



# COUNCIL TRAINING COMMITTEE PLAN OF OPERATION 2025

## 2025 Committee objectives and goals

### Primary Objectives

The goal of the Northern Star Scouting Training Committee (CTC) is to provide effective training for our volunteers by leveraging both on-line and in-person training to better support units thus improving the experience for all Scouts.

### Secondary Objectives

The Training Committee will provide experiential learning for leadership development in all our courses. We will make promotion of all training programs as part of the training continuum. Become the Council of choice for leadership training in the Territory 4 region and support the training of outside of council youth and adults.

### Committee Action Plan to Meet Objectives & Goals

- **Increase** training opportunities throughout the council for unit leaders with an emphasis on Cub Scout leaders. The roles of Resource Chair will be added for both the Cub and Scouts BSA to coordinate training across all platforms. *(trained leaders deliver better program and retain youth)*
- **Develop** training resources and more thoroughly promote training opportunities for Unit and Council volunteers which will lead to better understanding in unit volunteers therefore increased retention. Continuum developing training talent starting with entry level training opportunities like Position Specific and University of Scouting through National training courses such as NYLT and Wood Badge
- **Track** volunteer training staff engagement, develop resource lists of individuals and the roles they have served, and creating a recognition program to acknowledge their commitment to training. Increase the use of cross-functional staff to expand training team base of volunteers.
- **Build** upon the existing University of Scouting program and create a culture of ongoing training opportunities by continuing classroom experiences, expanding in line presence, and offering outdoor experiences. Continue to rotate course offerings to all Northern Star Scouting camps and maintain an 18-month calendar to allow volunteers to schedule attendance.

### Support of Units, Volunteer and Youth

We will support units and volunteers by offering training programs where they are at by offering limited training at Merit Badge days and Council Camporees. We will launch a Passport program for Introduction to Leader Skills, allowing the volunteer to complete the course requirements in their time.

We will increase our support for our training staff, by recognizing the importance and value of Staff Developments. We will try new methods for staff recognition.

We will support youth and adult retention by providing high quality/best in class leadership development, focusing on our five primary programs. Trained leaders equal retained leaders.

We will continue to leverage the diverse volunteer training staff for all our training programs. To increase the transparency of staff selection, each program will have a standard documented method.

We will measure the quality of our training programs with a yearly 360 review and implementing the recommendations of this group. We will add a Training & Resource Chair for both Cub Scout and BSA Scouts to provide overall guidance for both programs.

We will work with other Council programs by offering multiple opportunities for skill advancement by offering LNT & Target & Range training at our Baloo and Introduction to Outdoor Leader weekends. We will continue support for the IOLS training programs at both Many Point & Tomahawk

We will provide much needed support in the newly created District A & B for their Grey Wolf program (Week A).

## Committee Functions

The training committee meets on a quarterly basis, third Tuesday of that month.

February 18, May 20, August 19, November 18

### Intermittent/New Activities

University of Scouting, developing new Spring event, Cub Leader University Base Camp & ScOutdoor Training at Camp Phillippo. New teams are meeting bi-monthly for event planning.

