



District Operations News

Northern Lights Council

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Staffing Announcements

The one constant in life is change. As we welcome new staff members to the Northern Lights Council and say farewell to those that are leaving, keep in mind this quote:

“Change is the law of life and those who look only to the past or present are certain to miss the future.” - John F. Kennedy

Rob Gilkerson, Assistant Director of Field Service

Rob supervises the four field staff members in the western portion of the Northern Lights Council. He served as Field Director in Lincoln, NE before moving to Bismarck in October.

Kevin Mehrer – Senior District Director

Kevin has been promoted and will now be supervising the field staff in Northern Sky and Flickertail districts.

Michael Schatz – District Executive

Michael has moved to Alexandria to serve the Lakes district. He had been serving as District Executive in Flickertail district.

Shaun Grover – District Executive

Shaun lives in Fargo and serves in both the Northern Sky and Flickertail districts. Shaun is a graduate of NDSU.

Mark Landa – District Executive

Mark lives in Grand Forks and serves the Lake Agassiz district, primarily working with units in the Minnesota portion of the district. Mark is a graduate of UND.

Lacy Britt – District Executive

Lacy serves the Tomahawk district. He retired from the Air Force after 21 years of service and is a graduate of American Military University.

Marie Mott – District Executive

Marie serves the Frontier Trails district. She was Executive Director of Bridging the Gap Dental in Bismarck and is a graduate of Middle Tennessee State University.

Carleton Borden – District Executive

Carleton will serve the Great Plains district starting in January. He is a graduate of University of Massachusetts at Amherst. He has prior experience as a district executive (1999-2003) in the Northern New Jersey Council.



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Recognition – Blue Vase Award

The Northern Lights Council's Blue Vase Award is based on the book *The Go Getter: A Story That Tells You How to Be One* by Peter B. Kyne. The award is presented at the monthly field staff meeting to the staff member deemed by the District Management team to have demonstrated his or her ability and willingness to be a "Go Getter" within their area of responsibility.

January 2018	Cory Wrolstad
February 2018	Brett Drevlow
March 2018	Kevin Mehrer (2)
May 2018	Beth Ann Pulley (2)
June 2018	Tom Barry
September 2018	Thomas Huether
October 2018	Brett Drevlow (2)
November 2018	Thomas Huether (2)

(#) Indicates number of times received award

JTE Standings (November 2018)

The national update on 12/8 didn't work as expected. There were four items affected, so the JTE levels and points for the districts isn't correct. National is working on a fix.

2018 JTE Bonus Points for Districts

- Training Dates Scheduled** – By July 31, 2018, have at least one Cub Scout Leader training session and one Boy Scout Leader Training session scheduled to be held in Sept-Nov (25 points)
- Exploring** – have an active District Exploring Chairman recruited and registered by August 31, 2018 (25 points)
- Nominating Committee** – recruit a pre-approved nominating committee chair and conduct at least one nominating committee meeting by September 30, 2018 (50 points)
- Cub Day Camp/Cuborees** – have at least 5% increase in attendance of youth attending Summer & Fall Day Camp/Cuboree by October 31, 2018 (25 points)

Nominating Committees & Deadlines

Most of the Nominating Committees are in the process of identifying volunteers to serve in 2019 and preparing for the annual district elections.

As a reminder, district elections must be completed prior to the council annual meeting which is scheduled for Friday, February 15, 2019 at 8 AM.

Membership

Total Youth Members (12/10/18)

Rank	District	Total	(+/-)
1	Northern Sky	3,541	212
2	Frontier Trails	1,305	30
3	Roughrider	554	-31
4	Flickertail	328	-34
5	Lake Agassiz	1,428	-42
6	Great Plains	686	-55
7	Oxcart Trails	685	-60
8	Lakes	530	-106
9	Tomahawk	777	-130
	Council	9,057	-216

Ahead in **Cub Scouts**:

- Northern Sky & Frontier Trails

Ahead in **Venturing**:

- Tomahawk

Ahead in **Exploring**:

- Northern Sky, Lake Agassiz, Roughrider, Frontier Trails & Great Plains

Total Chartered Units (12/10/18)

