

**District Committee Meeting
December 1, 2011
One Bergen County Plaza
Hackensack, NJ,**



Key People

Pat Stamato, District Chair
Leslie Sonkin, District Vice-Chair for Program
Sal Bellomo, District Commissioner
Steve Leonardi, District Director
Joel Lieberman, Senior District Executive
See attachment for other attendees

Opening

Pat started the meeting by welcoming Joel back from his recent active duty tour in Afghanistan and asked him to lead the Pledge of Allegiance, which was followed by Biff Van Kleef leading the Scout Law and Oath (and motto). Pat passed out the evening's agenda with two attachments: a fundraising report and a membership report. The top line of the agenda said, "*Membership is now the key priority.*"

Membership

Scott Lomberk echoed, "Membership is now the key priority," and pointed to the report's summary line which showed how 2010 ended and how 2011 looks so far. Because we want to end 2011 with a net gain, Scott said that we need to start up 13 new units by December 13, and Steve set the goal of recruiting 400 more youth. Scott urged those present to turn in any recent filled-out applications they might have, and Mark Wrightington immediately produced four. Other people named their recent recruits, which Pat tallied and announced, "Now we need just 378!"

Joel took the floor to give the DE's perspective and made these points:

- He was surprised that some towns that normally recruit well had not done so this year and guessed that they may have new Cubmasters who have not yet turned in new application forms.
- Recruiting in the fall can be difficult because of competition with fall sports. On the other hand, those sport seasons typically end around Thanksgiving, and parents wonder what their sons will do now. He said, "You now have an opportunity to recruit those boys. The iron is hot and you should strike fast."
- Joel proposed that packs run a holiday party and said that such parties were very successful in the former Broken Arrow District, enabling them to exceed their recruitment goal well before year's end. He said, "Don't think you've hit every kid, because you haven't."
- Joel said that we must offer a good program and suggested, "Maybe we're not doing enough." He told the story of a Cubmaster in Lyndhurst who spotted the Pokémon craze and decided to institute a Pokémon night into his pack meetings. He also went to Toys-R-Us and recruited by telling boys that Pokémon was part of

- the Cub Scout program. He said, "Find out what kids want to do these days and give them what they want."
- Joel said, "I can't change the world without your help. But I'm here to support you. Tell me what you want us to do -- us, as a team -- and we'll go out and get it done."

Biff liked the idea of a holiday party and wondered how to promote it to all the District Cub packs. Leslie suggested raising it at the upcoming Roundtable. Biff joked that Steve should offer a cruise to the Bahamas to the highest recruiter.

Finances - Family FOS

Pat said, "I need help!" He explained that he needs presenters, but was concerned about the geography, predicting that it will be hard to ask a presenter who lives in the north to drive all the way south to Bayonne. He proposed breaking the district into FOS sections.

Finances - Community FOS

Pat described this campaign as "reaching out to the businessmen." He spoke about the first fund-raising dinner that was run in Hudson County and said, "Believe it or not, money is still coming in from that event," but he apologized to Steve for not collecting good contact information before the event broke up. Pat said that he intends to meet with Dr. Phil Mollica in order to schedule two similar dinners to take place in Bergen County.

Biff asked Steve how our FOS fund-raising compared with the other two districts. Steve responded that the only important thing is how we perform against our own goal. Pat had a different response, saying that the other districts are looking at us. He said, "We're the largest, and they look at the talent we have. I feel that there's nothing we can't overcome." Biff also asked about goals for 2012, but Pat responded that he was focused on meeting the current 2011 membership and financial goals.

Finances - Leadership FOS

Later in the meeting, Pat asked when we should solicit donations from Scouters toward the Leadership FOS campaign, saying that the former Hudson-Liberty District did it in December. The consensus was for Three Rivers to ask for donations in January. Someone pointed out that tonight's Fundraising Report handout showed that our 2011 goal for Leadership FOS had already been met and exceeded.

