

90 Day Action Plan

While priorities can and often do change daily, the first three months are critical for a new Scout Executive. The information gathered and relationships established provide a better understanding of the council and the communities we serve. Below are the priorities I would focus on:

Prior to August 16th:

- Video conference with key staff on operational decisions and plans that need to be put in place prior to August 16th.
- Review financial statements and cash flow with Council Treasurer Nick Black and Council President Ralph Meyer.
- Assess planning status of DCAD with Council President Ralph Meyer.
- Review with James Rangel, Field Director, and Council Membership Chair Jay Wise, fall membership growth plans.
- Review with James Rangel, Field Director, fall popcorn sale plan.

In the first week:

- Meet with James Rangel, Field Director, David Hebert, Program Director, to assess current needs and concerns in the next 90 days.
- Meet with Ralph Meyer to discuss priorities, review the council strategic plan and specific objectives/targets for 2017.
- Meet with John Gilbert, Council Commissioner, to discuss the overall health of the units and unit service.
- Meet with Council Treasurer Nick Black to discuss the council budget, specifically, the key income sources and their status.
- Meet with Claudia Wright, Office Manager/Accounting Specialist, to review current financial position.
- Assess internal controls, level of staff proficiency in budget control and review previous audits.
- Meet with James Rangel, Field Director, to discuss status of fundraising efforts.
- Meet with field staff to review fall membership recruitment plans and popcorn unit participation plan.

In the first 30 days:

- Hold several youth forums across the council to understand how we can better service their needs for the best Scouting experience.
- Meet with the Order of the Arrow Karankawa Lodge Officers to review their goals and objectives for the year.
- Meet with Ralph Meyer, Council President, John Gilbert, Council Commissioner, Jay Wise, Council Membership Chair, and James Rangel, Field Director, to introduce and discuss plans to implement the Sustainable Membership Growth Concept.
- Meet individually with the members of the Selection Committee to gain insight into the council.
- Meet with Kent Grier, VP Endowment, to review current Endowment Fund balance and plans to grow the Endowment Fund.
- Meet individually with each Council Officer to discuss their area of responsibility and to become better acquainted.
- Meet with Brian Chassells, VP Program, to assess council program strengths and weaknesses and review upcoming events.
- Meet with John Jackson, Former Board President, to review the last capital campaign and gain knowledge of any remaining items to be completed.
- Meet personally with each professional staff member, each support staff member and rangers to learn about their goals, families and the challenges and opportunities facing them in their work.
- Visit with Board members to become better acquainted and to determine their level of involvement, interests and strengths.

In the first 30-90 days:

- Invest time in reacquainting myself with the communities served by the South Texas Council by attending non-Scouting events to connect with other community leaders.
- Assess council's vision of customer service and determine volunteer attitudes toward this vision. Begin process to enhance service where necessary. Review all customer facing avenues including face to face service, website and volunteer communications.
- Visit with key fundraising volunteers and donors (i.e.-foundations, corporations, United Ways and individuals) identified by the Council Officers and staff to establish a relationship.
- Be visible at as many program (camps, roundtables, trainings, activities, etc.) events as possible to meet volunteers
- Find a school and Venture Crew for my family and rejoin our former church.
- Meet other key community leaders as identified by the Council Officers.