Rank	District	Total	(+/-)
1	Tomahawk	38	0
2	Lakes	30	-1
3	Great Plains	27	-1
4	Northern Sky	81	-2
5	Flickertail	18	-2
6	Frontier Trails	46	-4
7	Lake Agassiz	62	-4
8	Oxcart Trails	26	-4
9	Roughrider	20	-5
	Council	348	-23



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New/SR Units Started in 2018

February

1. Northern Sky – Post 2259, Fargo

March

2. Lakes – Pack 3420, Alexandria
3. Lake Agassiz – Post 2777, Grand Forks

June

4. Tomahawk – Pack 4449, Westhope

July

5. Lakes – Pack 3410, Appleton
6. Lakes – Pack 3485, Benson
7. Tomahawk – Crew 9752, Minot

September

8. Oxcart Trails – Pack 3306, Fergus Falls
9. Northern Sky – Troop 0655, Twin Valley

November

10. Lake Agassiz – Pack 3033, Pembina
11. Lake Agassiz – Crew 2130, Grand Forks
12. Lake Agassiz – Pack 3143, Minto

There were 26 New/SR units started in 2017

Family Scouting – Cub Scouts

Family Scouting in Cub Scout Packs has been a big hit this year! At the end of November, there were 357 girls registered in 83 Cub Scout Packs in the council (over 65,000 national-wide).

Of those 357 girls, there were 93 Webelos. Many of them will be ready to go into Scouts BSA in February.

Scouts BSA – Starting February 1

In preparation for the start of the Scouts BSA program and opportunities for girls to participate, materials are now available to explain how troops can begin being organized.

We will also be offering a series of webinars to explain the program and help new troops begin the program planning process.

More information is available on our Family Scouting page at www.nlcbsa.org/2242.

Webelos to Scout Transition

Below is a timeline for our Webelos to Scout Transition plan for 2019:

December 2018

List of eligible Scouts distributed to Scoutmasters at Roundtable or via email

January 2019

Confirm Dates of Open Houses with Scouts BSA boy troops for March/April

February 2019

Webelos personally invited to attend Open House (if scheduled for March)

March 2019

Visit schools and distribute fliers to interested youth inviting them to attend Troop Open House

Scouts BSA Troop Open Houses conducted

Webelos personally invited to attend Open House (if scheduled for April)

April 2019

Visit schools and distribute fliers to interested boys and girls inviting them to attend Troop Open House

Scouts BSA Troop Open Houses conducted

May 2019

Any Webelos that have not joined a troop yet are contacted

Summer 2019

New Scouts attend Summer Camp

Summer - Fall 2019

5th Grade Webelos Den Leaders invited to conduct all den meetings in conjunction with Troop meeting

- Like a patrol meets during troop meetings



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- Den still attends monthly pack meetings

Program

Guide to Safe Scouting Revision Regarding Adult Supervision

(Effective October 1, 2018) Two registered adult leaders 21 years of age or over are required at all Scouting activities, including meetings. There must be a registered female adult leader over 21 in every unit serving females. A registered female adult leader over 21 must be present for any activity involving female youth. Notwithstanding the minimum leader requirements, age- and program-appropriate supervision must always be provided.

All adults accompanying a Scouting unit who are present at the activity for 72 total hours or more must be registered as leaders. The 72 hours need not be consecutive.

Other Guide to Safe Scouting Revisions

- **Aquatics Safety** Revised the BSA Aquatics Play Structure Policy and Classification of Swimming Ability sections.
- **Camping** Updated all of the camping content and deleted the Treating Drinking Water section.
- **Medical Information and First Aid** Deleted Protection Consideration for Blood and Bodily Fluids (Universal Precautions) section.
- **Activity Planning and Risk Assessment** Moved the Activity Planning and Risk Assessment, The Sweet 16 of BSA Safety, and the Unauthorized and Restricted Activities sections that were in the Shooting Sports chapter to this chapter and renamed it.
- **Sports and Activities** Moved the content of the Shooting Sports chapter to sections within this chapter, and moved the Activity Planning and Risk Assessment, The Sweet 16 of BSA Safety, and the Unauthorized and Restricted Activities sections to a new chapter: VII. Activity Planning and Risk Assessment.
- **Incident Reporting** Updated chapter.
- **Appendix** Added the Incident Reporting Tool and Near Miss Reporting Tool and updated the Youth Protection/Membership/Infraction Incident Information Form.

