



Executives not providing service to units



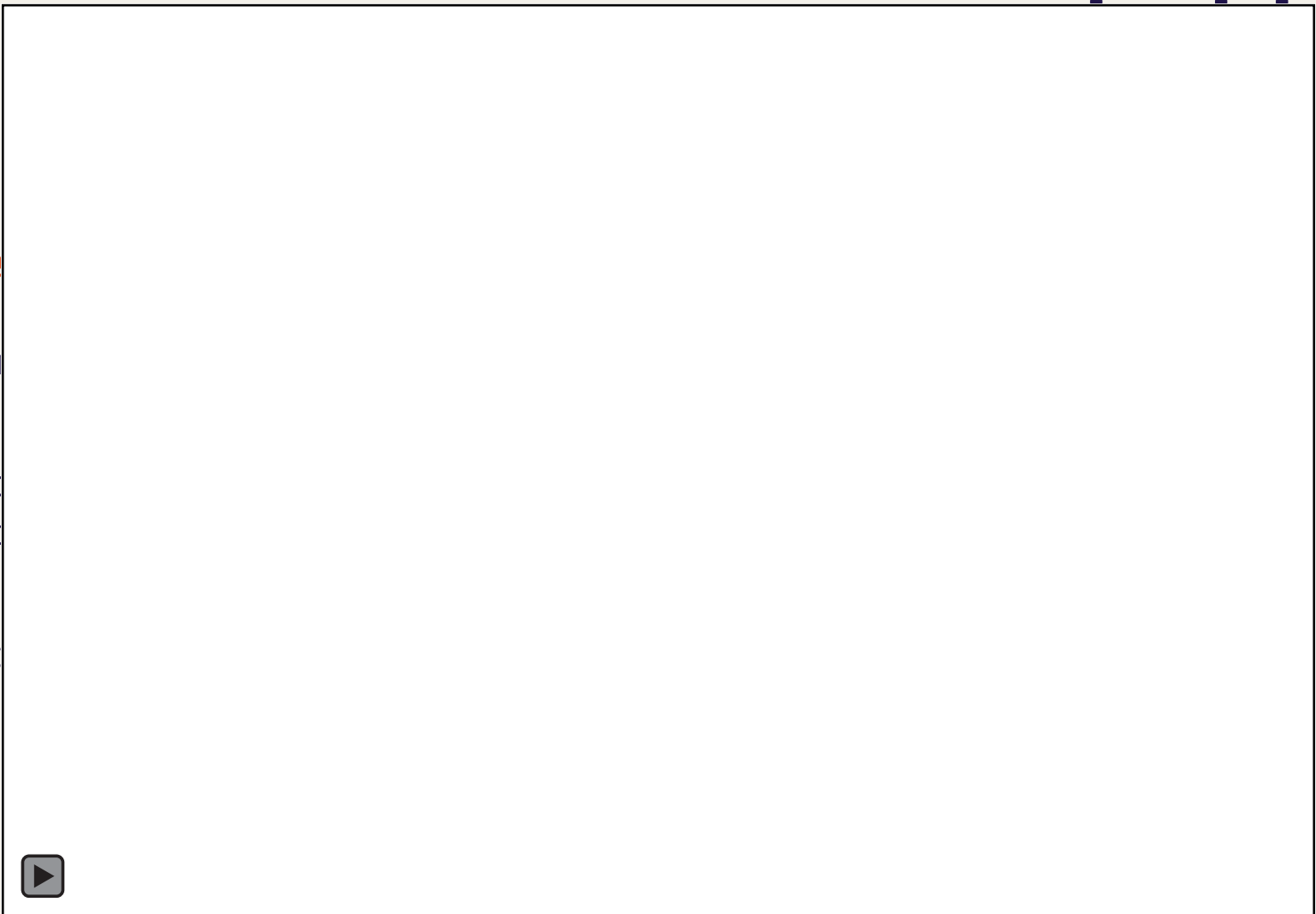
What are our priorities

Things we

- + Volunteers in roles
- + Ability to focus campaigns to the point behind
- + Older Scout

Things we must do

- Engagement
- Group Growth
- ...





Key 3

Joint Zone Key 3 meetings and individual District Key 3 meetings will be led by the staff leader

Current Campaigns

Campaigns currently in progress will be finished by the executive working until complete or a natural hand off point

New Campaigns

New Campaigns will start with a regional approach; the team will work hand in hand at first

Volunteer Engagement

All volunteers will be recruited by another volunteer, the executive will be there to assist and coach

Next Steps

A photograph of a sailboat on the ocean at sunset. The sun is low on the horizon, creating a warm, golden glow. The sailboat's deck, with its wooden planking, is visible in the foreground. A large, dark sail is partially visible on the right. Overlaid on the image is a white compass rose with dashed lines indicating a path. The text "Where will your compass take you?" is written in a large, white, sans-serif font across the center of the image.

Where will your compass take you?

+
Thank you for leading our Districts