

**LEADERSHIP DEVELOPMENT COMMITTEE****Agenda****March 22<sup>nd</sup>, 2007 - 7:00 PM****\*\*\* D R A F T \*\*\***

## ATTENDANCE:

<i>Marti Isherwood</i>	<i>Committee Chair</i>		<i>Jim Crawford</i>	<i>Miami District</i>	<i>X</i>
			<i>Eilene Ording (Alt)</i>	<i>Miami District</i>	
	<i>Darke District</i>		<i>Phil Wamecke</i>	<i>Shelby District</i>	
<i>Melissa Gallman</i>	<i>Preble District</i>	<i>X</i>	<i>J Michael Clinch</i>	<i>Wright Brothers District</i>	
<i>Michelle Lamprecht</i>	<i>Sunwatch District</i>	<i>X</i>	<i>Mike Demers</i>	<i>Training Development</i>	
<i>Ed Lamprecht</i>	<i>University of Scouting</i>	<i>X</i>	<i>Terry Welker</i>	<i>Wood Badge</i>	
<i>Dave Sword</i>	<i>Council Wood Badge Coordinator</i>	<i>X</i>	<i>Don Schutrum</i>	<i>Bear Claw NYLT</i>	
<i>C David Green</i>	<i>Bucksfin</i>	<i>X</i>	<i>Robert DeWar</i>	<i>Darke and Preble DE</i>	
<i>Richard Weyrauch</i>	<i>Training Webmaster</i>	<i>X</i>	<i>Daryl Reck</i>	<i>Miami DE</i>	
<i>Bill Mullins</i>	<i>Council Exec Committee</i>	<i>X</i>	<i>Jeff Whitten</i>	<i>Shelby DE</i>	
<i>Ken Wade</i>	<i>Council Executive</i>		<i>Rick McQueen</i>	<i>Sunwatch DE</i>	
<i>Brent Bowman</i>	<i>Staff Advisor</i>	<i>X</i>	<i>Manlyn Miller</i>	<i>Wright Brothers DE</i>	

Email addresses are:

Committee Members [mvctc\\_mb@troop215ohio.org](mailto:mvctc_mb@troop215ohio.org)  
 DE's and Others [mvctc\\_de@troop215ohio.org](mailto:mvctc_de@troop215ohio.org)  
 Committee Chair/Webmaster [mvctraining@troop215ohio.org](mailto:mvctraining@troop215ohio.org)

OPENING: *Marti opened the meeting at 7:00.*APPROVAL OF MINUTES: *February minutes reviewed and approved as corrected.*

## DISTRICT REPORTS ON UPCOMING TRAINING:

Darke: *No Report Yet*Miami: *Will hold Scoutmaster Specifics on 24 March 2007 (which will be jointly hosted by Miami, Sunwatch, and Wright Brothers districts) at the Council Center. New Leader Essentials will be held 27 March at the Council Center. Cub Leader Specifics will be held 28 March at the Council Center.*Preble: *Melissa says "I'm back and welcome."*Shelby: *No Report Yet*Sunwatch: *Next scheduled trainings are in May (last Tuesday/Wednesday) along with BALOO on 12 May. Key upcoming training will be conducted through the University of Scouting.*Wright Bros: *Joining Miami and Sunwatch with Scoutmaster Specifics on 24 March 2007. A*

*planning meeting for the Outdoor Webelos Leader course to discuss the new curriculum will be held on 26 March 2007.*

## COURSE PROGRAM REPORTS/UPDATES:

**BUCKSKIN:** *What? Outdoor Training Experience for the Adult Leader. Where? Cricket Holler K-Lodge. When? Wed, March 28 - 6:30 pm; Sat/Sun, April 14/15; Wed, May 2; Sat/Sun, May 19/20. How much? \$60.00. Who? Webelos Leaders, Cubmasters, Pack Committee Members, and ALL Boy Scout Leaders and Committee Members. We have completed our third and final staff development session with Team Building exercises and presentation practice. We have a total of 50 staff members. However, we have only 8 participants registered to date. This is somewhat normal (maybe a little light) in that the lion's share of our participants register at the door. Please spread the word and strongly encourage that your unit leaders attend Buckskin 2007.*