The online version of the Guide to Safe Scouting can be found at <https://www.scouting.org/health-and-safety/gss/toc/> and is the most current.

Cub Scout Pack Meeting Plans

In the past, the national council has selected monthly themes for packs to use in planning their monthly pack meetings. It was recently announced by the Cub Scout Program Group that they are discontinuing the monthly themes.

Packs may continue to use themes, utilizing past themes. There are resources available at <https://www.scouting.org/programs/cub-scouts/leaders/cubmaster-resources/pack-meeting-plans/> which lists points of the Scout Law and prior year themes that relate to those core values.

2019-20 Calendar Development

This is the timeline for developing the Program Planning Guide and calendar that is distributed at the April "Program Planning" Roundtables.

- The calendar dates published in the guide and council website will be for the period of May 2019 through December 2020.

It is critically important that once a date is published, it must not change. Our volunteers need to have trust in our calendar. We can't expect them to develop a unit plan and participate in council and district events if we are changing dates.

District Calendars

In addition to Roundtables, district committee meetings and commissioner meetings, each district should have the following events scheduled:

1. At least one Cub Scout leader and Boy Scout leader training event.
2. Some type of district recognition event (dinner, picnic, social, etc.).
3. Cub Scout Day Camp
4. At least one Fall/Winter/Spring Scouts BSA Camporee (it is not required to have all three). We encourage districts to work



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together in planning and participating in these events.

- At least one Cub Scout event (we suggest something in conjunction with the Fall recruiting campaign).

Timeline

By December 19 – Council dates are confirmed for 2019-2020

- Dates should be determined by volunteers and staff advisors working together.
- Each date should be vetted for conflicts with holidays and other major community events.
- Reservations should be made for any properties being used.

By January 8 – District dates are tentatively set for 2019-2020

- Dates should be determined by volunteers and staff working together.
- Note – in cases where the district selects a date that is in direct conflict with a council date, there will be a discussion about the impact and the district may be asked to change their date.
- For district events, evaluate the purpose and effectiveness of the event. Are you doing the event just because it has been held in the past, or does the event still serve the purpose of supporting units?
- Each date should be vetted for conflicts with holidays and other major community events.

By January 10 – The field staff will review the council and district calendar dates during the staff planning conference.

- Conflicting dates will be identified and discussed. The staff will determine alternatives to share with district volunteers.

By January 31 – The contents of the program planning information section(s) will be finalized.

- This information needs to contain items needed by unit volunteers to develop their unit program plan for the year.
- This information should also be posted on the council website.

By February 15 – District calendars must be finalized

- Unless there are extreme extenuating circumstances, district (and council) dates will not be changed after they have been submitted.
- Times and locations may change due to the availability of facilities, but dates will not change.

By March 1 – Final versions of the calendar and program planning information sent to the printers for production. (see special note below)

By April 1 – Council dates for May 2019 through December 2020 are posted on the council website calendar.

April 2018 – Calendars and program planning information is distributed at district roundtable meetings.

Special Note:

Every April, the council has distributed a Program Planning booklet that also contained the district and council calendar of events. We would like to know if you would like to continue to receive this in a printed format, or if the electronic format available online is all you need.

Share your thoughts by completing this [short survey](#).

Always report any suspicion of abuse or inappropriate behavior to the 24/7 Scouts First Helpline: 1-844-SCOUTS1 or 1-844-726-8871



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Cub Scout Day Camp

New Council Day Camp Chair – We are pleased to announce that Kristen Votova will be serving as the Council Day Camp Chair for 2019. Kristen will be working with Thomas Huether to coordinate the Day Camp Planning meetings leading up to the summer programs.

