



**Scouting
America™**

Scouting  **America**™

Quivira Council

Council Operations Meeting

September 20, 2025 – 8:30am – 11:05am

Opening



Unit leaders are not fully trained unless they are Wood Badge Trained!

Council Operations Meeting



Overview

Bill Matthews

Partner at Foulston Siefkin LLP

Council Vice Chair of Program

316-210-1985 (Cell)

wpmatthews@gmail.com

Vision Statement

Scouting America will prepare every eligible youth in America to become a responsible, participating citizen and leader who is guided by the Scout Oath and Law.

Focus on Success



"People" Infrastructure



Activity Planning Cycle



Council Strategic Plan

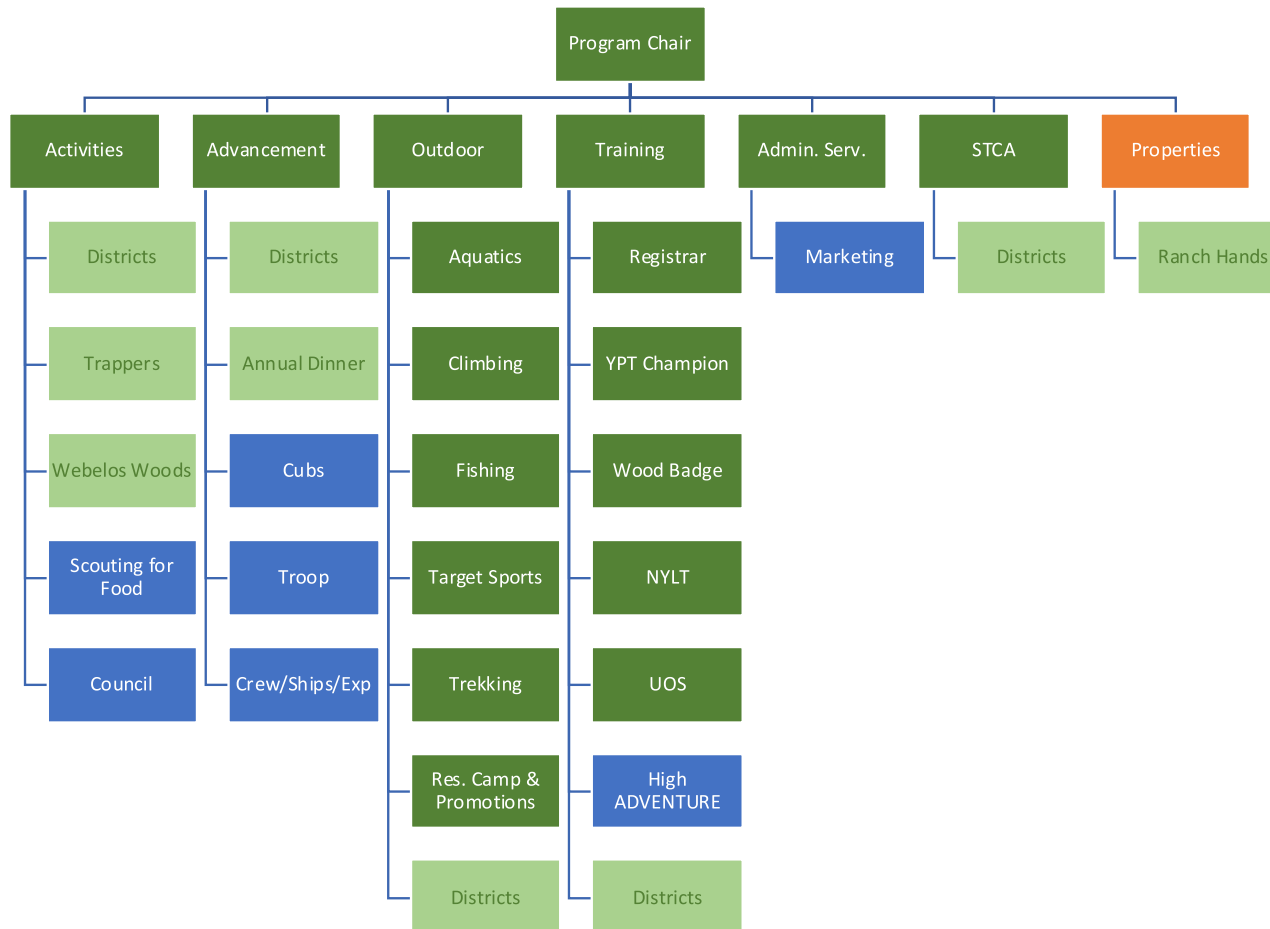


Excellent Scouting Experience

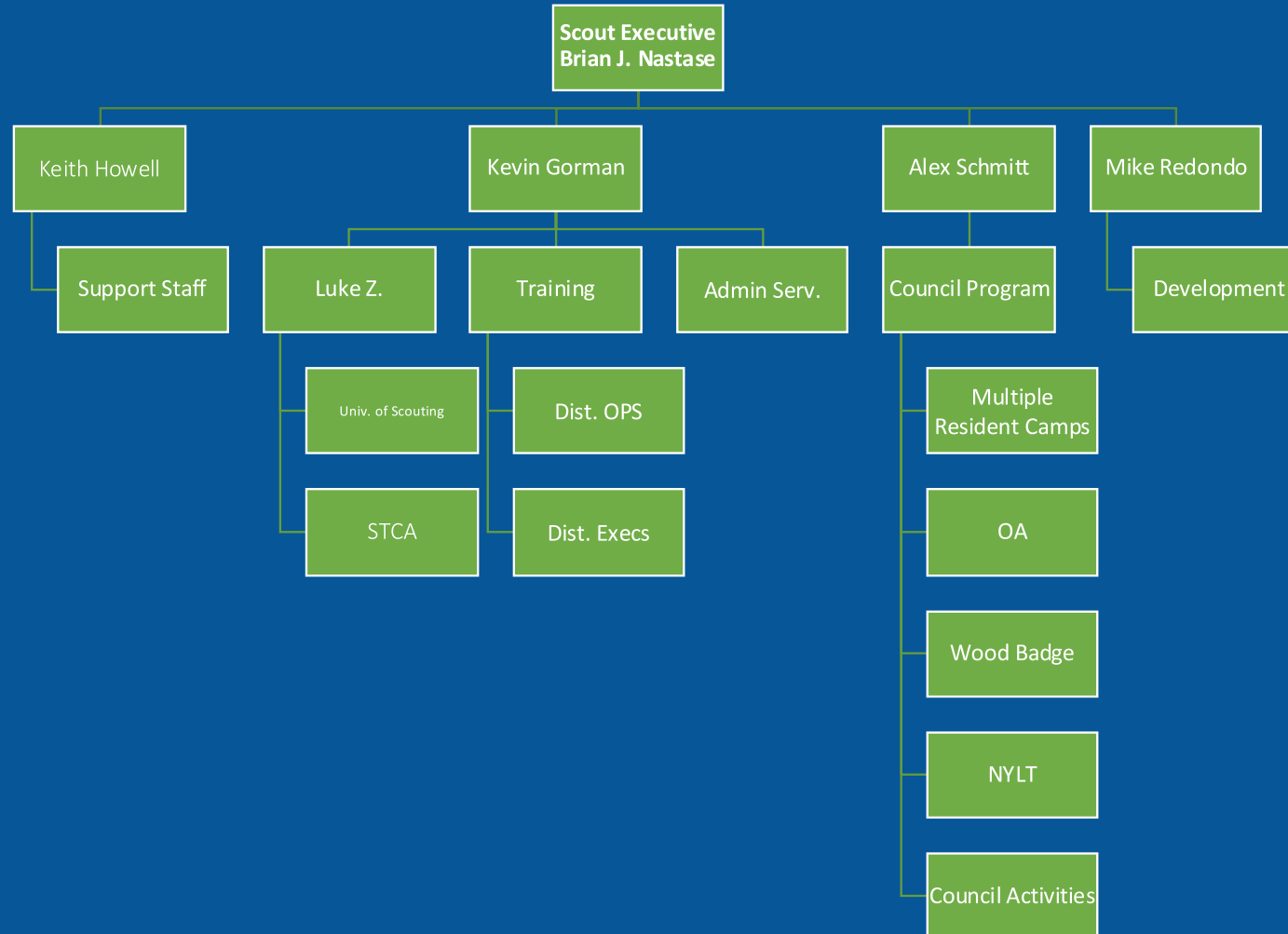
Active Engagement Drives Success



Functional Org-chart



Professional Staff



Council Program Committee

Contact Information

Training	Jeff DeGraffenreid	316-299-9829	jdegraffenreid@foulston.com
Advancement	Dan Kallman	316-640-6431	dan@kallmans.com
Activities	Kat Bruce	620-242-3629	kbruce01@gmail.com
