



Strategic Plan Summary 2026 - 2030

Overview

Safety is paramount in all we do. We will increase Scouting membership through, dynamic and traditional recruiting, add new units, hold Scoutreach™ to Cub Scout's parent sessions, increase membership retention by deploying commissioner stewardship teams to help existing units, develop fun programs, offer leadership training, and be financially prudent.

The Plan

Safety

- Deploy district safety principles, tenants of safe Scouting, and Stop Scouting Authority
- Zero incidents and SYT infractions are attainable
- Timely report near misses, incidents and SYT infractions
- Promote Safety Moments at all meetings
- Create new District Safety Chair position

Members

- 2025 YE = (Baseline)
- 2030 Goal >800
- 2030 Stretch >900

Retention

- Strengthen existing units through Commissioner Stewardship Teams
- Campaign 100% AOL bridge to Scouts
- All Cub Scout Packs have >1 Den Chiefs

New Units

- 2025 YE (Baseline)
- 2030 Goal +20 units
- 2030 Stretch +30 units

Scoutreach™ to Cub Scouts

- Develop Parent Package and hold Parent engagement sessions to join Cub Scouts
- Caldwell Community Schools 4 Units
- Grow program in Canyon County
- Expand to Rural Towns

Traditional Recruiting

- Continue school open house tables
- Brand awareness at community events

Dynamic Recruitment

- Dynamic Recruiting Annual Plan and Calendar
- Create quarterly in-person Parent learning event with materials and publish in local Park and Rec schedules to recruit new families
- Create new District Membership Task Force Chair
- Create new Invite a Friend Campaign
 - Akela Level 2 members Patch & \$10 Scout Shop Gift Card
 - Grizzly Level 4 members Patch & \$25 Gift Card Scout Shop
 - Squatch Level 8 members Patch & \$25 Gift Card Scout Shop
 - GOAT Level 10 members Patch, Medal and \$40 Gift Card Scout Shop

District Committee / Operations

- Monthly district committee meetings
- Interesting & exciting monthly Roundtable plan
 - Publish Plan
- Civic Service Chair schedules activities and recruit units to participate for visibility in communities
 - Plans and assigns units to present State of Scouting @ City Council meetings

District Training

- Training Chair actively monitors LPS training
- SYT 100% compliant
- Leader Pos .Specific. 100% trained
- Offer annual BALOO, IOLS, LPS, & Den Chief
- Unit Leaders teach and attend Scouting U courses

Program and Advancement

- Actively promote council programs
- Continue to improve existing awards program
- Advancement Chairman monitors & reports unit performance, and is current on all requirements

Commissioning Service

- Deploy Commissioner Unit Stewardship Teams
- Develop meaningful relationships by meeting with units regularly
- Focus 3 + 1 Unit Success Factors
 - 1) Succession Plan 2) Annual Program Plan, and 3) Membership + Leader Position Specific Training

Charter Partners

- Engage prospective Exploring Learning for Life Orgs.to charter new posts
- Continue existing charter partnership engagements sessions
 - Potential to charter 30 new units w/existing organizations

Financial Stewardship

- Create district annual budget and expense plan
 - Obtain annual approval from Council
- Invest in Character direct mail solicitation
- Support and work with Council Development Director to grow council fundraising events and activities

Our Mission

To ensure every youth has a chance to experience Scouting.

Our Vision

To be inclusive and focus on instilling good citizenship, community service, and growth while delivering a fun, safe, and adventurous program for all to enjoy.

Commissioner Stewardship Teams

Overview

The Commissioner Stewardship Teams are Scouting experts. They freely share their knowledge and are a welcome resource. The Commissioners know each unit's Key 3 Leaders by name and viewed as their friend. Commissioner Teams can work together, or they can work apart from each other, but they always share with each other the information about the units they serve.

Purpose

Leader Succession Planning

- Identify and list all open positions.
- If needed, help develop/provide information with the key responsibilities of each role.
- Know who is available – make a list of adults who are not currently or ready for a leadership role.
- Determine the skills and talents of the potential new leaders – use parent/family surveys, either in writing or through conversation.
- Determine timing when the successor will be needed to fill the position.
- Be their friend and offer to help – sometimes new members aren't sure how to begin volunteering or even if they are welcome to join.
- Get the commitment – be sure the new leader understands and accepts the responsibilities for the position they are filling and that other leaders support them. Help complete application for membership.
- After a volunteer has committed to take on a leadership role, be sure to provide them with all the necessary training and information to do the job. Since you planned ahead, the new leaders can shadow the experienced leaders that will help ensure a smooth and successful transition.

Metrics & Annual Program

- Before visiting units, check the unit dashboard metrics to understand current state of unit health.
- In a friendly manner, Commissioner will review the metrics on the unit's dashboard to identify what is going well and the areas that need attention.
- Make notes for each metric to have and use as discussion points with the unit's Key 3 Leaders if possible:
 - Member Retention
 - Training
 - Size
 - Growth
 - Advancement
 - Unit Activities
- Always follow up after meeting with an email to the unit's Key 3 leaders to memorialize the discussion. This email can be used as a reference when following up.
- Promote doing safety moments at all meetings. Bring some printed safety moments to share during the visit that the unit can use in the future.
- Ensure the unit annual program plan is published/shared with its members. The plan outlines the unit's goals, activities, and budget for the year. The plan is created through a collaborative process involving unit leaders, youth members, and parents.

Membership

- Ensure each unit has a Membership Coordinator or someone in charge of recruiting and membership.

Traditional Recruiting

- Ensure the unit maintains good relations with local schools to attend open house(s) to host recruiting table(s).

- Brand awareness at community events

Dynamic Recruitment

- *Dynamic Recruiting* is based on the concept that units have a plan to recruit throughout the year. They maintain an annual membership plan, goals, campaign, and publish a unit activities calendar that includes recruiting events.
- The Dynamic Recruiting plan may include some of the following example types of events:
 - Invite-a-friend join nights as unit meetings
 - School open house / back-to-school
 - Fall family picnic where Scouts can invite friends and family to participate and learn about scouting in a fun and non-pressure atmosphere.
 - Host a fun one-day event at a local park or unit meeting location to do fun scouting activities that friends and family can attend to check out scouting.
 - Other creative recruiting activities.

+ Leader Position Specific Training

Monitor leader SYT compliance and position specific training via the unit's dashboard. Scribe notes and meet with unit Key 3 leaders to share the status for adult leader training.

Reporting & Communication

Maintain accurate unit visit records and communicate them to the District Commissioner after each visit to ensure the data is captured in a timely manner to be used for future analysis and planning.