



Great Southwest Council **Council Commissioner**



Communicator



December 21st, 2019

Table of Contents

Page	Area
3	Council Commissioner Corner
4	Message from Assistant Council Commissioner for Older Youth Programs
5	Headlines! (key info to pass to units!)
6-21	Key Commissioner Goals
22	District/Council Commissioner Roster

Council Commissioner Corner

- Rechartering Update: specific numbers are reported later in this newsletter, and weekly updates are sent to the District Commissioners. We've made significant progress since last month's newsletter, but still have a way to go before we can declare victory. Please ensure your units are working towards getting their recharter packets turned in by the end of the year!
- BSA National has suggested that each council have an Assistant Council Commissioner over Older Youth Programs. I'm pleased to announce that Brian Tolson has accepted that position within the Great Southwest Council! Brian introduces himself on the next page, and explains the rationale behind creating this position. Brian will be assisted by Greg Ryba, a student at UNM. Welcome, Brian!
- Please let your units know the Partnership report on the council website was updated on December 20th! This update has final financial numbers, and initial JTE numbers. The report can be found at: <http://www.gswcbsa.org/partnership-for-scouting/66229>, scroll down until you see the puzzle piece that says "Current Status"!
- After the first of the year, we'll be adding a Commissioner's area to the Council website. Please send me any suggestions for information it should contain that would making doing your job easier!
- And as we near the end of another year, I'd like to extend my personal thanks for all that we've accomplished in the past 12 months due to your dedication and commitment. My best wishes for a Merry Christmas and Happy New Year! Take some time off, recharge your batteries, and stand by for a busy and exciting 2020!

*Yours in Scouting,
Dale*

Dale Balmer
Council Commissioner

A Message from Brian Tolson, Assistant Council Commissioner for Older Youth Programs

Greetings fellow Commissioners and Leaders! I am excited to announce a new concept within the Council starting in 2020. I will be assuming a new role of “Older Youth Program Commissioner”. In this role I aim to enhance the Council’s focus on retaining youth between the ages of 14 -21 in either a Crew, Ship, or Post. Recently National released results of a study that if youth are provided with higher skilled activities (i.e. Crew, etc) they tend to remain in Scouting for an additional 16.5 months beyond Scouts, BSA. The average tenure of a Scout in Scouts BSA only is 29 months. I hope with all of your assistance to increase tenure of all of our GSWC Scouts. I look forward to working with you through training sessions, contacts, meetings, and more to promote a solid older youth program.

HEADLINES!!!!

These are key points that should be communicated by Unit Commissioners to their units

- The Council's Partnership for Scouting website had a significant update on December 20th, with final FOS, Gondola Patrol, and Popcorn dollar values included. As recharter has started, and JTE forms are coming into the Council Office, JTE status was updated for those units that have turned in recharter packets. Units should review the data closely, and if they have any questions, contact their District Executive.
- Recharter is underway! Units need to have their recharter submitted online, and the paper portion turned into the Council Office by December 31st. Posting of charters will start on January 6th.
- Looking for the latest info on what's going on around the Council? Check out the **Trailmarker** newsletter! It's now available as a link on the Council's homepage (<http://www.gswcbsa.org/>, look for the Trailmarker link at the top right of the blue area of the page), or the current and previous issues can be found at this link: <http://www.gswcbsa.org/trailmarker/16017>

Commissioner-Related Strategic Plan Goals

This page summarizes the commissioner-focus areas outlined in Section 5, *Unit Service*, of the Council's 2019 Strategic Plan. Subsequent pages in the newsletter look at each of these areas. All data is as of **December 21st, 2019**, unless otherwise noted. Results are shown for last month and this month.

2019 Council Strat Plan Area	Goal	JTE Area	Last Month	Current Snapshot	Page
5.1.1	80% of unit rechartrers to Council by 12/31/19	N/A	<1%	22%	7
5.1.2	80% of unit charters posted by 1/31/20	N/A	Can't measure until after 1/6/20	Can't measure until after 1/6/20	8
5.2.1	45% of units have six contacts, including one DA (Gold criteria)	Council #15	25.5%	50.0%	9
5.2.2	75% of units have Bronze JTE or higher (Gold criteria)	District #14	<1%	23.1%	11
5.3.1	Maintain ratio of one UC per three units	N/A	4.4	4.4	12
5.3.2	80% of commissioners complete basic training	N/A	81.4%	82.5%	13
5.3.3	100% of community packs have a commissioner	N/A	62.0%	61.5%	14
5.4.1	33% of units achieve Partner status by 1/31/20, under the Partnership for Scouting (PFS) program	N/A	Quick-Look Available	10.1%	15-17
5.4.2	Report PFS status periodically; propose changes to PFS by 6/30/19	N/A	Updated Status In-Work	Status Updated	18
5.4.3	Improve promotion of PFS	N/A	2 of 3 actions complete	3 of 4 actions complete	19
5.5	Retain 90% of units; have one female Scouts BSA troop for every ten non-LDS male troops (Gold criteria)	Council #14	Retain: 97% Ratio: 21.6%	Retain: 97% Ratio: 19.7%	20
N/A	Units without commissioners	N/A	39.1%	39.1%	21