Outdoor	Lynn Goering	620-245-8313	aernnyl@hotmail.com
STCA	Jan Medlam	316-200-1399	drmicrowave72@yahoo.com
Properties	Marc Jones	316-617-7297	MarcJones.Scouting@gmail.com
Admin. Services	Position Open		

Activity Planning Cycle





Finance Update

Keith Howell
Quivira Council, Scouting America
Controller

Finance Update

Statement of Operations (Income Statement)

	Budget	YTD
Direct Support	829,241	890,043
Indirect Support	2,000	3,167
Revenue	774,223	731,336
Total Support and Revenue	1,605,464	1,624,546
Employee Compensation	984,991	897,143
Other Expenses	665,843	693,128
Total Expenses	1,650,833	1,590,271
Surplus (Deficit)	(45,370)	34,275

Finance Update

Statement of Financial Position (Balance Sheet)

	2025	2024
Current Assets	981,514	1,725,317
Noncurrent Assets	9,507,739	7,365,992
Total Assets	10,489,253	9,091,308
Current Liabilities	387,766	392,200
Noncurrent Liabilities	638,630	651,861
Total Liabilities	1,026,395	1,044,061
Total Net Assets	9,462,858	8,047,248
Undesignated	4,601,004	4,474,409
Designated	4,861,854	3,572,839
	9,462,858	8,047,248