**WOOD BADGE:** *Home Beef Stew was held on 15 March with about 60 people in attendance. Food and camaraderie was great. Thanks to all who attended. We processed the first three Wood Badge C-24-06 ticket completions for Kristin Chioma (Tecumseh Council), Gene Parker (Miami Valley Council), and John Bode II (Miami Valley Council). These three sets of beads were presented along with the beads for Scott Skiple (Miami Valley Council) who attended Wood Badge in Tecumseh Council in 2005. We are expecting the paperwork for Dolce Sanderson soon. Waiting for paperwork from Central Region for approval dates and then the next course director and dates will be announced. Final amount of auction*

**TRAINER DEVELOPMENT CONFERENCE (TDC):** *Date officially set for January 27<sup>th</sup>, 2007. Presentation assignments are being worked and will be distributed by email to the appropriate trainers. The PDF and PPT files relating to each presentation will be posted on the website, once the final assignments are made. Assignments for this training have been made and will be posted on the webpage with links to the specific charts (Powerpoint) and text (Adobe PDF) shortly after Christmas. Password for accessing the file will be provided after the document is posted. (01/12/2007) With presentation assignments, a special staff webpage was created and published to provide instructors with the PDF information about their presentation and a black and white version of the Powerpoint slides supporting their presentation. The link for this webpage was sent to all instructors. (01/24/2007) As of January 23<sup>rd</sup>, 7 people have signed up for the course and 2 people that pre-paid for another course are planning to attend transferring their registration to this course. (01/28/2007) Recommendation from the floor to postpone because of limited sign-ups and incompatibility with small group break outs. Recommended that it be postponed to February 24<sup>th</sup>, will give everybody another roundtable to advertise. (02/22/2007) Discussion started with the "who will handle what presentations" discussion. Assignments for who will handle what sessions were finalized and who will be purchasing what food. Mike C will distribute the final assignments. It is almost show time! Go trainers!!*

**NATIONAL YOUTH LEADERSHIP TRAINING (BEAR CLAW):** *We held our first Staff Development weekend on 16-18 March. We will have 22 youth staff and 14 adult staff. The weekend gave the staff a good time to start building for the course. Assignments for whom will be doing what presentations were made. A review of the goals and expectations for the course was completed. Our wishes*

*for a speedy recovery were extended to Dennis Heydinger (one of the course Scoutmasters) for his recent surgery and to Sam Stuart (a returning youth staffer) for his hospitalization from his illness. Our next staff development weekend will be 30 March - 1 April. As of Monday, 19 March, we have 9 confirmed participants.*

DEN CHIEF: *No Report at this time*

COMMISSIONER: *No Report at this time*

CHARTER REP: *No Report at this time*

DISTRICT COMMITTEE WORKSHOP: *No Report at this time*

UNIVERSITY OF SCOUTING: *Coming along beautifully. We have 3 final instructors to confirm. Midway is coming together. Training committee should have representatives there throughout the day.*

WEB PAGE REPORT: *Web page continues to be a living document and is updated as needed based on the information received. If you find errors or problems with links, please contact me immediately at the address below. Please remember to send information about upcoming training events and your monthly reports to [mvctraining@troop215ohio.org](mailto:mvctraining@troop215ohio.org) to keep the Training Committee Chair and the webmaster in the loop. Thank you.*

## OLD BUSINESS:

### 1. District Reports for last month training sessions:

Darke: *No report yet*

Miami: *BALOO was held 3 March with a total of 40 trained (Miami District - 19 including 6 instructors; Preble District - 2; Sunwatch District - 5; and Wright Brothers District - 14)*

Preble: *No report yet*

Shelby: *New Leader Essentials and Cub Leader Specific training was held on 24 February for 3 people.*

Sunwatch: *See Miami District report*

Wright Bros: *New Leaders Essentials was attended by 3 people. Cub Leader Specifics was*

*attended by 3 people (1 Den Leader, 1 Cubmaster, and 1 Pack Committee Member).*

DISCUSSION – OPEN FORUM:

*\* Note – This information carried forward in the minutes as a reminder of where we are with our discussion on trainers and what is/is not a qualified trainer \**

Further discussion of old and new business as listed later in this document was waved for discussion of other topics.