Finances - Popcorn

Lillian Molnar said that she didn't have numbers, because the 2011 sale had been extended for a month and had just finished yesterday. However, Norman Kasser said that Mike Wirth had provided numbers as of November 30 with the understanding that more was coming in. He said that Mike's numbers were published in the Heckawee newsletter along with comparisons with last year, based on the former source districts. Lillian pointed out that all three former districts showed a decline, ranging from 5% to 14%.

Calendar Scheduling

Pat asked Bill Metts if he will continue with his former job of compiling all upcoming events and publishing their dates. Bill was reluctant, saying that the district newsletter appeared to be doing the job for him and that he is familiar only with events run in the area covered by the former Tantaqua District. He agreed to continue when Leslie pointed out that the Three Rivers Activities Committee covers the entire Three Rivers area and can provide the information he needs to do the job.

Unit Commissioners

Sal said, "I need new Commissioners." He explained that "very few had carried over" when Three Rivers was formed. He said that the former Twin Valleys Commissioners are continuing, but the other two source districts are not. Pat had good news for Sal and named several people he had recruited from the Bayonne area. In addition to carryovers Kevin Kilroy and Eric Kilroy, he named Donna Butto, Les Porcelli, Larry Sangi, Greg Boyle, and Greg Czerwienski.

Sal apologized to Ed Quinn for forgetting to inform him that he had moved Commissioner meetings from the Museum to the Elks Club in Paramus, but asked Ed to remain open to the possibility of moving back again. Sal explained that attendance two months ago was simply too large for the Museum to handle. On the other hand, the most recent meeting was not well attended and could have easily fit in the Museum, which he prefers as being less noisy. Therefore, he wants to keep both open as possible locations until he sees how things work out in the future.

Cub Pow Wow (Mar 3)

Larry Butto, who organized the 2011 Pow Wow in West Orange, said that he was looking for a less expensive location for 2012. This led to a side discussion about possible venues, such as Elmwood Park and Little Falls which would charge just for custodial services. Biff said that a Catholic school such as St. Phillips might do it for free. Biff said that Paterson University might be available during semester break, but Larry might have to reschedule to match his dates to theirs. Mike Carp suggested St. Peter's College in Jersey City, but Biff said that an inner-city location would not be acceptable to people from outlying areas, who would be worried about parking and traffic. He said, "You need someplace central, convenient, and nice."

Larry said that previous Pow Wows had courses for Cub leaders, but he wants to expand with courses for Boy Scout leaders and asked for suggestions and for people to volunteer to conduct the sessions. Sessions run for 50 minutes, but he will schedule a double session when needed. His goal is to prevent the Pow Wow from becoming stale and offering the same courses year after year.

Lillian asked Larry if he can schedule a course for Den Leaders whose boys are autistic, ADHD, or have other special needs. She explained that her own Cub pack had a den with 9 special needs boys and that the Den Leader could have used advice from an expert in the field. This led to a lengthy discussion where people described sessions that they had

attended elsewhere, and about useful tricks and advice they had picked up. Pat Gallagher said that NNJC has a pamphlet that he found very useful.. Larry suggested making the den smaller and getting parents more involved. Someone said that Bergen or one of the other counties must surely have the kind of expert Lillian was looking for. Mary Kay Tokar said that National has several website courses on working with special need Scouts.

Larry concluded with, "Pow Wow is different from other training sessions because it's a fun day of training."

Klondike Derby (Jan 28)

Allen Sterk said that all the information needed by units is in the packet now available on the District website. It has the equipment list that people had called to ask him about, and it has a link to download a roster card that each patrol should fill out and bring with them to the event. He said, "With the roster card they'll zip past registration quickly. Without the card it will be much slower."

Allen said that he needs volunteers to handle traffic (Sal and Leslie agreed to do it) and to fill in at the various stations. He intends to put volunteers into a pool and draw on the pool as needed during the day, allowing people to rotate "so they're not stuck in one site all day long." In response to Leslie's question, he said that he now has a "mayor" for each Klondike "town."