Program Committee

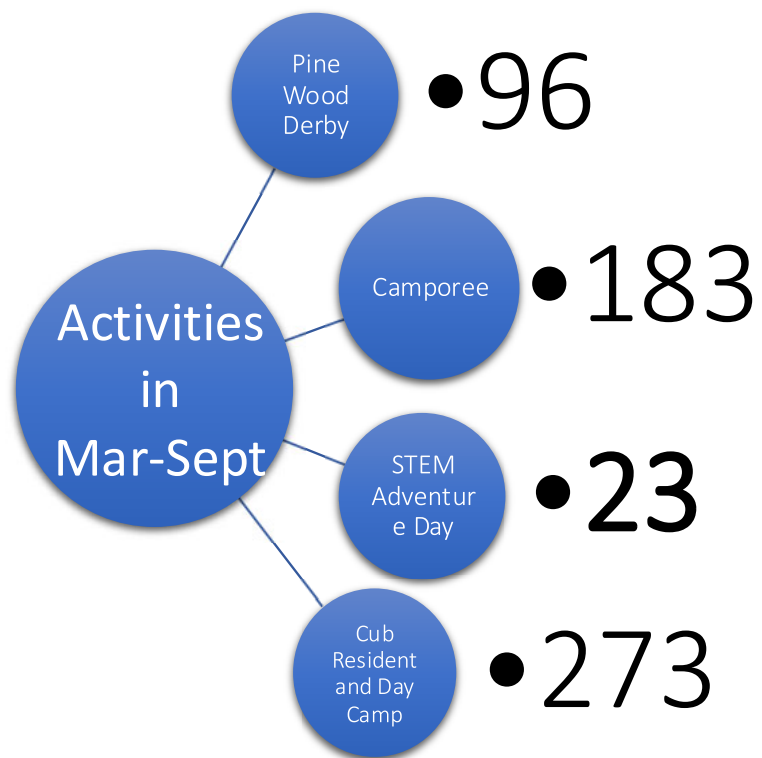


Activities & Civic Service

Kat Bruce

Business Analyst at Kansas Dept of Children and Families
Chair

Activity Planning



Civic Service

- **Scouting for Food in Partnership with Kroger and the Kansas Food Bank:**
- **16 Locations**
- **12,157 pounds of food!**
- **Reporting as of 9/18/25 with 9/16 locations reported:**
 - **143 Youth and Adults**
 - **7726 man hours**



Program Committee



Advancement

Dan Kallman

Manager of Flight Controls & Door Systems at Textron Aviation

Chair

2025 YTD Advancement Stats



- **Cub Scouts (~1,750 scouts)**

- Adventures: 3,395 (10,485 in '24)
- Lion: 94 (112)
- Bear: 180 (210)
- Arrow of Light: 177 (200)
- Total Ranks: 942 (1,064)

- **Scouts BSA (~1,250 scouts)**

- Merit Badges: 3,108 (3,733 in '24)
- Scout: 137 (213)
- First Class: 73 (95)
- Eagle: 70 (74)
- Total Ranks: 635 (753)



Advancement

- Program Updates
 - No major program updates for any of the Scouting America Programs
- Resource Updates
 - Guide to Advancement update Jan 2025
- Den Meeting Decks now available at Scout Shop
- Scouts BSA – next slides



Advancement

- Merit Badges
 - Test Lab is up to 5 – “Experimental”
 - Sewing and Needlework
 - Physics
 - Auctioneering
 - Wildland Fire Management
 - Life Skills
 - New Merit Badges – Launching Sep 22
 - AI w/Scoutly the AI chatbot helping
 - CyberSecurity

Advancement

- Merit Badges – Digital Resources
 - 2025
 - Scouting.org now contains downloadable PDFs
 - New videos and online resources for 25+
 - 2026
 - Merit Badge Resource Videos
 - Digital Guide for most popular and least earned
 - 2027
 - Digital versions of popular badges on Scouting app
 - All Eagle - Interactive Digital Format
 - Top 5 non-Eagle – Interactive Digital Format
 - Check out the Merit Badge Hub



Advancement

- **New Monthly Webinar Series**
 - **Scouts BSA Advancement Demystified: Separating Myth from Reality**
 - **10/1 - Advancement Myths – BUSTED!**
 - **11/5 - Click, Learn, Earn: Digital Tools for Merit Badge Counselors**
 - **12/3 - The Power of the Panel: Elevating Your Boards of Review**
 - **And more in 2026!**
 - **Register with the QR code**



Advancement

- **2026 Annual Recognition Banquet**
 - Saturday, January **10** @ Wichita State University
 - 2025 Eagles
 - 2025 Silver Beavers
 - And more





Council Commissioner

Matthew Galica

Supervisory Aviation Safety Inspector at Federal Aviation Administration

Council Commissioner

Future of Unit Service

Focus on relationships – NOT assessments!

- **Unit Assessments replaced with Unit Connections**
- **Connection topics include:**
 - **Adult Training**
 - **Advancement**
 - **Membership Growth & Unit Size**
 - **Outdoor Activities**
 - **Retention**

**Connections lead to relationships.
Relationships lead to unit success!**

2025 Focus Areas

- **Raise awareness of Commissioner mission**
 - Unit Service
 - Visibility – Presence at events
 - Marketing the Commissioner team
- **Recruitment of new Commissioners**
 - “Ideal Commissioner” candidate
 - Inspiring Scouters to become Commissioners
 - Timely training & deployment

Event Support in 2025

- The commissioner team was present at
 - Trappers
 - Seward County Merit Badge Fair
 - Hutchinson Merit Badge College
 - QSR Summer Camp
 - Cut Throat Kitchen

Marketing Commissioners

- Changing the perspective
 - Commissioners are not:
 - Auditors
 - Policy enforcers
 - Commissioners are:
 - Coaches & mentors
 - Ready, willing & able to help
 - The single, best resource for a unit leader

The "Ideal Commissioner"

- Do you know someone, who
 - Has wide experience in the Scouting program?
 - Has a servant leader mindset?
 - Is well trained?
 - Has no other significant leader responsibilities?