Regarding notes for the last meeting in November 2006, everyone is to review and give comments back to Marti Isherwood. Marti expressed concern on what makes an “experienced” trainer. Jim Crawford brought up a concern about small district recruitment and how to get volunteers, especially now with criteria being put in place.

COR training will be held sometime in March 2007 led by Mike Demers. Looking to be in conjunction with an existing NLE or other training event.

TDC assignments were sent out. Jim Crawford and Mike Demers will not be there to assist. Richard Weyrauch is to have the TDC syllabus online and coded for limited access. Mike Demers will be around until January 15 if you have questions or concerns. Cost is \$10 if registered by January 19 and \$15 after that date. Sign in will begin at 7:30 am at St Christopher’s Parish in Vandalia, OH. Mike Demers needs input on other instructors by Monday, January 8. His email address is Michael.demers2@wpafb.af.mil.

The remainder of the meeting was spent on doing a SWOT analysis. SWOT stands for Strengths, Weaknesses, Opportunities, and Threats. Discussion was opened up to the attendees for putting down comments in these areas.

Strengths:

- Commitment of training committee
- Breadth of training offered
- We’re doing better than other councils
- Cooperation with other districts

Weaknesses:

- Lack of trainers
- Missing districts on training committee
- Information on who is trained and not trained
- Inconsistent procedures (administration)
- Training scheduling and coordinating with other activities

Opportunities:

- Use unit inventory and commissioners for information
- Consistent operating procedures
- Improved information flow
- Recruit old war horses as trainers

Threats:

- Inconsistencies between trainers and districts
- Renegade trainers
- Office staff not addressing inconsistencies
- Burnout
- Email – lack of context to messages

\*\*\* Next step will be to rack and stack the items in each category. The S and W are long term planning. The O and T are tactical planning. SWOT to help lead.

Will defer until new Training Committee Chair

OLD BUSINESS:

1. (Closed) Trainer Development course date of January 27, 2007, is confirmed. Location and times have been published through the Council Training webpage and information relayed through District roundtables. Mike Demers is POC (01/25/2007) *Mike C will serve as Mike D backup to assist and maintain communications*
2. **Cost of Training Center to use for Council training events?** From a “while I’m thinking about it” conversation, it sounded like the initial estimate for using the new Training Center for Council training events will run about \$500 per day or possibly event depending on the timing of the event. Need to follow up to find out what the actual cost of usage will be for Council training events. *09/28/2006 – Cost discussion will be presented to the Executive Committee on Oct 18<sup>th</sup>. Believed for district and council training will be proposed that there will be no charge or possibly with a nominal charge. The final decisions have not been made and/or approved. Fee schedules will be announced later. There is no usage fee yet identified for Council sponsored groups to use the facility. These, too, will probably be at no charge. There will definitely be two fee schedules – one for Council organizations and one for outside Corporate organizations. Rumormongers will automatically be charged the \$500 for the new training facility but not sure yet if that will be per look at the building, per hour in the area of the building, or what (laughing). (02/22/2007) Questions about when and where the varying committees will be meeting and how to schedule were raised but no answers are currently available. (03/21/2007) Starting in May, the New Leader Essentials and Cub Leader Specific will be held in the new training center. The Training Committee will be meeting early to learn how the sound system and other amenities of the building are laid out and setup. Will also discuss layout and needs requirements. Discussion on how the finances may or may not be computed. Council will work with the different training events to come up with a final cost for facilities. Varying other side discussions about training occurred. Best thing is to look at and work smart with developing budgets.*
3. (Closed) “Remedial” Buckskin Trail course for those who took the course between 2000 and 2005, which would teach only those sessions added to the course to make it comply with the current Scoutmaster Outdoor Fundamentals course. This could most effectively be done during Model camp on Saturday, 19 May. Participants could then go out to dinner together, and return for the “graduation” campfire. They could then be credited with Scoutmaster Outdoor

Fundamentals, without spending redundant time either taking Buckskin again, or taking a course which would duplicate much of what they were already taught. This could substantially boost our percentage of trained Scoutmasters/Assistant Scoutmasters. (02/22/2007) Would recommend that those wishing the certification come back on staff and then attend those sessions that will finish those requirements necessary for meet all the Outdoor Leader skills.

