








2010-2013 Strategic Plan



Bluegrass District: Action Plan

Date Revised: 10/01/09

Priority	District and Committee Goals & Staff and Sub-Committee Goals	Who	Year End Target	% Complete/ YTD	Status/ Variance	Start Date/ End Date	Comment
1.1. Outdoors: Increase participation in outdoor programs by a minimum of 5% annually in each District. (% of Districts that meet minimum participation increase annually)							
	1.1.1. Outdoors: Publish calendar of outdoor events for the District and each Unit by March year.	Bluegrass District	100%	0 %		3-1-2010, 3-31-2013	
	1.1.1.1. Outdoors: Determine which events achieve a higher level of participation among our membership..	Bryce Bolander	100%	0 %		1-1-2010, 2-28-2010	
1.2. Council / District: Each District will complete at least 75% of their Key Performance Indicators annually (# of districts that reach the minimum percentage of their KPI goals annually)							
	1.2.1. Council / District: Have monthly strategy review meetings to stay on track with strategic plan.	Bluegrass District	12	0 %		1-1-2010, 12-31-2013	
	1.2.1.1. Appoint a strategic planning manager for the District.	Bryce Bolander	100%	0 %		1-1-2010, 3-31-2010	
1.3. Membership: Each District will retain 85% of their current membership annually. (# of Districts that retain the minimum of 85% of membership annually)							
	1.3.1. Membership: Survey Unit members to determine level of satisfaction with BSA and areas that they would like to see improvements. (Annually)	Bluegrass District	80%	0 %		6-1-2010, 6-30-2013	
	1.3.1.1. Membership: Implement at least 2 new ideas from the satisfaction survey annually.	Bryce Bolander	2	0 %		7-1-2010, 12-31-2013	
2.1. Risk Management: Each District will implement a Risk Management Committee that meets quarterly. (# of Districts with a Risk Management Committee that meets required number of times annually)							

	2.1.1. Risk Management: Nominations will be accepted and voted on to establish the Risk Management Committee.	Bluegrass District	100%	0 %		2-1-2010, 4-1-2010	
	2.1.1.1. Risk Management: Establish schedule and procedures for Risk Management Committee.	Bryce Bolander	100%	0 %		3-1-2010, 4-15-2010	



2.2. Office Systems: Each District will update their records management process to exceed BSA guidelines by July 30, 2011. (# of Districts with updated processes)

	2.2.1. Office Systems: Implement plan to meet the shortfalls in current records system..	Bluegrass District	100%	0 %		7-1-2010, 7-30-2011	
	2.2.1.1. Office Systems: Conduct an audit of records system.	Bryce Bolander	100%	0 %		4-1-2010, 7-1-2010	



2.3. Technology: Each District will create / update a technology plan for their District by December 31, 2010 (# of Districts with a new or updated technology plan)









	2.3.1. Technology: New technology plan will be approved by District Manager.	Bluegrass District	100%	0 %		2-1-2010, 11-1-2010	
	2.3.1.1. Technology: Create a Technology plan for the district.	Bryce Bolander	100%	0 %		8-1-2010, 11-1-2010	



2.4. Innovation: Each District will create a system to encourage and track new ideas from staff and volunteers. (# of Districts that implement at least 3 new ideas annually)

	2.4.1. Innovation: Create an award system for new ideas that are used.	Bluegrass District	100%	0 %		2-1-2010, 3-1-2010	
	2.4.1.1. Innovation: Create a place on the District website for posting new ideas.	Bryce Bolander	100%	0 %		3-1-2010, 4-1-2010	

3.1. Governance: Each District will receive a minimum satisfaction rating of 80% annually from their staff and volunteers. (# of Districts that receive satisfaction rating of 80% annually)

	3.1.1. Governance: Satisfaction surveys will be sent out twice a year to staff and volunteers.	Bluegrass District	100%	0 %		3-1-2010, 12-31-2013	
	3.1.1.1. Governance: Current satisfaction scores will be posted on the District website.	Bryce Bolander	100%	0 %		4-1-2010, 12-31-2013	

4.1. Marketing: Each District will receive positive exposure in the media an average of 2 times a month annually. (# of Districts that got exposure twice in a month)						
4.1.1. Marketing: Publish at least 3 press releases monthly.	Bluegrass District	3	0 %		1-15-2010, 12-31-2013	
4.1.1.1. Marketing: Appoint a staff member to send out press releases and look for opportunities for exposure.	Bryce Bolander	100%	0 %		1-5-2010, 1-20-2010	
5.1. Employees: All staff at each District have SMART goals that align with the Council strategic plan. (% of staff with goals aligned to Council plan)						
5.1.1. Employees: Complete current strategic plan at the District level.	Bluegrass District	100%	0 %		12-15-2009, 12-20-2009	
5.1.1.1. Employees: Have employees enter their own goals / action items to support District goals.	Bryce Bolander	100%	0 %		12-20-2009, 12-31-2009	
5.2. Volunteers: All volunteers at each District have the opportunity to attend at least 2 trainings annually. (% of volunteers who attend trainings annually)						
5.2.1. Volunteers: Offer 4 volunteer trainings annually.	Bluegrass District	4	0 %		1-1-2010, 12-31-2013	
5.2.1.1. Volunteers: Establish calendar of trainings by February of each year.	Bryce Bolander	100%	0 %		2-1-2010, 2-28-2013	
6.1. Council Funding: Each District will acquire at least 2 new members for their fund-raising committee by September 30, 2010. (# of Districts with 2 new members on their fund-raising committees)						
6.1.1. Council Funding: Vote 2 new members onto the fund-raising board.	Bluegrass District	100%	0 %		3-1-2010, 5-1-2010	
6.1.1.1. Council Funding: Have current board members nominate individuals to fill spots on the fund-raising committee.	Bryce Bolander	100%	0 %		2-1-2010, 3-1-2010	
6.2. Fiscal Management: Each District will add \$50,000 to the endowment fund annually. (\$ that are added to the endowment fund annually)						

	6.2.1. Fiscal Management: Have a banquet to reach high-end endowment donor base.	Bluegrass District	100%	0 %		6-1-2010, 8-1-2010	
	6.2.1.1. Fiscal Management: Create a committee to oversee the banquet administration.	Bryce Bolander	100%	0 %		3-1-2010, 7-15-2010	

6.3. Capacity to Succeed: Each District will increase their fund-raising dollars by 25% annually. (# of Districts that raised their fund-raising by 25%)

	6.3.1. Capacity to Succeed: Increase annual popcorn sales by 20% in 2010.	Bluegrass District	20%	0 %		10-1-2010, 12-15-2010	
	6.3.1.1. Capacity to Succeed: Establish a team to scout out new locations for setting up sales tables.	Bryce Bolander	100%	0 %		5-1-2010, 9-30-2010	