Together we can grow this team!

New Commissioner Training

- **New Commissioner Orientation**
 - Monthly
 - Fourth Wednesday of the month
- **Commissioner Mentorship**
 - One on one assignment
 - Opportunity for hands on experience

Moving Forward

- Upcoming events and activities
- Team building and training
- Focus areas for 2026

Upcoming Events

- The Commissioner team will be at
 - Webelos Woods
 - ScoutCon!
 - Trappers (2026)
 - Seward County Merit Badge Fair

**If you have an event planned,
reach out, and we will try to be there!**

Commissioner Teambuilding

- **Commissioner Christmas Party & Awards**
 - Dec 13, 2025
- **Commissioner Retreat**
 - March 2026

Commissioner Training Events

- **College of Commissioner Science**
 - **Adventure West (Greeley CO)**
 - **November 15, 2025**
 - **Virtual**
 - **Heart of America (Kansas City)**
 - **March 07, 2026**
 - **In person**
- **Commissioner's week at Philmont**
 - **June 7-13, 2026**

Focus Areas for 2026

- **Commissioner Engagement**
 - Increased activities from existing team
 - Unit assignments
 - Increased unit connections
 - Modelling the behavior that matches our culture statement

Commissioner Culture Statement

**Be the Heart.
Build Relationships.
Change Lives.**



Council Membership The Road to 5000!

Kristy Custer
Dir. Of Ed. Innovation at PlayVS
Asst. Council Vice Chair of Membership

Recruitment 2025

- This is a different kind of fall.
 - School generally started later – Recruitments are happening later.
 - School access has become more challenging – many will let us in, but we are not a priority for them – so the recruitment season is more drawn out.
 - Finances – Due to a different financial climate and a change in KanCare, we are receiving more paper applications – and seeing a heavy lag in families finalizing youth application payments.

Recruitment 2025

2025 Goals					
Dist.	TY Rec Lt Yr	2025 Recruited	4% Grwth	4%Diff.	% to 4% Growth Goal
WB	392	219	408	189	<div></div> 53.72%
KZ	47	12	49	37	<div></div> 24.55%
ON	67	11	70	59	<div></div> 15.79%
SW	137	77	142	65	<div></div> 54.04%
PA	141	70	147	77	<div></div> 47.74%
SFT	189	48	197	149	<div></div> 24.42%
PF	121	212	126	-86	<div></div> 168.47%
Council	1094	649	1138	489	<div></div> 57.04%

As of 9.19.25 a.m.

We still have plenty of opportunity...

- Throughout the six Districts we have:
 - School Talks:
 - Done 128 Talks in Schools...
 - And have at least 67 we expect to speak in!
 - Recruitment Events
 - Done 67
 - And have at least 38 Remaining!
 - We Increased Access in at least 9 Schools/School Districts
 - Over 150 Applications that are expected to be submitted/paid for soon.

Out Reach Programs

- Currently finalizing plans to re-launch and grow various outreach programs including...
 - Oaklawn Activity Center
 - Boys and Girls Club of Hutchinson
 - Colvin Elementary After School Program
 - Pando Initiative Partnership in Area Schools

Program Committee



Training

Jeff DeGraffenreid
Trial Attorney at Foulston Siefkin LLP
Chair

Current Training Status

- All Leaders Trained, by District:
 - ON: 40.3% WB: 36.4% PN: 34.1%
 - SW: 42.4% KZ: 25% SFT: 42.7%
- Focusing on communications and geographic diversity for in-person training
- Over 130 Direct Contact Leaders are ONLY missing Hazardous Weather Training!
- ALMOST ALL TRAINING: Available at my.scouting.org

2025 Training to Date

- Train the Trainer (primarily NYLT and WB Staff)
- Adult Training (SM Specifics, Den Leader, Troop Supplemental) at SFT Merit Badge Fair
- Adult Training (Supplemental Troop and Pack, Mental Health First Aid) at University of Scouting
- Multiple Sessions of SM Specific, IOLS @ Summer Camp and White Buffalo IOLS in August

Recent Changes

- **Hazardous Weather Training—Online/2 year requirement (make sure leaders are aware!)**
- **"New" (Fall 2024) Cub Scout Leader Training—Online and in person**
- **New "Train the Trainer" (Fundamentals/Edge)**
- **Wood Badge Curriculum Changes**
- **New BALOO Curriculum (rumored ... for a year+)**