Pack Day Camp Coordinators - To help communicate Day Camp information and coordinate the registration of youth, we are asking for each pack to have a Pack Day Camp Coordinator. The coordinators will be invited to participate in a webinar in January and closer to the date of the district camp. Please let us know who your pack's coordinator is by completing the [Pack Day Camp Coordinator form](#).

Camp School for Day Camp Volunteers - The Northern Lights Council will be hosting a National Camp School for Day Camp Directors and Day Camp Program Directors on March 30-31 at the Center for Scouting in Fargo.

Finance

FOS Campaign Standings (12/10/18)

Rank	District	% of Goal	vs Last Yr.
1	Northern Sky	103%	3,503
2	Oxcart Trails	99%	2,534
3	Roughrider	97%	4,234
4	Great Plains	92%	-847
5	Flickertail	87%	1,423
6	Lake Agassiz	82%	-10,271
7	Frontier Trails	80%	-19,421
8	Lakes	72%	-13,507
9	Tomahawk	65%	-8,791

2019 FOS Kickoff

Key Friends of Scouting volunteers are being recruited right now for the 2019 campaign that kicks off on Wednesday, January 16 at 7:00 pm via Go to Meeting. Everyone helping with the FOS campaign is encouraged to participate. Check with your district executive for the gathering spot in your area.

Technology

New Council Website

If you haven't visited the new council website at www.nlcbsa.org yet, check it out! We hope that items are easier to find on the new website. If you have suggestions on items to add on the site, send an email to darin.steindl@scouting.org

Scout Book – Free starting January 1

Scoutbook is the BSA's online unit management tool and helps Scouts, parents and leaders track advancement and milestone achievements along the Scouting trail. [Click here for more information.](#)

New Scoutbook accounts will not be able to be created until January 1, 2019.

Go to Meeting Account

This is a reminder that dates and times to use the Go to Meeting account for any district or council meetings needs to be scheduled ahead of time. Unless you schedule the time now, you may not be able to use the account in the future.

The professional staff has access to the schedule on OneDrive.

ScoutingWire

Eagle Boards of Review (Nov. 14, 2018)

The Scouting journey prepares a young person to get a good job. But that doesn't mean the final step in that journey — which for many young people is the Eagle Scout board of review — should be conducted like a job interview.

That's the takeaway from an enlightening new article titled "Eagle Scout Boards of Review: Not a Job Interview." *Originally published in the November-December 2018 issue of "Advancement News," an official publication from the BSA's National Advancement Program Team.*

"The Scouts have already 'earned the position' of Eagle Scout by completing the requirements," the article states. "They are not interviewing for the position."



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So instead of treating the Eagle Scout board of review as a chance to grill the young person, test their skills or ask “gotcha” questions, you should “make it something to be proud to share with others, not something to be feared.”

Read the full piece on the next page. It’s worth your time.

What is a board of review? Here’s a quick reminder.

A board of review is a chance for adults to talk with Scouts about what they’ve done, what they’ve learned, how has it helped them in their advancement and how they’re enjoying the program.

It’s required for every rank from Tenderfoot to Eagle Scout. (But, as of Aug. 1, 2017, it’s no longer required for the Eagle palms.)

It’s a chance to celebrate what’s happening and answer questions about the future. But, as you’ll read, there’s something it’s most definitely *not*.

Eagle Scout Boards of Review: Not a Job Interview

Occasionally we hear of Eagle Scout boards of review that have been turned into something they were never intended to be. For example, some have said that the board of review is like a job interview. Nothing could be further from the truth.

The Scouts have already “earned the position” of Eagle Scout by completing the requirements. They are not interviewing for the position. All too often, the “job interview” analogy is used to justify several additional requirements that aren’t appropriate. Expecting the Scout to appear in “business attire,” grilling them on their qualifications, asking inappropriate questions intended to cause stress and anxiety may all seem justified as making the Scout better prepared for experience in the “real world.”

However, the Scout is already in the “real world” of Scouting. The board of review is not about preparing the Scout for something but rather about celebrating their accomplishments.

While part of the board’s responsibility is to ensure that requirements have been met, it is

not their responsibility to determine if those requirements met the board’s personal standards.

