



Vision Committee
Report to the Executive Board
(February 8, 2005)

PRESENT-FIVE YEAR COUNCIL NEEDS

Cub Scout Program/Membership Growth/Membership Retention Needs For Next Five Years:

- **Cub Leader Training:** Provide training to all new Cubmasters, Den Leaders, and Committee Chairmen within 30 days of volunteering for Scouting. Develop strong Cub Scout Training Committee with this objective as their main goal.
- **Cub Scout Recruitment:** Help every pack develop a year round recruitment plan that will attract boys into Scouting. Recruitment activities need to be high visibility events that stimulate boys into joining Scouting because of the fun offered through the program. Develop marketing materials to support the recruitment of new boys into the Cub Scout program. Develop strong Cub Scout Membership/Recruitment Committee to help assist with these efforts.
- **Cub Leader Program Planning:** Provide Program Planning to all new Cubmasters and Den Leaders within 30 days of volunteering for Scouting to make certain that every pack/den has a planned quality year round program that will retain boys in Scouting. On a district basis, provide every pack/den with a “Where to Go and What to Do” program planning guide which includes “best methods/programs” which are used by other Cub Scout Packs and Dens. The “Where to Go and What do Do” program planning guide will be developed by the Cub Scout Program Committee. The Program Planning Session will be part of the 90 minute Cub Leader Training Course.
- **Cub Camping Opportunities:** Provide quality district/council year round (3-4 per year) camping opportunities for Cubs and their parents. Provide an “Introduction to Cub Camping” program for Cub Scout and parents who may have never camped before joining Cub Scouting. Provide camping opportunities for Cub Scouts at Camp Cuyuna. Make certain that every Cub Scout Camp is being conducted in accordance with the National Standards of the Boy Scouts of America. This will fall under the direction of the Cub Scout Program Committee.
- **Cub Camping Equipment:** Purchase camping equipment (mainly tents) to use at district/council Cub Camping events by Cubs and parents who may not have access to this equipment. This is the second alternative to having Cub Scout Packs borrow this equipment from their respective associate Boy Scout Troop.
- **Contact Every Pack-Every Month (Commissioner Service):** Ensure that every district has one commissioner for every three Cub Scout Packs to make certain that every pack is contacted every month to answer questions, set up time to train leaders, help solve problems, etc.

Boy Scout Program/Membership Growth/Membership Retention Needs For Next Five Years:

- Boy Scout Training: Provide training to all new Scoutmasters, Assistant Scoutmasters, and Committee Chairmen within 30 days of volunteering for Scouting. Analyze and make necessary changes if needed to Boy Scout Training program to make certain that it is relevant, fun, and time permissive for individual volunteers. This will fall under the direction of the Boy Scout Training Committee.
- Boy Scout Recruitment (Cub Scout to Boy Scout Transition): Currently, 90% of all Boy Scouts were Cub Scouts. Develop communications to Cub Scouts and parents related to the fun, excitement, and values based program which is waiting for boys when they “cross over” from the Cub Scout Program into the Boy Scout program. Encourage troops to conduct 1-2 joint activities with their respective Cub Scout pack on a yearly basis. Utilize the “Den Chief” concept where the den chief has been trained to “promote the excitement and adventure” of the Boy Scout program to their respective Cub Scout den. On a district basis, track the “cross over” of every Webelos into Scouting to make sure that this process occurs. Form a Boy Scout Recruitment Committee which will be responsible for this objective.
- Boy Scout Recruitment (New Boys into Scouting): Help every troop develop a year round recruitment plan that will attract boys into Scouting. Recruitment activities need to be high visibility events that stimulate boys into joining Scouting because of the fun offered through the program. Develop marketing materials to support the recruitment of new boys into the Boy Scout program. Form a Boy Scout Recruitment Committee which will be responsible for this objective.
- Boy Scout Leader Program Planning: Provide Program Planning to all Scoutmasters and Assistant Scoutmasters on a yearly basis. On a district basis, provide every troop with a “Where to Go and What to Do” program planning guide which includes “best methods/programs” which are used by other Boy Scout troops for weekly troop meetings and monthly outings. Form a Boy Scout Program Committee which will be responsible for this objective.
- Older Youth Programs: Develop older Boy Scout/Venturing programs on a unit, district, and council level basis to help retain older youth in the program. Develop a “High Adventure” guidebook to promote unit level high adventure programs for older Boy Scouts and Venture Scouts. Develop additional High Adventure Programs at Camp Cuyuna which will keep the interest of older Boy Scouts who may have attended Cuyuna for a number of years. Form a Venturing/Older Youth Program Committee who will be responsible for this objective.
- Contact Every Troop-Every Month (Commissioner Service): Ensure that every district has one commissioner for every three Boy Scout Troops to make certain that every troop is contact every month to answer questions, set up time to train leaders, help with problems, etc. Continue to strengthen the commissioner staff in every district.

Facility (Camp) Needs for next Five Years:

- Septic Systems: Repair or replace current systems for current and future needs.
- Maintenance on Buildings and Program Areas
 1. Wade Building-Cedar Point: Upgrade kitchen and add bathroom. General repairs
 2. Polaris Building-Cedar Point: Replace furnace and refrigerators. General repairs. Keep building rustic for troop weekend use.

