



June 21, 2011

After several months of geographic study, data analysis, feedback gathering, and careful consideration, we are pleased to announce that the Executive Board has officially approved the Sagamore Council's new district structure! This new, optimized structure provides strong foundations for Scouting across our Council while aligning our professional manpower with the needs of our youth population.

When our team began several months ago, we were asked to better align our Council's strengths with our needs. While our communities, our populations, and even Scouting itself had all changed over the last 37 years, the district structure of the Sagamore Council had not! Many of our communities felt the struggle of trying to operate a district with less than a "critical mass" of volunteer support, while other communities had under-utilized resources that could have strengthened neighboring communities. To ensure that our team's efforts addressed this imbalance in the most effective way possible, we developed the following goal statement: ***Increase the Sagamore Council's ability to deliver the promise of Scouting by more efficiently aligning our resources with our needs. We do this in order to increase the operational strength and unity of our Scouting community and to allow the Sagamore Council to thrive for generations into the future. We commit ourselves to developing a solution that will build stronger districts, a stronger council, and provide better continuity and flexibility for future changes in our Professional scouting staff.*** Now, as we stand at the end of the process, we are pleased to report that our result holds true to this goal!

Early in the process, we developed criteria against which we could measure ideas and plans for redistricting. These criteria are:

- Geographical area / travel time
- Minimum critical mass (having enough families to build a strong district structure)
- Number of available scout-age youth in an area
- Continuity / succession planning for district professional staff
- Efficient alignment of resources to needs

We made sure that the criteria all relate directly to the goal statement above, and that all aspects of the goal statement are reflected in the criteria. At every step of the process, we made sure that our decisions were guided by facts, and that decisions were made in an objective, unbiased fashion. We worked hard to ensure that our decisions were not based on what any of us "felt" or "believed" to be true, but rather based on measurable facts and verifiable feedback from many, many Scout volunteers. We evaluated all aspects of the proposed district lines without regard to people or personalities—just as dozens of District Executives and District Committees have served the Sagamore Council in the last 25 years, dozens more will serve in the next generation. We were careful not to let our personal opinions stand in the way of the Sagamore Council's future, and we believe that we have held faithful to that duty.

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This process could not have been possible without the honest feedback and engaged minds of hundreds of Scout volunteers. Our team members received a great deal of feedback from our periodic progress letters, our email distributions, and our presentations at roundtables. We took every suggestion to heart, and incorporated as many of them as possible within the goal statement and criteria that would lead us to success.

If you recall from our most recent communication, our team eventually developed more than 20 draft plans for different arrangements of the Sagamore Council's administrative divisions. Through the use of a fact-based evaluation system, we narrowed those plans down to three, which we then studied in great detail. At our committee's last meeting, we evaluated feedback that we had gathered from many of you over the intervening weeks. From that discussion, we built one final plan that includes three districts with a total of five District Executives, with approximately six thousand youth in a district for each D.E. in that district. We then presented that plan to the Sagamore Council Executive Board on June 20.

At the Executive Board meeting, a lively discussion took place! The conversation focused on preparing for the Sagamore Council's success in the future, and how the redistricting plan can help make that a reality. We are pleased to report that, at the end of the discussion, the Executive Board accepted the result of our-- and your-- hard work!

Please find the new district map enclosed with this letter! Feel free to share this plan with anyone who might be interested, since it has officially been adopted. Assignment of District Executives to these Districts can also be found enclosed.

This plan will take effect August 1. Your fall recruiting campaign, roundtables, and all other business should be directed to your new District Committee and District Executive on August 1, or in advance of that date for purposes of preparation and planning. Your district support structure will largely remain the same-- for instance, because Unit Commissioners are usually assigned geographically, nearly every Unit Commissioner will still serve the same units. Your new district leadership will contact you regarding your Roundtable, Program Kickoff, and other District-level activities. We look forward to your new District Leadership being larger, more functional, and better able to support a strong Scouting program in your community!

One of the most heartfelt items of feedback our team received was the request that unit numbers not be changed. We are pleased to report that no current Pack, Troop, or Crew will need to change its unit number! In the future, new unit numbers may begin with 7, 8, or 9 (or 37, 38 or 39 in the case of Packs) in order to assist with locating units throughout our 16 counties, but NO current numbers will be forced to change!

We are also pleased to share that each district will have the honor of selecting its new name! The process for that selection will be developed in the near future, and you can expect the process to be introduced at your District Roundtable. In the meantime, our new districts will be called "North," West," and "East."

In the end, we thank you all for this opportunity to serve you in helping the Sagamore Council grow stronger for the next century of Scouting in America. We are pleased to have met our team's challenge: ***to increase the Sagamore Council's ability to deliver the promise of Scouting by more efficiently aligning our resources with our needs... to increase the operational strength and unity of our Scouting community and to allow the Sagamore Council to thrive for generations into the future... to develop a solution that will build stronger districts and a stronger council.*** Thank you again, and may Good Scouting be upon us all!

Sincerely,

Larry Kristoff, Big One District
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(See next page for Frequently Asked Questions & Answers)

FAQ

Who will my D.E. be?

Staff assignments can be found on the reverse side of the district map. A fifth D.E. will be hired this fall, to return us to the level of "full staffing" we have traditionally enjoyed.

Will my Unit Commissioner change?

Because Unit Commissioners usually serve units that are geographically close to them, it is unlikely that your Unit Commissioner will change. However, because the District lines follow school district boundaries, if a Unit Commissioner serves units across the lines of a school district, there is the possibility that your unit will no longer be in his or her service area.

Will my Pack/Troop number change?

Your Pack, Troop, Crew, Post, or Team number will not change. New Units will have a new number (starting with 7, 8, or 9 for Troops, or 37, 38, or 39 for Packs), but existing units will not change. New units that share a chartering organization with a unit numbered 1, 2, 3, 4, or 5 will have the option of matching that number.

Where will I attend Day Camp/Camporees/etc.?

Activity sites are always the decision of the district activities committee. Your district volunteers will decide the location of your activities, as always.

Where will I attend roundtable?

Your district committee will set the location for your Roundtable. The Sagamore Council has always been geographically large, and your district leadership continues to work to make Roundtable as convenient as possible for the greatest number of your district's leaders.

Will I get less service from my District Committee?

Absolutely not! In fact, you will receive MORE and BETTER service, since your district committee will be staffed with more quality volunteers! One of the driving forces behind this project was creating district committees of sufficient size and strength to provide quality district support to leaders!

My old D.E. had an email list. How do I get on my new D.E.'s email list?

When your district executive is announced, simply email them saying "please add me to your email list!" D.E. emails are `firstname.lastname@scouting.org`:

`brian.hershey@scouting.org`

`nicholas.losekamp@scouting.org`

`diann.sedam@scouting.org`

`michael.seiber@scouting.org`

How do I submit a suggested name for my new district?

The process for district renaming will be announced at your district roundtable. There will be only a few guidelines, such as "no names that have previously been used" and "something that is inclusive of the entire new district." Once you select a name, it will be submitted to the Council Executive Board for approval.