Strat Plan Area: 5.1.1

Recharterers to Council

(Goal is to have 80% of recharterers submitted to the Council by 12/31/2019)

Recharter data current as of 12/18/2019

District	Total Units	Non-LDS Units Not Rechartering/Recharter Later	Units Rechartering	Pct Rechartering	Packets Distributed	Pct Packets Distributed	Units Online	Pct Online	Units Submitted Online	Pct Submitted	At Council Office	Pct At Council Office
Rio Grande	60	3	57	95%	53	93%	41	72%	32	56%	18	32%
San Juan Mtns	27	0	27	100%	23	85%	15	56%	11	41%	5	19%
Sandia	52	3	49	94%	47	96%	32	65%	17	35%	9	18%
Sangre de Cristo	24	1	23	96%	22	96%	13	57%	7	30%	2	9%
Total	163	7	156	96%	145	93%	101	65%	67	43%	34	22%

Units and commissioners have made good progress in overcoming a slow start due to the registration fee increase, and units not being able to get into the online tool and submit their online recharter until Nov 1st. A recharter turn-in day at the Council Office on Dec 14th was highly successful, with 20 units coming by the office, and 16 of the 20 having packets that had progressed to the point they could be turned in. Units are being contacted by their District Executive and being encouraged to turn in their packets by the end of the year.

Strat Plan Area 5.1.2

Rechartering Process-Charters Posted

(Goal is to have 100% of rechararters posted by 1/31/2020)

Note that due to the new registration fee, charters cannot be posted any earlier than January 6th, 2020. Please encourage your units to turn in their packets in as soon as possible, so that the Council Registrar has a chance to review them and get them ready for posting as soon after January 6th as possible.

The January 2020 edition of the Commissioner Communicator will have data on how charter posting is progressing.

Strat Plan Area: 5.2.1

Unit Contacts

(Goal: 45% of units have 6 or more contacts, including one DA [Council JTE Gold])

This page looks at the critical unit-service area of unit contacts, which falls under Council JTE Criteria #15. The JTE criteria requires at least six contacts per year, with one a Detailed Assessment. This chart helps determine how a district is doing on both contacts, detailed assessments, and the combination of the two which determines the success in meeting the JTE criteria. Data is from a Council-level "District_Contact_Stats" report. Last year, 40% of our units met this criteria, so in 2019 we're going for a 'stretch goal' and aiming for Gold (45%) in this area! **(AND WE MADE THE STRETCH GOAL – SEE BELOW!! WELL DONE!!)**

District	# Units	Total Contacts	# of Units with any contacts	Pct of units with any contacts	# of Units w/6 or more contacts	Pct of units with 6 or more contacts	# of Units with a DA	Pct of Units with a DA	# with 6 or more visits AND a DA	2019 Pct w/6 or more AND a DA	LHF Units
Rio Grande	125	971	122	97.6%	81	64.8%	88	70.4%	81	64.8%	-
San Juan Mountains	85	378	85	100%	35	41.2%	41	48.2%	34	40.0%	-
Sandia	78	695	78	100%	46	59.0%	35	44.9%	33	42.3%	-
Sangre de Cristo	34	110	34	99.1%	13	38.2%	16	47.1%	13	38.2%	-
Total	322	2154	319	99.1%	175	54.3%	180	55.9%	161	50.0%	-
Bronze Goal (10%)									33		
Silver Goal (25%)									81		
Gold Goal (45%)									145		
Needed to reach Bronze goal									-128		
Needed to reach Silver goal								To-Go to Silver	-80		
Needed to reach Gold goal								To-Go to Gold	-16		

Four Month Trend

September 2019: 14.3%

October 2019: 21.6%

November 2019: 25.5% - JTE SILVER!

December 2019: 55.9% - JTE GOLD!

We made GREAT strides in entering assessments in the last month! Due to the OUTSTANDING efforts by many Unit Commissioners in the last month, we've reached GOLD status! As a result, the Low Hanging Fruit report listed units needing assessments has been retired for this year!