4. (Closed) Troop Committee Challenge is now available online. Discussion on effectiveness of the online as opposed to the classroom version was discussed. General feeling is that the classroom builds for better communications.
5. Setting up Criteria for What make a good trainer – (Marti to lead discussion) *What type of criteria do we want for our trainers for their qualification; how long do they train under someone else before they are allowed out on their own; how do we work in those that are volunteering to assist and brought up to standards; how do we know they are familiar with Scouting principles. The November meeting will begin at 6:00 pm to discuss this item. (11/17/2006) Draft of a document, “What it takes to be a trainer”, was posted on the website for review and comments. We may want to further clarify the Pack Trainer position. Right now, it seems to be assigned to random committee members, but people who volunteer for the job might be interested enough to become potential trainers. Thought is that the Pack Trainer position should go to a veteran, knowledgeable Cub Scouter (retired Cubmaster or Webelos Leader) who prefers to stay working with the Pack instead of moving immediately on to a Troop. Thought that maybe National should be asked to reclassify the Pack Trainer position as a Training Coordinator position as done in the Troop committee. Not sure of how to initiate this recommendation.*
6. Training Bulletin Board needs to be reviewed to find a way to better organize forms and get information posted correctly in the Council Office. Flyers for the same training but different days often is used for the registration for the other training (I.E. Miami District is hosting NLE on the second Saturday of a month and Sunwatch District is hosting NLE on the fourth Saturday – people grab the Miami flyer to sign up for the Sunwatch NLE but because of the codes, Miami is receiving the income and not Sunwatch). 09/28/2006 – *Will use different color paper for assisting in identifying the differences in events. 10/26/2006 – Discussion to make sure how separated. Suggested maybe does evening course one color and weekend course another color. Possibly have the staff read and verify that the person has pulled the correct form and the money is paid to the proper account. Marti will discuss with Rhonda to see if they can find a solution.*

7.

NEW BUSINESS:

1. District reports passed out.
2. **Update the Progress Training sheets to reflect the correct timeframe of/for training opportunities. Set up project timeframe for completion (POC: MVC Training Team)**

**possibly reviewing and building a better timeline.** 08/24/2006 – Jim with the assistance of Michelle and Ed, developed a training opportunities sheet to assist leaders in determining what training they do and do not need (mandatory and recommended). After building a better timeline with descriptions, prepare it for publication to web and printable for handouts at Roundtables. It was suggested that we possibly use the timeline capabilities of MS Project to build a useable chart for this to be published on the web site. A discussion continued on the descriptions and we will publish for review and comments. 09/28/2006 – Jim will send the proposed revised to the committee for review before the Super Event. 10/26/2006 – 1 page sheet for each position. Mike, Ed, and Richard to work. Post to web – drop draft and add revision date. (02/22/2007) Look at developing webpage design for click and know what is needed. (03/22/2007) Ed found the following scouting training page for us to use as a template for ideas in ways to lay out our training roadmap: [http://www.otetiana.org/training/t\\_roadmap05.php](http://www.otetiana.org/training/t_roadmap05.php). The draft training matrix that we have developed will be posted to the Council training page for comparison and suggestions. Please review and be prepared to comment at the April Training Committee meeting.