3. Dining Hall-Norseland: Upgrade kitchen. Provide maintenance to electrical and foundation. General repairs. Keep building rustic for troop weekend use.
 4. Quanset-Norseland: Remove
 5. Administration building-Cuyuna: Upgrade kitchen, showers, heating, general repairs, etc.
 6. Shower House-Cuyuna: Renovate.
 7. Cope Course-Cuyuna: Repairs to Tower.
 8. Shop Expansion-Cuyuna
 9. Latrine Repairs: All three camps
 10. Wood Burning Furnace:-Cuyuna: Ranger's House
- **New Buildings/Equipment**
 1. Dinning Halls/All Purpose Building/Kitchen/Showers: Additional building at Norseland and Cedar Point Camps that can be use as a dining hall and/or all purpose room in the summer and used for camping in the winter. The building to include showers, modern industrial kitchen facilities, and toilet facilities.
 2. Storage Buildings: Additional storage buildings at Norseland and Cedar Point Camps.
 3. Truck-Cuyuna: Ranger truck replacement
 4. Visitor's Toilet Facilities-Cuyuna: Near Administration Building.
 5. Portable Climbing Wall: Construct a portable climbing wall which can be used at various locations to recruit boys into both the Boy Scout and Cub Scout programs.
 6. Playground Equipment: Install playground equipment at both Norseland Scout Camp and Cedar Point Scout Camp.

Financial Needs within the next 5 Years:

- Operating Finances: Continue to grow operating finances (FOS, Popcorn, etc) to keep up with inflation and insure a full professional and support staff.
- Capital Finances: Manage Capital Expenditure as to not overspend on projects which have been identified on the five year needs list. Locate businesses/individuals who will underwrite cost of projects on the five year list. Invest capital dollars that will not be needed until later in higher level of investment accounts.
- Endowment: Recruit a Vice-President for Endowment and form a committee of volunteers. Begin raising endowment dollars to insure future of council and of council camps.

Manpower Needs within the next 5 Years:

- Volunteer Manpower: For the council to move forward in the areas of Cub Scout Training, Boy Scout Training, Cub Scout Program, Boy Scout Program, Cub Scout Membership Recruitment, Boy Scout Membership Recruitment, Venturing/Older Boy Program, Properties Development, Endowment, and Commissioner Service; it is imperative that additional volunteers are recruited at both the district and council level of operations.

Five –Ten Year Council Needs:

Facility (Camp)/Program Needs within the next ten years to enhance program and thus retain boys in Scouting for a longer period of time:

- Aquatics Facilities: Swimming and/or boating need to be incorporated into either Norseland Scout Camp and/or Cedar Point Scout Camps. These can be used by Cub Scouts during summer camp operation and by Boy Scouts for weekend use in the spring and fall of the year.
- COPE Course and/or Climbing Wall: Adventure Structures such as climbing walls and COPE courses should be incorporated into either Cedar Point Scout Camp and/or Norseland Scout Camp. Climbing Walls can be used by Cub Scouts at either summer camp and/or weekend activities. COPE courses could be utilized by Boy Scouts for weekend use.
- Pony Ride Trails: Develop “Pony Ride Trail” and rent ponies at either Cedar Point Scout Camp and/or Norseland Scout Camp in the summer for a program feature at Cub Scout Summer Camp.
- Field Sports Range: Develop Field Sports range at either Cedar Point Scout Camp and/or Norseland Scout Camp. Range can be used for b-b gun program for Cub Scouts in the summer or on weekends and by Boy Scouts for rifle shooting programs on the weekend.
- Shelters: Provide additional shelters for day time use at both Cedar Point Scout Camp and Norseland Scout Camp.
- Program Development at Cuyuna: Develop weekend program opportunities at Cuyuna in which all equipment and staff is provided by council. Programs could include winter camping experiences, sailing, snow shoeing, cross country skiing, etc.

Manpower/Staff Needs within the next 5-10 Years.

- Manpower List: Need a list of program manpower that can help units with specialty areas such as aquatics, field sports, cope, climbing, specialty hobbies, etc. This will be a responsibility of the Boy Scout Program Committee.
- Management Staff: For the council to move forward with programming at all three camps, on a district/council level, and provide equipment/resources for Scout units; it will be necessary to employ an additional staff members who would handle these program responsibilities as well as other responsibilities.
- Ranger Staff: As programs and facilities are developed at both Norseland Scout Camp and Cedar Point Scout Camp, it will become necessary to hire at least a 20-30 hours a week ranger to manage and maintain the facilities. This could also require the construction of a ranger residence at both facilities.

Financial Needs within the next 5-10 Years.

- Operating Budget: Continue to raise additional dollars through FOS and Popcorn while United Way income is expected to continue to decline. Will need to raise additional dollars for the employment of additional management staff and rangers for camps.

- Capital Budget: For the council to make the necessary program/camp improvements within the next 10 years, the council will need to conduct a capital campaign.
- Endowment: As the council commits additional dollars to camp, we should also commit additional dollars to camp endowment to maintain facilities. The council will need to continue to build the general endowment to help maintain operations within the council.