Allen described some of the logistics:

- The Klondike will take place at the Campgaw Mountain Reservation in Mahwah.
- The staff will have radios including one radio lent to them by the park staff in case they need help from the park, such as them bringing in a load of fire wood.
- One park employee will be assigned to the Klondike. Allen said, "They like us. We always leave it clean, and the place gets used."
- Camping is not allowed in the park after November 30.
- There should be adequate parking. The park superintendent will allow parking along the roads and in various areas not usually available. He said, "We're going to pack cars in there the way you might see at a wedding."
- The ski area and its main parking lot is off-limits. He explained that the vendor who runs the ski lifts and snow tubing pays for the parking lot.
- Campgaw will not charge us to use the park, but there are other expenses, such as LP gas, cocoa, soup, patches, trophies, etc.
- Staff arrives at 7:00 AM, and the event starts at 8:30 AM.

Bowl-a-Thon (Dec 29)

Mark reviewed the plan to run the event on Dec 29 but to use two separate bowling alleys. The fee will be the same at both, but the offerings will be different. Fairlawn Lanes in Fair Lawn offers 3 games, whereas Parkway Lanes in Elmwood Park offers 2 games along with some pizza and a soda. Both include shoe rental and a patch.

Mark said that online registration is available, and that he tested it by registering his son. He said that he has all the staff he needs, since very few adults are required. Mark said that attendance last year at Fair Lawn (former Twin Valleys) was about 400, and attendance at Elmwood Park (former Tantaqua) was about 80-100.

In response to Lillian's question, Mark said that the event is open to family and friends, saying, "If they've got cash, they can come." The fee is \$15 through Dec 8, and \$20 after that.

Tiger Tumble (Jan 21)

Mark said that the event is open to all Tiger Scouts and will take place at Palisades Park High School. Online registration has not yet been enabled. He said that although 10-12 adults typically come as staff, it's usually Boy Scouts who run the stations. There will be 9 activity stations, followed by making a neckerchief slide, followed by a "campfire" with songs and "corny jokes."

Mark said that the event is expected to run 10:00-12:00, but they reserved the high school for an extra 2 hours just in case far more Tigers than expected show up. Each Tiger must be accompanied by his adult partner, but only the Tiger pays the \$7.50 fee. Mark said that he doesn't insist on Class-A uniforms because two of the stations are messy, but he would like to see Class-B. He invited people to come or to bring Boy Scouts to act as staff.

MS Walk-a-Thon

Kevin Kilroy said, "I have MS (multiple sclerosis) and I've become involved with the MS Society, and every year there's a Walk-a-Thon." He explained that the Society runs walks in 12 different locations, but he and his crew attend the one in Jersey City at Liberty State Park. He said that he has a sign-up sheet for anyone who wants to walk or who wants to put together a team, "Or you can join my team and walk with us." Kevin said that local businesses can "adopt a mile" and pay to post some advertising along the route.

In response to Mary Kay's question, Kevin said that roadside staffing last year was provided by the OA Lodge, with Scouts in each of the four counties that NNJC covers. He said, "It's a great service project for Scouts (but not for an Eagle project)." He also asked if anyone wanted to make a donation now, and joked, "We take cash, checks and credit cards."

Giveaways from the Scouting Museum

Ed Quinn said that he is doing some housecleaning and offered a free overhead projector, a TV with a built-in VCR player, an 8x4 trailer, an 8x8 white board with a magnetic back, and a bunch of cinder blocks. He also offered a boat: 27-foot Bayliner with a new I/O drive motor (but no trailer), but not free -- Ed asked for a modest donation.

Scout Dinner(Feb 17)

Ed said that he reserved the American Legion on February 17 for the Scout Dinner, and that he already has two nominees for Scouter of the Year.

Peace Light from Bethlehem

Leslie explained that the Peace Light had been flown in from Austria on Tuesday and was met there by an Assistant Scoutmaster from Glen Rock named John Hahn. Leslie passed around her iPad with a photo that showed four old-style kerosene lanterns. She then listed all the towns where the Peace Light lanterns will be passed from one Scout unit to another, so that people could receive the Light and pass it on. Leslie quoted a suggested statement that a person might say upon receiving the Light: "We gladly receive this Light as a sign of our willingness to be channels of peace by our words and actions."