Upcoming Training

- **Wood Badge, Weekend Two (Sept. 27-28 @QSR)**
 - 39 Participants Registered! A recent record!
- **New Den Leader Training (Oct. 11, at Council Office with Hybrid option offered via Zoom)**
- **WB BALOO (Oct. 24-25)**
- **Training Fundamentals (Jan. 10 (adult) and 24 (NYLT))**
- **SFT MB Fair, February 27 (Supplemental)**
- **Univ. Of Scouting, March 7 (Supplemental)**
- **BALOO, Camp Mandan, April 18**
- **QSR Summer Camp Training (June 7 – June 26)**

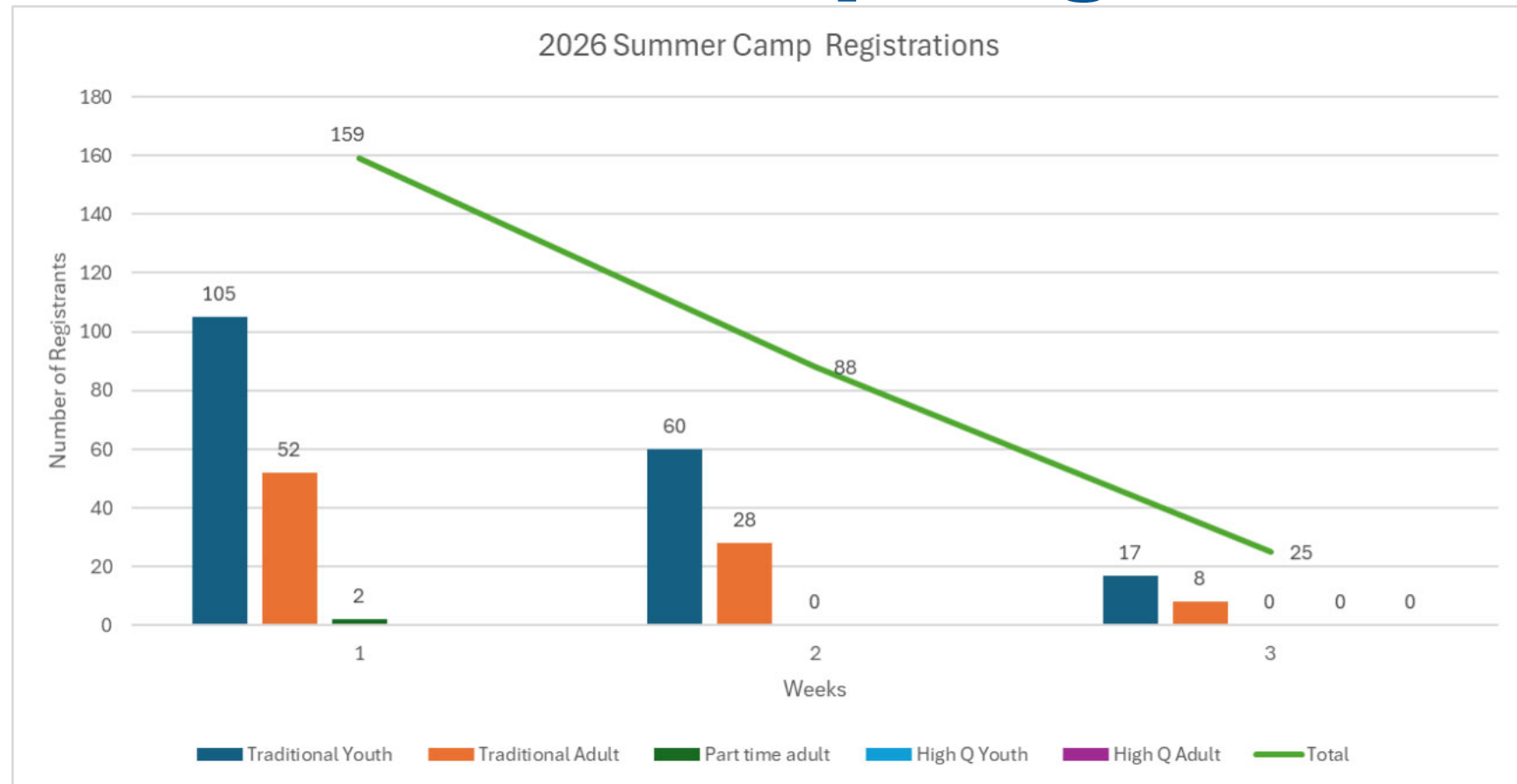
Program Committee



Outdoor Program

Alex Schmitt – Program Director

QSR Summer Camp Registrations



QSR Summer Camp

- 24 Units registered to date.
- Early Bird Expires on 12/15/25.
- Week 1 is almost sold out. Cap is 200.
- Marketing cadence is set, and look for a post card coming soon.
- Looking for volunteers to help promote camp at Roundtables in October and November, and with other units.

Cub Camp

- Targeting for July. Save the dates will be going out by 10/15/25.
- Location will not be at Tawakoni.
- Goal is to lower the cost of camp in 2026.



Investment in Character

Mike Redondo – Major Gifts Director
Michael.Redondo@Scouting.org

Investment in Character

2025 Campaign Goal Achieved!!!

\$711,000 raised for Investment in Character (\$700k goal)

This is the **most we have ever raised** in a single campaign year

This is the first year that the IIC goal has been **achieved on time** since 2019

All 2025 campaigns and special events to date have surpassed their budgeted goals!

Investment in Character

This success is due in large part to...