Other youth leaders and adults who previously reviewed the Scout determined that the requirements were met when they signed off on the requirement, or merit badge, etc. It is not up to the board to decide that the standards used by those leaders were or were not sufficient.

By the time Scouts have reached the Eagle Scout board of review, they have already demonstrated their knowledge and skills, many times over. This candidate is by all intents and purposes an Eagle Scout when arriving at the board of review. Only in the most egregious cases where it was clear that the Scout could not possibly have properly completed a requirement would the board be warranted in determining that the Scout should not be advanced.

Therefore, make the Scout’s Eagle board of review a celebration of their achievement. Make it something to be proud to share with others, not something to be feared.

It is not a job interview; it is a celebration of a job well done.

More guidance for boards of review

See [Section 8 of the Guide to Advancement](#) for more great insight into boards of review.

Building Evidence in Scouting Together

We are thrilled to announce the launch of the Boy Scouts of America *Building Evidence in Scouting Together* (BEST) Study! This external study, conducted by researchers at Montclair State University and the American Institutes for Research (AIR), is designed to define and measure how youth and adults develop through the BSA program formerly known as Boy Scouts, as well as how adult troop leader practices foster Scout development. In addition, the results of this study will help us improve our programs for adult volunteers and Scouts participating in BSA programs.

In the coming weeks, the research team will contact Scoutmasters and other unit leaders of randomly selected troops. The email will come from yourvoice@bsabeststudy.org with the subject line, “Welcome to the Building Evidence in Scouting

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"Together Study!" Some of the troops may be in your council, so you may hear from them with questions or comments about the study.

We have developed several resources to help you learn more about the study:

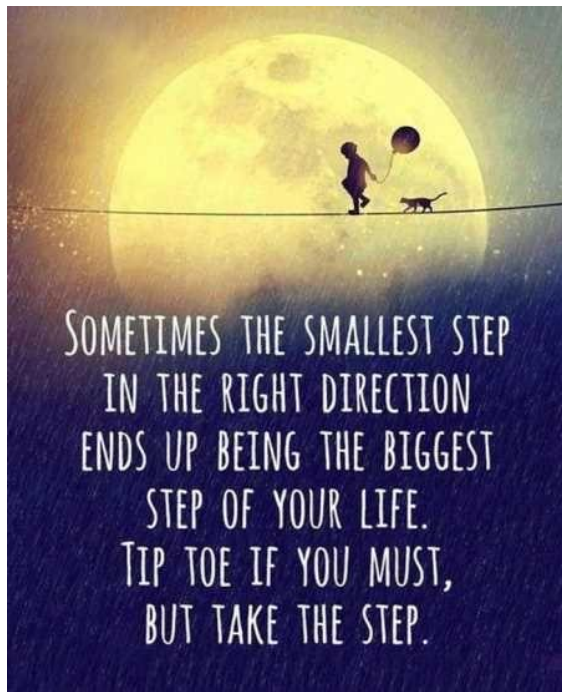
- Letter from Mike Surbaugh
- Informational flyer
- A study website, available at www.bsabeststudy.org.

Scouters' voices are essential to the success of this study! We hope that you encourage Scouters from selected BSA troops to respond to emails from the study team and their requests to register interested individuals from their troops.

We greatly appreciate your help and all you do for Scouting. Thank you for your support.

Yours in Scouting,
Trent Nichols, MD, PhD, FACP
Director, Research and Program Development
National Council, Boy Scouts of America

Quote of the Month



Upcoming Council Meetings, Events & Due Dates

December 2018

- 13 Scouts BSA meeting (7 pm, GTM)
- 15 Silver Beaver nominations due
- 18 Scouts BSA meeting (6:30 pm, GTM)
- 18 Council Commissioner meeting (8 pm, GTM)
- 19 Staff Meeting (10 am - 4 pm, Jamestown)
- 19 Unit charters (Jan) due to district
- 21 District charters due to Center for Scouting
- 24-25 Offices Closed (Christmas)
- 27 Council Camping meeting (8:30 pm, GTM)
- 31 Report to the Governor nominations due