Leslie suggested that units could make a ceremony around receiving the Light and said she will also try to arrange for it to be available at the Council office. She also suggested making the ceremony into a photo-op. As an afterthought, Leslie said, "We should also do it at the Museum."

Camp Lewis - Changes to the Summer Program

Matt Dalzell, the Waterfront Director at the Camp Lewis resident camp, described a major change planned for 2012, which will look like this

2011: 5 days + 4 nights

Sat through Wed

2012: 3 days + 2 nights - then if possible: - 3 days + 2 nights

Thu through Sat - then - Sun through Tue

Matt explained that the fee in 2012 will be comparable to 2011; that is, a half session will cost half as much, and a double session will be about the same amount as last year, but with 6 days of program instead of 5. He said, "You get more program for the same amount of money."

Matt said that the first week's session will start on July 5, and that two more are scheduled, but more weeks can be added if parents show interest. In response to Lillian's question, Matt was pretty sure that a Cub planning to sign up for a single 3-day-2-night stay can come either on Thursday or on Sunday.

Camp Lewis - Promotions

Matt said, "We're looking for as many people as possible to help out with camp promotions -- perhaps each person can visit just one or two Cub packs." Matt said that handouts are being prepared as well as a video. Biff asked Matt to show the video at a Roundtable, and Mark suggested making it part of the Tiger Tumble campfire "if it's not too long." In response to Biff's question, Matt proposed uploading the video to You Tube, as was done with last year's Harry Potter video. Leslie suggested uploading the video to the Council's website. Matt was unable to answer Leslie's query about what happened to the brochures she drafted and gave to Grey Rolland for approval.

Mike Carp told about the "Taste of Summer" weekends that the former Hudson-Liberty District used to run for Cub Scouts in early May. Matt liked the idea but thought doing it as a 1-day open house earlier in the spring would be better. Lillian suggested running it

before the Council's April 1 deadline for submitting camperships, saying "In the past we've had issues with that."

Training - Summary of Sessions Past and Future

Mary Kay listed successful recent training sessions for Scoutmasters and ASMs, for Den Chiefs, and for Scout troop junior leaders. She said that the Council will do Venture Leader-Specific training this Saturday.

She also told about plans for an upcoming 3-session day of training in January for new Cub leaders, but with the "Youth Protection" and "This is Scouting" sessions open to everyone. However, Rich Curran said that the date is not yet firm, with either Jan 14 or Jan 21 as possibilities, depending on when the Wood Badge Critter Breakfast will take place. Mary Kay explained that both cannot take place on the same day, because many of her instructors are also Wood Badge graduates who will want to attend the breakfast. Joel said that the date of the Critter Breakfast will depend on various financial considerations, where one date at William Paterson University may turn out to be cheaper than another date. Another consideration is which date works better for their guest speaker. He promised a decision no later than Tuesday.

Training - Scouter Records

Mary Kay said, "We have to make sure that all of our leaders are trained, and we want to start by making sure that our records are up-to-date." She explained that the database records kept for each adult Scouter in the "MyScouting" website appear to be missing a lot of information, and cited her own records and Mark's records as examples. However, because she and Mark retained paper certificates from past training sessions, Council Registrar Tyrone Manning (plus some temporary staff) was able to update them manually. Mary Kay now wants to use the same procedure for as many Scouters as possible, saying, "If we do, our percentage of trained leaders will skyrocket." She added that Part-2 will be to ensure that other untrained leaders also receive training and get recorded.

Mary Kay said, "Every person can go online, check your own individual training record with the Council, and see what's listed. If you can send us verifications of sessions you attended along with dates, we can get that information entered into the computer." She suggested sending the information to Tyrone, Ian Meades (the Exec in charge of Training), and herself..

Mary Kay was not able to answer a question from Mark. He said that he took some online courses, and now his online query shows each session twice, each a twin, except that one says "Web Den Leader training" and the other simply says "Den Leader training."