Contact “Low Hanging Fruit” (LHF) Reports

“LHF” units are those that need just a few simple and/or detailed assessments to meet the JTE criteria for visits goal. Specifically:

Units with four or five contacts:

OR

units with more than six contacts and no DA

OR

units with a DA and three or four or five contacts

OR

Non-LDS units with three contacts and no DA

The next four pages show the “LHF” units in each of our four districts.

RETIRED FOR 2019!!!

Strat Plan Area: 5.2.2

Units with JTE Bronze or Higher

(Goal: 60% of Units achieve Bronze or Higher [District JTE Silver])

This page looks at the how many units achieve JTE level Bronze or higher, which falls under District JTE Criteria #14. JTE forms are normally collected at the end of the calendar year, as part of the recharter process, and we're starting to see the first JTE forms coming in!

Data current as of 12/19/2019

District	# Units	NO JTE Form Submitted	Form Submitted	Pct w/ Form	None	Bronze	Silver	Gold	Total Bronze or Higher	Pct Bronze or Higher	District JTE #14
Rio Grande	57	36	21	36.8%	0	2	0	19	21	36.8%	None
Sandia	52	43	9	17.3%	0	0	1	8	9	17.3%	None
SdC	24	23	1	4.2%	0	0	0	1	1	4.2%	None
San Juan Mtns	27	21	6	22.2%	0	1	0	5	6	22.2%	None
Total	160	123	37	23.1%	0	3	1	33	37	23.1%	None

As we're seeing progress in turning in recharter packets, we're also seeing progress in the number of JTE forms returned. The initial results are promising, and are presented above. A reminder that the criteria in this area for a district is based on the number of units reporting Bronze or higher. Bronze-level requires 50%, Silver is 60%, and Gold is 75%.

Strat Plan Area: 5.3.1

Ratio of Units per UC

(Goal: 3.0 or less)

Having enough UCs to cover all units, without overburdening the UC with too many units to provide effective service, requires that we look at that ratio. This metric does just that! The data on number of units for the report is from looking at the number of units in the District_Contact_Stats report, and commissioner assignments from those shown as registered as UCs in the “TrainedLeader_Great_Southwest_Council_412” training report.

District	# Units	# UCs	Ratio
Rio Grande	125	41	3.0
San Juan Mountains	85	13	6.5
Sandia	78	16	4.9
Sangre de Cristo	34	4	8.5
Total	322	74	4.4

Four Month Trend

September 2019: 4.4

October 2019: 4.3

November 2019: 4.4

December 2019: 4.4

The ratio has remained fairly consistent for the last four months. One new commissioner was added in Sandia District, which helped bring down their ratio slightly, from 5.2 to 4.9

Strat Plan Area: 5.3.2

UCs are Trained!

(Goal: 80% or more of UCs have completed basic training)

A key component of providing quality unit service is having UCs that are trained in their role. This table looks at commissioner training data. Data is compiled from a Council-level Trained Leaders Report (“TrainedLeader_Great_Southwest_Council_412”) produced from Training Manager in my.scouting.

District	# DCs	# Trained DCs	# ADCs	# Trained ADCs	# UCs	# Trained UCs	# RTCs	# Trained RTCs	Total Comm	Trained	Pct Trained
RG	1	1	6	6	41	38	4	3	52	48	92.3%
SJM	1	1	1	1	13	5	0	0	15	7	46.7%
SA	1	1	4	4	16	13	2	2	23	20	87.0%
SDC	1	0	2	1	4	4	0	0	7	5	71.4%
Total	4	3	13	12	74	60	6	5	97	80	82.5%
Pct Trained		75.0%		92.3%		81.1%		83.3%			

To Goal	0.2	-1.6	-0.8	-0.2	-2.4
---------	-----	------	------	------	------

Four Month Trend
September 2019: 81.9%
October 2019: 80.4%
November 2019: 81.4%
December 2019: 82.5%

A new, trained, unit commissioner was added in Sandia District, nudging the percent trained up slightly for the third consecutive month.

Strat Plan Area: 5.3.3

Community Packs have a UC

(Goal: 100% of Community Packs have a UC assigned)

Having strong packs that excite youth about Scouting is critical to retaining the youth as they age-up to become eligible for Scouts BSA, Venturing, and Exploring. Having commissioners assigned to the unit helps to ensure strong packs. The data is from the Assigned_Units and Unassigned_Units reports in Commissioner Tools.