January 2019

- 1 Offices Closed (Christmas)
- 2 Scouts BSA meeting (7 pm, GTM)
- 8 District Calendars (draft) due
- 8-10 Staff Planning Conference (Fargo)
- 15 Scouts BSA meeting (7 pm, GTM)
- 16 FOS Kickoff (7:00 pm, GTM)
- 17 Scouts BSA meeting (7 pm, GTM)
- 18 Executive Committee meeting (Noon, GTM)
- 21 Offices Closed (MLK Day)
- 22 Council Commissioner meeting (8 pm, GTM)
- 23 Unit charters (Feb) due to district
- 24 Council Camping meeting (8:30 pm, GTM)
- 29 Council Day Camp meeting (6:30 pm, GTM)

February

- 3 Scout Sunday
- 13 FOS rally (5:30 pm, GTM)
- 15 District Calendars (final) due
- 15 Executive Board Annual meeting (8 am, GTM)
- 18 Offices Closed (President's Day)
- 19 Council Advancement meeting (7 pm, GTM)
- 21 Council Camping meeting (8:30 pm, GTM)
- 26 Council Day Camp meeting (6:30 pm, GTM)
- 26 Council Commissioner meeting (8 pm, GTM)
- 27 Staff Meeting (10 am - 4 pm, Jamestown)

GTM = Go to Meeting
GTW = Go to Webinar



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	District Chair	District Commissioner	Executive Staff
1 Flickertail (Jamestown)	Vacant	Andrew Banks myscoutzone@hotmail.com (701) 793-8811	Shaun Grover (DE) shaun.grover@scouting.org (701) 367-7965
3 Oxcart Trails (Fergus Falls)	Mark DeMartelaere mlctdemart@yahoo.com (218) 736-7226	Mike Guck mikeguck@gmail.com (218) 849-2124	Lindsay Aune (DE) lindsay.aune@scouting.org (701) 799-6753
4 Lakes (Alexandria)	Adrian Panther papanther@gmail.com (720) 308-4567	Mike Denke micanden@yahoo.com (320) 491-8381	Michael Schatz (DE) mischatz@scouting.org (507) 254-7301
5 Northern Sky (Fargo)	Trent Gerads tgerads@thevillagefamily.org (763) 443-3245	Jefri Jones leucocephalus@far.midco.net (701) 492-9264	Kevin Mehrer (SDD) kevin.mehrer@scouting.org (701) 833-9919 Brett Drevlow (DE) brett.drevlow@scouting.org (218) 688-0972
8 Lake Agassiz (Grand Forks)	Mark Nelson mnelson@grandforksgov.com (218) 779-3329	Tom Henderson hende349@umn.edu (701) 775-6471	Thomas Huether (DD) Thomas.Huether@scouting.org (406) 780-0690 Mark Landa (DE) mark.landa@scouting.org (701) 739-2362
10 Roughrider (Dickinson)	Jeremy Berger jberger@realsmart1.com (701) 260-4003 Dickinson	Paula Kleinsasser sons3@ndsupernet.com (701) 483-4224 Dickinson	Beth Ann Pulley (DE) BethAnn.Pulley@scouting.org (219) 765-8162
11 Tomahawk (Minot)	Dave Lakefield davidl@srt.com (701) 240-1733 Minot	Vacant	Lacy Britt (DE) lacy.britt@scouting.org (701) 409-0393
13 Frontier Trails (Bismarck)	Kelvin Hullet kelvin.hullet@gmail.com (701) 223-1605	Colette Perkins perkins50@bis.midco.net (701) 258-8849	Marie Mott (DE) marie.mott@scouting.org (701) 214-7654
14 Great Plains (Williston)	Tim Horab horab50@hotmail.com (701) 774-3156	Kevin Hammer hammerdad@wil.midco.net (701) 572-6416	Carleton Borden (DE) carleton.borden@scouting.org (484) 374-5366
Council	Gen. Al Dohrmann VP of District Operations asdohrmann@gmail.com (701) 426-0185	Mike Briggs Council Commissioner briggs@bis.midco.net (701) 258-9620	Darin Steindl (DFS) darin.steindl@scouting.org (218) 979-4653 Rob Gilkerson (ADFS) rob.gilkerson@scouting.org (701) 557-3920