Stronger volunteer engagement in fundraising

Major donations underwriting essential staff positions

Addition of a Fundraising Executive

How **EVERYONE** Can Help:

Support the 2025 Honor Bash...

Donate to our Silent Auction

(services, treasures, tickets, experiences, gift cards, etc.)

Invite your business to sponsor the event

Donate a bottle of bourbon to our Bourbon Pull



How **EVERYONE** Can Help:

Sponsor a new Cub Scout

Give the gift of Scouting to a low-income Scout

Make a donation to help **Repaint the Dining Hall at QSR**

Help us update our Scouts' home away from home!

Purchase a **Recognition or Memorial**

James E. West Fellowship is only \$500 in 2025!!!

James E. West Fellowship



Supports local Scouting in perpetuity with a gift of at least \$1,000 to a council endowment fund. **(Now \$500! In 2025)**

Many individuals and corporations make these gifts either on behalf of someone else or in memory of a special individual.

A New Opportunity for our Scouts!!!



Scouting  America™

SAVE THE DATE



2026 Annual Recognition Banquet

Saturday, January 10th

12 PM

*WSU Rhatigan Student Center
Shirley Beggs Ballroom*

Scouting  America
Quivira Council

Please consider
sponsoring an
Eagle Scout!!!

Scouting  America

For More Information contact:

Mike Redondo

Major Gifts Director

Michael.Redondo@Scouting.org

Alyssa Castilleja

Fundraising Executive

Alyssa.Castilleja@Scouting.org

Initiative Highlights





QSR Long-Range Plan

**Heath Koehler
Master Plan Committee Chairman**

How We Got Here

- In Summer of 2024, the council assembled a Master Plan Committee to:
 - Develop Vision
 - Determine Priorities, Goals & Objectives
 - Gather and Prioritize Relevant Data
 - Layout Future Plan
- The Master Plan Committee completed the plan in May of 2025.
- The plan was approved by the Executive Committee that same month.

Vision

- For QSR to deliver a unique Quivira experience to scouts by emphasizing the advantages of the facility, programs, and High Q adventure to attract a broader attendance at summer camp while becoming financially self sufficient

What is a Long-Range Plan

- Roadmap and framework for future growth for the next 10 to 15 years.
- Based on the goals, growth projections, and state of current facilities.
- Factors in past, present, and future in the context of practical, functional, and economic realities.

What Will the Plan Achieve

- Expand opportunities for year-round use of camp.
 - Enhance Hiking Opportunities
 - Enhance Family Camping Opportunities
 - Enhance Resident Camp Experience
- Expand and improve resiliency of infrastructure
 - Buildings
 - Roads
 - Water
 - Sewer
 - Electricity

Overall Plan



Trail System Improvements

The image displays a central map of a lake area with various trail markers and numbered points (1-14). Four smaller inset maps are shown around the central map, each highlighting a specific location with a red square marker and an arrow pointing to a corresponding point on the central map:

- Top Left Inset:** Labeled "TRAILHEAD", showing a red square marker on a trail.
- Top Right Inset:** Labeled "TRAILHEAD", showing a red square marker on a trail.
- Bottom Left Inset:** Labeled "CLIMBING DOCK" and "CLIMBING", showing a red square marker on a trail near a body of water. Other labels include "SINKHOLE" and "ROCK-LINED WELL".
- Bottom Right Inset:** Labeled "BARR PLACE RUINS" and "TRAILHEAD", showing a red square marker on a trail.