Training - Need to Plan the Year

Mary Kay said she intends to schedule a meeting in mid-January for existing Training Committee members plus anyone who might want to become a trainer. The goal is to plan training sessions for the coming year. She said that many of the people on her committee are also with Activities or Advancement and are thus often busy with other things. She

said, "I want to have just one meeting with all the trainers and plan out a calendar for the upcoming months."

Training - Online Versus In-Person

Mark had a second question that Mary Kay was able to answer. Mark wondered if the availability of online training had cut into the number of attendees for live in-person sessions. Mary Kay responded that she saw no falloff and added that in-person sessions have several advantages, saying, "It's always better. You have interaction, you have someone there to answer your questions, and you can network with other people."

Mary Kay agreed that the downside of in-person training is the possibility that online records will not be updated. She explained that the on-line problem is made more difficult when people sign an attendance sheet with a name different from the computerized name. She gave the example of "Joe Smith" attending when the computer has him as "Joseph R. Smith." A worse example is someone who attends as "R.J. xxx" one time, then "Rick xxxx" on another, then "Enrico xxxx" on another. Mary Kay said that she and other trainers are trying to encourage attendees to also provide their BSA member IDs when they sign up, and said, "It's a lot easier to find you by number rather than by name."

Training - Mandatory Youth Protection Training (YPT)

Biff asked Mary Kay, "If someone doesn't take Youth Protection, can he still remain registered?" His question triggered a lengthy back-and-forth with input and questions from several people. Norman said that an official announcement made last year insisted that every single adult on a unit's roster *must* have current YPT (within 2 years) or he/she would not be retained on the roster when the unit rechartered. However, he found that only "youth contact" or "direct service" unit leaders were flagged by the computer as being problems. Everyone else, such as Committee members, were renewed with no problem. He guessed that 2012 will be the same.

Steve proposed that "youth contact" means "Den Leaders on up," which would exclude Committee Members and other adults kept on a unit's roster as a courtesy. Lillian gave herself as an example as a lifetime member of the Girl Scouts who never actually has contact with any girls, and proposed that a Scout troop's roster will similarly retain Eagle Scouts from past years who have gone off to start their own families and have children of their own. She said, "They renew simply because they want to stay registered."

But it was clear that "youth contact" can easily be parsed differently by different people (and by different lawyers) and that National may have taken the easy way out by simply imposing the requirement on all adults. Steve concluded by proposing that we simply watch to see how National's computer system handles YPT when units recharter in 2012.

Advancement - "Eagle Project of the Year" Award Nomination

Ed Ference said that he attended a meeting of the Council Advancement Committee, and that Rob Dente was elected as Chairman (pending Council approval), and that he agreed to be Vice Chair. Ed said that an Eagle Project done by Justin (he didn't recall the last

name) of Leonia Troop 71 was so impressive that the committee will submit it for an "Eagle Project of the Year" award.

Advancement - New Eagle Project Workbook

Ed said that there was some confusion about the new Eagle Project Workbook, as evidenced by the Scoutmasters who asked for guidance from the Advancement Committee. Ed said that the Committee decided they need more time and decided to broadcast the announcement that Eagle candidates should continue to use the old-style workbook until year's end. He added that any project proposal using the new-style workbook will, of course, be acceptable.

In the meantime, the Advancement Committee will meet again on Dec 15 to decide how to proceed. Ed guessed that the Committee will wait until March to get the benefit of three month's worth of nationwide experience with the new workbook, at which point they'll invite Scoutmasters and troop Advancement Chairs to a workshop. Ed said that having a Scoutmaster attend is preferable to Scouts and their parents, because "They'll be there for a couple of years."

Advancement - Who Are the New Eagle Scouts?

Pat said that he and Leslie would like to attend Eagle Court of Honor ceremonies and asked Ed if there was some way that they could be consistently informed. Ed replied that he only knows when Eagle Boards of Review take place but is rarely informed about when ceremonies are scheduled. Leslie suggested that Ed should conclude each Board he attends with a request to the Scoutmaster to include the District Chair among the invitations, but Rich Curran said that Scoutmasters often let the boy's family handle all the invitations.

