

Troop 39 Leaders & Committee Meeting Minutes - 1/15/13

Attendance: Nancy Callaghan (Moderator), Carl Alessandro, Lori Alessandro, Rich Barstow, Jan Bertelsen, Tom Bertelsen, Jim Callaghan, Ellen Drexler, Stu Garmise, Todd Gianetti (last half hour only), Maggie Hannon, John Marcin, Danielle Neary (scribe), Kevin Raymond, John Tomanelli, Darren Vincenzo (16 in attendance)

Meeting opened with a review of rules of engagement for a moderated meeting.

Danielle presented Troop 39's Mission and Vision, as developed by the Troop Committee, as a working document (see attachment that follows). Input for any changes are being accepted, then we will adopt officially and use as our guiding principles to make decisions for the troop.

Tom, as Scoutmaster, presented his direction for the troop:

- Troop Mission and Vision are the metric of success
- Primary Goal: scouts to know, live and have a full understanding of the meaning of the Scout Law and Oath
- Boy Run troop with strong mentoring and guidance of adults. Guide to success; stop before failure
- Leadership is developed in scouts, it is not thrust upon them; for the majority of scouts, it will take their entire youth scouting career to build responsibility and develop leadership skills
- It is the Scoutmaster's role, with ASM support, to find out why a boy is not advancing or participating
- Communication is the key to a successful troop
- Back room politics, BCCs and separate agendas will no longer be tolerated in Troop 39, their affect has been very detrimental
- Lines of communication must be open between leaders and committee and all involved in the troop = transparency
- Troop 39 is run by a group of volunteers, everyone's contribution has value

Thoughts from Attendees:

- It is important to acknowledge individualism of scouts
 - Why scouts are here?
 - Why parents send their sons to scouts?
- As mentors, leaders need to be aware of different needs of different kids: "they're not your kids, don't expect them to be like your kids." Watch assumptions.
- What is the mechanism(s) to get the scouts talking and interacting more?
- Capitalize on positive attributes to grow patrols
- The troop is fluid and dynamic, it changes with different groups and personalities
- Tom prefers patrols stay for career (unless attrition, etc. necessitate change) but that leader and youth leaders change since different things are learned from different people

Suggestions/Areas that Need Work:

- Roles and responsibilities: each leader and committee member has a role. The success of the troop is dependent upon everyone executing their role. If you are not clear what your responsibilities are, ask!
- Complaint protocol: we need to assess degree of urgency and go up and down the chain to close the loop; accountability is to be communicated to differentiate between a true complaint and blowing off steam
- Venue for feedback to Tom: phone calls, 30 minutes before or after a meeting (during a meeting is difficult). Tom will communicate this in a Heads up
- Transparency: publishing notice and minutes of meetings
- Involvement of all parents to expand talent pool; education is required. Set and communicate the expectation that every parent must participate in at least one activity (to be communicated at the next Parents Meeting)
- Establishing one set BOR week per month to encourage scouts to plan ahead and be respectful of volunteers' time

Topics for Future Discussion and Action:

- There is concern that advancement has taken place without true skill development so skills must continually be reinforced, and expecting older scouts to teach younger scouts is the best way for the older scouts to reinforce their skills (Responsibility: Scoutmaster with leader group support)
- Teach scouts methods to educate
 - Tom stated that PLC has requested some guidance, he will put this on a meeting agenda in the near future
 - Nancy offered to conduct a similar session for leaders and any other interested adults
- Wreath sales suggestions for 2013 (Responsibility: Committee)
- Recruitment of parents, new ASMs and scouts (Responsibility: establish a group to research and develop strategies)
- Patrol leader and patrol method development (Responsibility: Scoutmaster with leader group support)

Measurements of Success:

1. Participation: meetings, service projects, campouts, fundraising
 - Track
 - Ask why to establish patterns
 - Follow up with individuals
2. Advancement: rank and merit badges
 - Is there response to what we are offering?
 - quality versus quantity
 - skill development and retention
3. Satisfaction
 - Communicating and questioning (even if we already know the answer)
 - Enlist all parents help with feedback and input

Next step: Three groups are forming to address identified areas of need. We are all – every leader and committee member -- challenged to be a part of the solution!

Fundraising

Communication (including new website design)

Volunteer Recruitment

Please see Tom and/or Danielle to be a part of at least one of these groups, providing your valuable ideas and input. Good news is there is already an outside volunteer for each group identified who will share their scouting experience and help guide us as we customize systems and solutions that make sense for Troop 39.

Every person's participation is encouraged and needed as we all work together to make Troop 39 the best it can be for our scouts.



BOY SCOUTS OF AMERICA®

Mission Statement

The mission of the Boy Scouts of America is to prepare young people to make ethical and moral choices over their lifetimes by instilling in them the values of the Scout Oath and Law.

Scout Oath

On my honor I will do my best
To do my duty to God and my country
and to obey the Scout Law;
To help other people at all times;
To keep myself physically strong,
mentally awake, and morally straight.

Scout Law

A Scout is:
Trustworthy Obedient
Loyal Cheerful
Helpful Thrifty
Friendly Brave
Courteous Clean
Kind Reverent

Vision Statement

The Boy Scouts of America will prepare every eligible youth in America to become a responsible, participating citizen and leader who is guided by the Scout Oath and Law.

Troop 39 Vision Statement:

Boy Scout Troop 39 of Marlborough, Connecticut will execute a program that is dynamic, exciting, challenging, and fun. We will provide a supportive environment promoting citizenship, teamwork, service, and the values of the Scout Oath and Law. Scouts of Troop 39 will learn to become men of strong character with high morals and integrity.

Troop 39 Mission Statement:

The mission of Boy Scout Troop 39, Marlborough, CT is to engage scouts with interesting activities which the scouts assist in choosing, including skill development, camping and high adventure trips, in addition to active participation in citizenship and service opportunities. Scouts are guided by caring and competent adult leadership who use positive feedback and celebrate our scouts' successes. The leadership sets a positive example by their actions and effective communications. Troop 39 plans organized and productive meetings and activities that provide opportunities to demonstrate leadership and team member roles and

responsibilities, commensurate with a scout's level of commitment and ability. Scout Spirit and the meaning of the Scout Oath and Law will be reinforced during all activities. In this way, Troop 39 will achieve its vision.