### Sub-committee Meetings

Wood Badge Subcommittee meets monthly, first Wednesday of the month

Grey Wolf Commissioners, meet monthly

University of Scouting Committee

## 2025-2026 EVENTS AND MEETINGS

### BALOO

2025: 1/11-1/12, 5/3-5/4, 9/27,9/28

2026: 1/10-1/11, 5/16-5/17, 9/26-9/27

### IOLS

2025: 5/3-5/4, 9/21-9/22,12/6-12/7

2026: 5/2-5/3, 9/12-13, 12/2-12/3

### UOS

2025: 4/12,5/3 & 10/25

2026: 4/11 & 10/24

### Wood Badge

2025: Fall - 9/12-9/14 & 10/4-10/5

2026: Spring – 4/24-4/26 & 5/16-5/17

### Grey Wolf/NYLT

2025: Week #1 – 6/15-6/21

Week #2 – 6/22-6/28

Week #3 – 6/29-7/5

Week #4 – 7/6-7/12

2025: Week #1 – 6/14-6/20

Week #2 – 6/21-6/27

Week #3 – 6/28-7/4

Week #4 – 7/5-7/11

### Committee Meeting Dates

2025: 2/18, 5/20, 8/19, 11/18

### Subcommittees

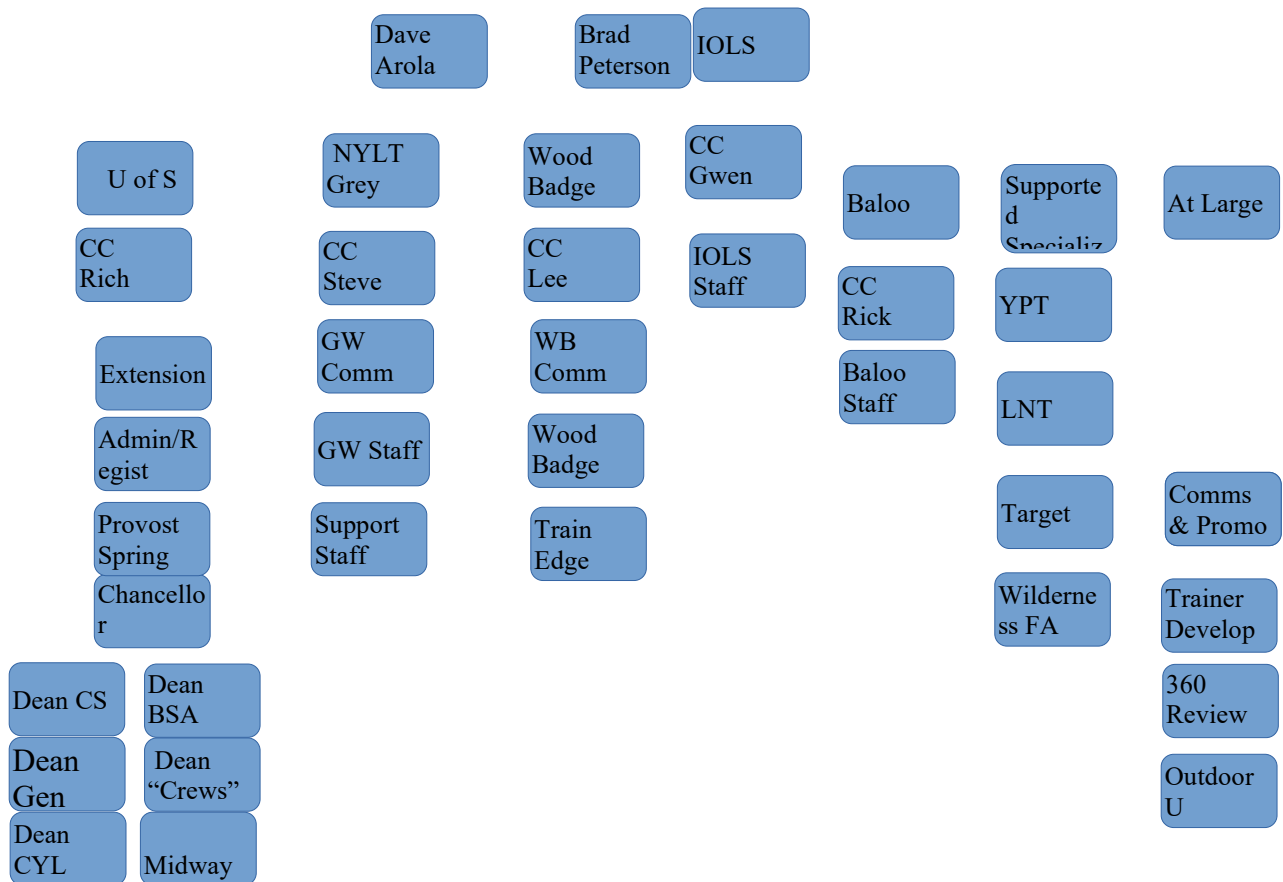
Meet as required - typically monthly

## CRITERIA FOR COMMITTEE CHAIR

- Significant Scouting experience across multiple training roles in districts, council or National
- Experience as a unit leader in multiple volunteer roles preferred
- Successfully completed all required position specific training
- Staff experience numerous council training programs such as: University of Scouting, BALOO, IOLS, Wood Badge, Grey Wolf/NYLT
- Experience in leading large teams in either professional or volunteer roles is preferred but not required

## COMMITTEE ORGANIZATION

The Northern Star Training Committee will be led by a chair who reports to the Vice President of Program.



Northern Star Staff Support  
 Dave Arola, Training & Advancement Director  
 Michelle Pitheon, Training Support