District	Community Packs	Community Packs Assigned a UC	Community Packs Not Assigned a UC	Pct Cmty Packs Assigned
Rio Grande	31	21	10	67.7%
San Juan Mountains	14	5	9	35.7%
Sandia	22	22	0	100.0%
Sangre de Cristo	11	0	11	0.0%
Total	78	48	30	61.5%

District	Scouts BSA Female Troops Not Assigned a UC
Rio Grande	1
San Juan Mountains	3
Sandia	0
Sangre de Cristo	3
Total	7

Four Month Trend

September 2019: 60.3%

October 2019: 64.0%

November 2019: 62.0%

December 2019: 61.5%

Strat Plan Areas 5.4.1 & 5.4.2

Partnership Status

(Goal: 33% of units achieve partnership status)

The Council's Scouting Partnership initiative, started in 2017, is an effort to recognize those units that meet certain goals for program, camping, and financial support of the Council.

Partnership Status Criteria

- \$150 per registered youth, via FOS contributions, beef jerky or popcorn sales, Gondola Patrol, or other donations to the Council
- Attend a Council-sponsored day camp (packs) or attend Gorham for scout camp (troops) at least once every three years
- Earn JTE Bronze or higher

Partnership Status Recognition

- 10% rebate for day camps and Gorham Scout Ranch fees
- Free Eagle Scout/Summit Award presentation kits
- Free cloth and card for rank advancement
- Free use of Gorham Scout Ranch in the off-season
- 10% off camping gear at High Desert Scout Shop
- Free basic training for all adult leaders
- 10% off Wood Badge, Brownsea and NYLT training
- 5% bonus commission for take order popcorn sales
- Free Journey to Excellence patches
- Free Pinewood Derby Cars for packs

Strat Plan Area: 5.4.1

Partnership Status

Program Overview

Below is an overview of where the Partnership Program stands as of
12/20/2019:

- Last year (2018) recap
 - 226 units, 44 earned Partner status (19.5%)
 - 8 of 44 were LDS units
- Tracking 167 units this year
 - No longer tracking LDS units
 - 2019 Goal is 33% of units earn Partner status, or 55 units
- Financial Goal
 - 39 units have already met the Financial goal
 - 31 units are within \$500 of financial goal, another 29 units are within \$500-\$1000 of financial goal; the District Executives have been given the lists of these units
- Camping Goal: 132 units have met the Camping goal (including new units formed in 2019)
- JTE Goal: 36 units have met the JTE Goal
- Overall, 17 (10.1%) units have met the criteria for achieving Partner status; another 23 units have met the Financial and Camping goals, and just need to turn in their JTE form to earn Partner status

Strat Plan Area: 5.4.1

Partnership Status

(Goal: 33% of units achieve partnership status)

Below is a “Quick Look” Partnership Status report. The data is based on FOS or Gondola Patrol contributions, beef jerky and popcorn sales, and summer Camp/Day Camp attendance. Final status will be determined once JTE status has been submitted with recharter.

District	Units	Met Financial	Met Camping	Met JTE	Partner Units
Rio Grande	60	12	37-met; plus 11 new units	21	9
San Juan Mtns	30	8	22-met; plus 5 new units	6	3
Sandia	52	14	34-met; plus 4 new units	8	5
Sangre de Cristo	25	5	12-met; plus 5 new units	1	0
Council	167	39	107, plus 25 new units	46	17

Strat Plan Area: 5.4.2

Partnership Status Process

(Goal: Partnership Status is updated periodically)

Having an established process for collecting, analyzing, and reporting data is key to having an objective process that provides reliable data. This table reflects the actions and timeline for updating the Partnership data.

Month	Actions(s)	Status
March	1-Create xlsx for year 2-Populate with membership data	4/14/2019
	Post initial report to Council's Partnership website	4/25/2019
June	Populate with FOS data & Beef Jerky Sales data	6/27/2019
July	Post updated report to Council's Partnership website	7/2/2019
August	Populate with Cub Day Camp and Gorham troop camping data	8/23/2019
October	Post updated report to Council's Partnership website	11/21/2019
November	1-Populate with popcorn sales data 2-Post updated report to Council's Partnership website	11/21/2019
December	1-Populate with JTE data as received (ongoing thru month) 2-Get Gondola Club report after 12/15, and include those numbers in total. Update FOS and Popcorn data as needed. 3-Notify units of Partner status and any shortfalls and how to address them (FOS donations, commit to attending camps in next year, turn in JTE forms) 4-Notify Partner packs they can pick up their free Pinewood Derby car 5-Post updated report to Council's Partnership website	12/20/2019
January of next year	1-Update FOS, popcorn, camping, and JTE data as necessary; post final report for year on Council's Partnership website 2-Determine which units have achieved Partnership status 3-Notify partner units, scout office, and scout shop of who has achieved partner status (Goal is to complete process prior to Annual Meeting the last Saturday of January, so the units can be recognized as Partners)	
Jan/Feb of next year	Meet with each Partner Unit and present them with a certificate recognizing their accomplishment	

Strat Plan Area: 5.4.3

Promotion of Partnership for Scouting

(Goal: Increase percentage of Partner Units)

Advertising the existence of the Partnership for Scouting (PFS) program will help with achieving the goal of increasing the percentage of unit achieving Partner status. Three actions are underway to help expand knowledge of the program and increase its visibility.