3. **Requested that a training report be run for small district to see what type of training data could be produced from Scout Net. This task was given to David Dean for the June Meeting.** 08/24/2006 - Report of Darke District was discussed and some of the possible reports were shown for consideration for possible changes in which reports we start receiving on a regular basis. Further discussion continued about the data itself and whether the reports were even providing accurate training information. Based on what was seen, it appears that the reported training seems to be linked to an individual's primary registration in the Scouting unit (I.E. Cubmaster, Scoutmaster, Committee Chair). Further research into how the data is rolled up for reporting is necessary and also needs to be determined if there is the ability to report ALL training an individual, a unit, and a district has received and posted in ScoutNet. 09/28/2006 – will wait for new advisor to come onboard for further discussion. 10/26/2006 – Marti and Brent will get together after Wood Badge to discuss how we can make the reports more useable. (03/22/2007) Brent Bowman will work with Elaine to create a full set of training reports that we can review to see which may or may not be of value and to hopefully find a means of identifying what training everyone has actually been credited with for their Scouting career.
4. **District Committee Meeting- training for the Council, this will be brought to Bill Mullins to see about Fall time frame. POC: Marti** 09/28/2006 – District Committee training will be coordinated by Marti Isherwood and Bill Mullins looking for an early 2007 training date. More details will be forthcoming.
5. **Coverage for the MVC training evening training dates;** reassess the availability of trainers (POC: tbd) Jim concerned that during evening training CLS sessions about not having enough trainers to assist. Can go back to district to ask for assistance or other districts commit to provide assistance. If one makes the commitment to be there. The week night training is a good thing. Discussion continued to modifying who does what when. SW and WB alternate weekend each month and SW and WB alternating weekday each month. There is also a

concern that the training syllabus possibly not being followed. Maybe for the Miami sponsored evenings can temporarily suspend the CLS nights. The NLE will be done. Follow up on status of where the team building is in progress. *Marti brought Brent up to speed about how we handle this type of training and the need to be able to have sufficient trainers available. We work at sharing responsibility between the varying districts to perform the training. (02/22/2007) We will be starting the process of developing dates for 2007-2008.*

6. Request that the Training webpage link be moved forward on the Council website instead of buried on the website as currently linked. Marti spoke with Lee Winegar after the meeting and he said he would work the issue and get the necessary approvals. He did not indicate how soon this might happen though. *09/28/2006 – As of this date, a link to the Training webpage has not been established on the Council’s main webpage. This leaves people having to search the Council website to try to find training information.*
7. **Council Policy on implementation and standardization of the National Training program in the Districts** – (Marti to discuss) *Marti with coordination with Bill Mullins developed a draft Miami Valley Council Training Policy. The purpose is to standardize the training across the Scouting program throughout the National programs. Other Councils are coming to us because they have heard about the quality of our training program. The purpose of this policy is to place in writing the need to openly state that all are trained with the same quality control. Discussion about the policy was opened to the floor. Thoughts – Council events identify that all leaders must be properly trained; District training chairs review and identify need for additional training courses; Monitor from training committee to oversee the training development and check on whether the course is conducted properly.*
8. Policy needs to be developed about courses involving outside – if go out of council for training or coming in that approval from the appropriate council exec. Youth and adult training must be identified. This was a recommendation by the Area 4 Training coordinator. Remind that they take their certification to their council for recording.
9. New Leader Essentials course developed yet? The old version is very heavily Cub Scout oriented with incorrect information about the Tiger program. Plus additional information must be added about the Boy Scouting and Venturing programs. If there is a new program, we need a copy to review and see how we can support.
10. New Course Developed – “Orientation for New Scout Parents”. This is a Powerpoint presentation developed and adapted from the National BSA online training center (<http://www.olc.scouting.org>). Mike C has this available for distribution as needed to other training chairs. Another possible site is <http://www.scoutparents.org>.

TRAINING AWARD/PROGRESS:

NAME	AWARD	DISTRICT
Dan Klosterman	Cub Scout Den Leader Award	Wright Brothers

Tom McClory	Boy Scout Leader Training Award	Wright Brothers
Linda Bode	Cub Scout Den Leader Award	Sunwatch
John Bode	Webelos Den Leader Award	Sunwatch
Rosemary Haubert	Boy Scout Leader Training Award	Sunwatch
Alex Haubert	Boy Scout Leader Training Award	Sunwatch
Tom Ellingson	Cub Scouter Award	Sunwatch
Edward Esposito Jr	Cub Scouter Award	Sunwatch
Maria Crumrine	Webelos Den Leader Award	Sunwatch

NEXT MEETING will be held April 26, 2007. \*\* Special Note – We will be meeting at the new Schiewetz Leadership Assembly Hall starting at 6:30 pm. Enter camp off Frederick Pike. \*\*

Brent Bowman  
Council Training Committee Staff Advisor