Steve proposed a workable solution. Because NNJC Scout Exec Doug Dillow probably gets more invitations than anyone else, Steve said that Doug's Assistant, Patty Fitzmaurice, can pass the information on to the DEs and said that the DEs can be instructed to pass it on to the District Chairs. But Steve warned that the information is not always timely, and the Chair may get only a day or two advance notice.

However, even Steve's suggestion may not be foolproof. Rich asked, "Does anyone here beside me know that there will be a triple-Eagle ceremony in Paramus on Saturday?" As Joel related it, Doug received the invitation, said "I'm going," and never told Patty or any of the DEs.

The discussion continued, because other people had other suggestions. Ed Quinn and Leslie both said they want to also be informed so they can present certificates to new Eagle Scouts. Mary Kay had the last word, saying, "This will make a great topic for a Roundtable discussion. Let's move on."

Three Rivers Logo and Patch

Eric Dlugosz stood up to show off his T-shirt with the new Three Rivers patch design enlarged and printed on the back. The front had the new Three Rivers logo, which Eric said now appears on the home page of the district's website where it can be easily copied for personal use. Leslie said she will provide artwork for the patch to anyone who asks, and that the patch itself will be available shortly. Pat joked, "We're also going to have sports jackets, golf shirts, even underwear! We're going big-time!"

Awards for Scouters and Units

Rich Curran described some of the topics being worked on by the Awards and Recognition Committee that he chairs. As an example, one of the former source districts was accustomed to handing out awards in January, and the question was whether or not to honor that tradition, saying, "January is only a month away, so we've got to figure out what to do about it." Leslie and Ed Quinn reminded Rich that last month we decided to hold a recognition dinner on April 15 at the Elks Club in Paramus. Rich responded by asking people to submit nominations for a District Award of Merit a month prior. Leslie added that the deadline for Silver Beaver Award nominations is the first week of January.

Rich said that his committee was also trying to decide on whether or not to continue a given source district's awards by name. As an example, he said that the former Twin Valleys had a "Golden Peaks Award" for an exceptional parent or Scouter, so named because it pictured three mountain peaks with two (i.e. twin) valleys between them. (Someone suggested morphing that award into four mountain peaks with three rivers running between them.) Rich had another example from the Twin Valleys where a given unit could become an Honor Unit by meeting certain goals set by the District Committee.

Rich also had some awards and certificates left over from earlier in the year. He named the Scouters being honored along with their units and got volunteers to deliver the awards to their intended recipients.

DE's Minute - Personnel Changes

Steve said that former DE Lex Leonard is no longer employed by NNJC and that Joel Lieberman had taken his place. However, Steve and Joel had swapped some of the communities they are charged with serving based on where Joel lives (DE Ian Meade's list of communities remained unchanged).

DE's Minute - Membership

Steve said, "We are nothing without membership, since our purpose is to serve kids, and that means membership." Steve urged the District Committee to "make a statement" that "We're the team that can pull it together in its first year." He said that coming into December 400 boys short of our goal used to be impossible, but is now quite possible. He pointed out that the Three Rivers District now encompasses 68 towns and 200 units, and said, "If every unit recruited just two kids, that would do it!"

DE's Minute - The "Scouting Family"

Steve thanked everyone for the support he received when his wife passed away last month. He said that he thinks of the Scouters he deals with as his "Scouting family."

**District Committee Meeting
December 1, 2011**

Attendance

Jim Africano
Sal Bellomo
Neil Bookspan
Lawrence Butto
Mike Carp
Rich Curran
Matt Dalzell
Ed Ference
Patrick F. Gallagher
Ricky Goldsmith
Norman Kasser
Kevin Kilroy
Steve Leonardi
Joel Lieberman
Bob Lilley
Scott Lomberk
Bill Metts
Tom Molnar
Lillian Molnar
Dennis Ng
Jim Preciado
Ed Quinn
Raule Rodriguez
Leslie Sonkin
Pat Stamato
Allen Sterk
Mary Kay Tokar
Biff Van Kleef
Mark Wrightington
Jim Wrynn