Actions to achieve the goal include:

- Improve promotion of PFS to units by updating the PFS brochure
 - Updates to the brochure are in-work
- Providing additional information to units on the benefits of PFS
 - Partnership Benefits Received by Units in 2019 is now available on the Council's Partnership website:
<http://www.gswcbasa.org/partnership-for-scouting/66229>, scroll down to the **"2019 actual benefits received by Partnership units"** area
- Creating a "benefits calculator" on the Council website.
 - Check out the Benefits Calculator on the Council's Partnership website! Go to : <http://www.gswcbasa.org/partnership-for-scouting/66229>, scroll down to the **How much can your unit save by qualifying as a Partnership unit in 2020?** Area
- Certificates have been created to give to Partner units, documenting their achievement. The certificates will be presented to the Partner units once the list of Partner units has been solidified in early January

Strat Plan Area: 5.5

Retain Units

(Goal: Retain 90% of units; have one female Scouts BSA troop for every ten non-LDS male troops [Council JTE #14])

Having strong unit-level programs that retain youth, and continue from year to year, is the key to having a successful Scouting endeavor in the Great Southwest Council. Having a strong launch to Scouts BSA, and the creation of female troops, is also important to the future growth of Scouting.

District	2018 Units	2019 Units*	Retention
Rio Grande	117	113	96.6%
San Juan Mountains	80	79	98.8%
Sandia	75	74	98.7%
Sangre de Cristo	31	28	90.3%
Total	303	294	97.0%

*-2019 units does not include any new Scouts BSA Female Troops

The table above looks at the Retention portion of the Goal. We exceeded the 90% standard. This is a one-time snapshot look when the 2019 recharter was complete in May 2019. No further updates will be made to this metric in 2019.

District	# Troops	# LDS Troops	# Female Troops	# Non-LDS Boy Troops	Ratio Girl Troops to Non-LDS Boy Troops
Rio Grande	58	33	5	20	20.0%
San Juan Mountains	41	27	3	11	21.4%
Sandia	38	13	4	21	16.0%
Sangre de Cristo	17	5	3	9	25.0%
Total	154	78	15	61	19.7%

Four Month Trend

September 2019: 20.8%

October 2019: 21.6%

November 2019: 21.6%

December 2019: 19.7%

While no new female Scouts BSA troops were formed in December, several new male Scouts BSA troops were formed, causing the percentage of female troops to decrease slightly.

Strat Plan Area: N/A

Units without Commissioners

(Goal: minimize the number of units without a UC assigned)

To have effective unit-level commissioner service, there needs to be 'ownership' of a unit (or units) by a UC. Tracking units without a commissioner assigned provides feedback on either making sure a commissioner has been assigned administratively, or show the need to recruit additional commissioners. Data is from the Unassigned_Units report in Commissioner Tools.

District	# Units	# Not Assigned a UC	Pct Unassigned
Rio Grande	125	38	30%
San Juan Mountains	85	63	74%
Sandia	78	0	0% 😊
Sangre de Cristo	34	25	74%
Total	322	126	39.1%

Four Month Trend

September 2019: 45%

October 2019: 46%

November 2019: 39.1%

December 2019: 39.1%

There was no change in any of the related data in this area in December.

GSWC District and Council Commissioners

as of 12/21/2019

District	Name	Email	Phone
Rio Grande	Terry Brown	tblazestar@aol.com	505-350-1641-c
Sandia	Jerry Brenden	jabrend@q.com	505-239-7656-c
Sangre de Cristo	David Jones	dciones59@gmail.com	505-662-5289-h
San Juan Mountains	Matthew Griffis	matthewgriffis@gmail.com	510-427-3843-c
Assistant Council Commissioner for Older Youth Programs	Brian Tolson	briantolson99@yahoo.com	505-967-6139
Council Commissioner	Dale Balmer	dbalmer8@comcast.net	505-898-9076-h 505-554-8545-c