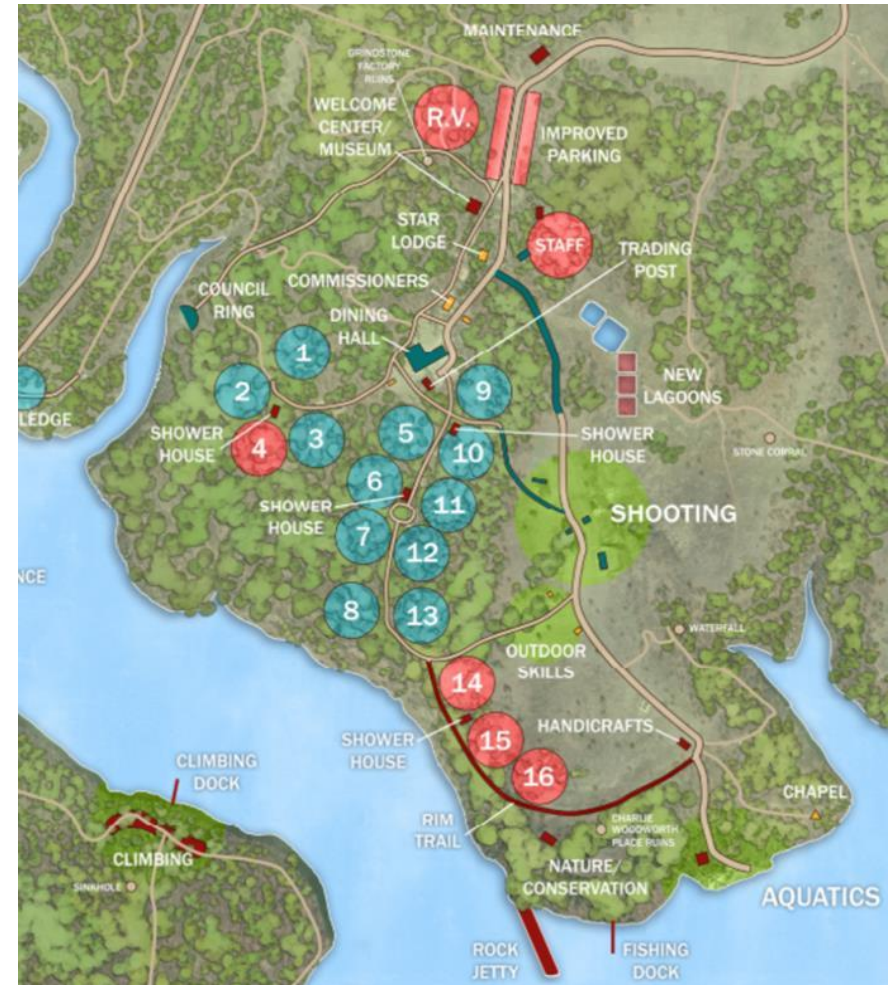
West Lake

- Replace Bridge
- Replace Bradshaw
- Replace Ranger House
- New Boat Dock
- Improve Sight Lines of Warehouse from Road
- Ledge Camp Improvements



Camp Pioneer

- Realign Campsites to be closer to Program Areas – Including Aquatics
- Campsite Modernization
- Shower House for Group of 4 Campsites
- Cabins for Staff
- R.V. Parking Area
- Relocate Nature and Handicrafts
- Expand Aquatics
- Trading Post Building
- Welcome Center/Museum
- Maintenance Building
- Expand Infrastructure
- Improve Council Ring



Long-Range Plan Priorities

1. Replace Bridge
2. Initial Trail System Infrastructure
3. Campsite Improvements (First Half – 2 Pods)
4. Aquatics (Includes Aquatics Storage & Handicraft)
5. Pioneer Warehouse / Maintenance Building
6. Campsite Improvements (Second Half – 2 Pods)
7. Trading Post / Camp Administration / Training Center
8. Overall Support

Long-Range Plan Priorities

9. Balance of Program Improvements
10. Staff Area
11. Dining Hall (Remodel of Existing Dining Hall & TSB)
12. Ledge Camp Improvements
13. Bradshaw Replacement
14. Welcome Center / Museum
15. Council Ring



Safeguarding Youth Training Champion

Tracy Hall – SYT Champion

New Improved Training!

Safeguarding Youth is replacing the former Youth Protection Training

*Mobile Friendly

*90 minutes the first training.

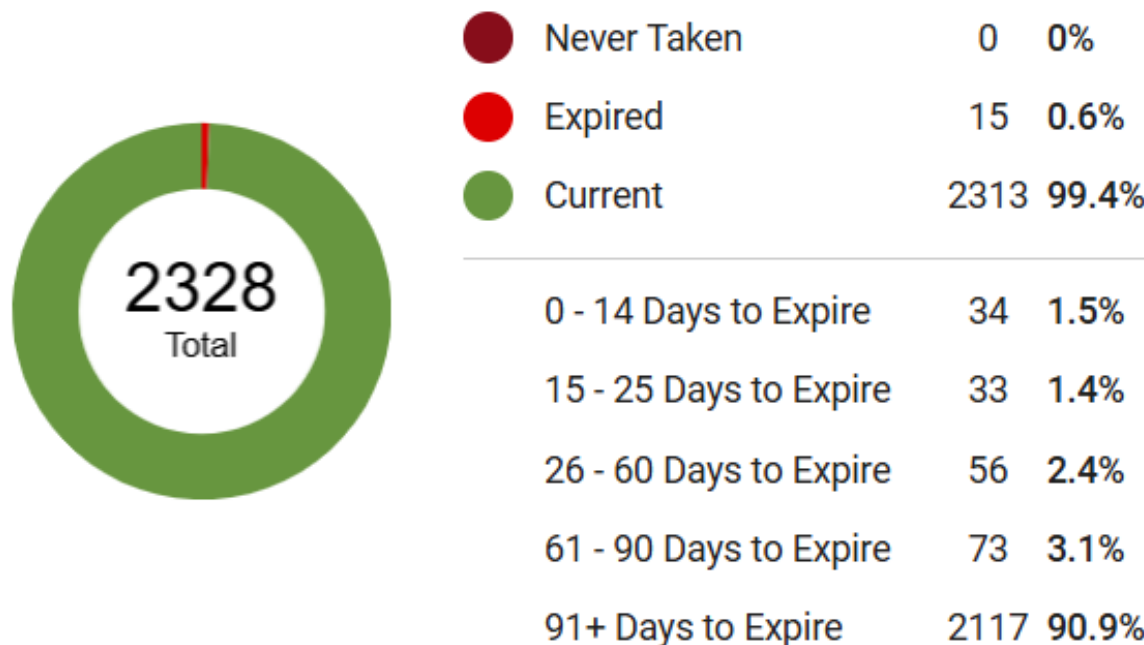
*Renew Annually

*Expecting renewal to only be about 15 minutes.

Safeguarding Youth Training



Last data refresh: 09/15/2025 at 19:04 PM



SCOUTS FIRST Helpline

SAFEGUARDING YOUTH

In an emergency or when complying with mandatory reporting, call 911 or your local authorities immediately. Then, report the incident to your council.

Report Concerns About Youth Safety

If you suspect a youth has been harmed or their safety is at risk—including violations of youth protection policies—contact your local council right away.

If you cannot reach your Scout Executive or local Council, report directly to Scouts First via:

- ☎ Anonymously Call or Text: 844-SCOUTS1
- ✉ Email: ScoutsFirst@Scouting.org

Scan to Message Anonymously!
(Via Real Response)



Your vigilance helps protect our Scouts. Thank you for taking action!



Scouts and their parents expect all Boy Scouts of America activities to be conducted safely. To ensure the safety of participants, the Boy Scouts of America expects leaders to use the four points of **SAFE** when delivering the Scouting program.

SUPERVISION

- Youth are supervised by qualified and trustworthy adults who set the example for safety.
- Accepting responsibility for the well-being and safety of youth under their care.
- Ensuring that adults are adequately trained, experienced, and skilled to lead the activity, including the ability to prevent and respond to likely problems and potential emergencies.
- Knowing and delivering the program of the Boy Scouts of America.
- Using qualified instructors, guides, or safety personnel as needed to provide additional guidance.
- Maintaining engagement with participants during activities to ensure compliance with established rules and procedures.

ASSESSMENT

Activities are assessed for risks during planning. Leaders have reviewed applicable program guidance or standards and have verified the activity is not prohibited. Risk avoidance or mitigation is incorporated into the activity.

- Predetermining what guidance and standards are typically applied to the activity, including those specific to the Boy Scouts of America program level.
- Planning for safe travel to and from the activity site.
- Validating the activity is age-appropriate for the Boy Scouts of America program level.
- Determining whether the unit has sufficient training, resources, and experience to meet the identified standards and, if not, modifying the activity accordingly.
- Developing contingency plans for changes in weather and environment and arranging for communication with participants, parents, and emergency services.

FITNESS AND SKILL

Participants' Annual Health and Medical Records are reviewed, and leaders have confirmed that prerequisite fitness and skill levels exist for participants to take part safely.

- Confirming the activity is right for the age, maturity, and physical abilities of participants.
- Considering as risk factors temporary or chronic health conditions of participants.
- Validating minimum skill requirements identified during planning and ensuring participants stay within the limits of their abilities.
- Providing training to participants with limited skills and assessing their skills before they attempt more advanced skills.

EQUIPMENT AND ENVIRONMENT

Safe and appropriately sized equipment, courses, camps, campsites, trails, or playing fields are used properly. Leaders periodically check gear use and the environment for changing conditions that could affect safety.

- Confirming participants' clothing is appropriate for expected temperatures, sun exposure, weather events, and terrain.
- Providing equipment that is appropriately sized for participants, is in good repair, and is used properly.
- Ensuring personal and group safety equipment is available, properly fitted, and used consistently and in accordance with training.
- Reviewing the activity area for suitability during planning and immediately before use, and monitoring the area during the activity through supervision.
- Adjusting the activity for changing conditions or ending it if safety cannot be maintained.



State of the Council

Brian J. Nastase – Quivira Scout Executive

5 Accomplishments We Should All Be Proud Of.

1. Over 2 million dollars invested into Quivira Scout Ranch
2. Quivira Scout Ranch Long Range Plan is completed and Phase 1 will begin today, September 20th!
3. Santa Fe Trail is fully integrated into Quivira Council, now at 2 full-time and 1 part-time employees
4. Membership and unit growth goals are clearly set at hitting 5,000 youth before the end of 2026
5. Council Board, Operations volunteers and staff are aligned in fiscal and property responsibilities and poised for growth

Quivira Scout Ranch New Website

quivirascout ranch.com



Quivira Council Scout Selected for the National Youth Council

**Emma
Troop 1450**



**Thank you everyone for all you do
for Scouting!!**



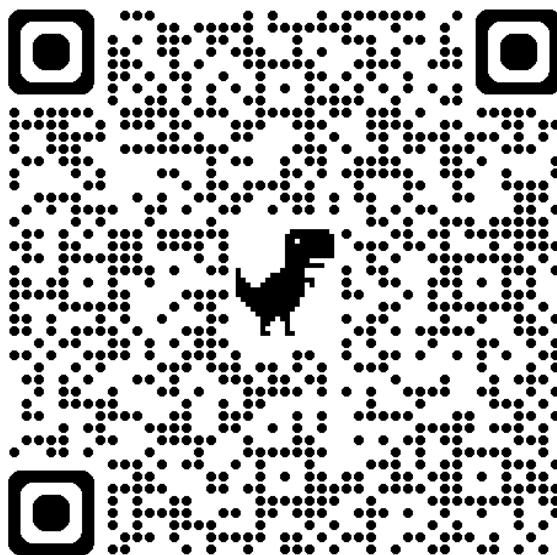
President's Minute

Ben Crouch
Managing Member at Ramshorn Resources, LLC
Council Chair



Closing - Feedback

Please provide your feedback so we can improve future Council Operations Meetings





Adjourn



Scouting America™

Quivira Council

Thank You!

Bill Matthews
Council Vice Chair of Program
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