



COUNCIL SPECIAL NEEDS & DISABILITIES COMMITTEE PLAN OF OPERATION 2026-2027 Program Year

Mission: Provide training, resources, and support to educate and engage Northern Star Scouting leaders, volunteers, and staff to ensure understanding and inclusion for youth of all abilities in all units of the council. Youth First, Units First.

2026-27 Committee objectives and goals

Primary and Secondary

- Recruit, train, and support effective and engaged Special Needs & Disabilities Assistant District Commissioners for all district commissioner teams within the Units First model.
- Recruit, train and support effective and engaged Special Needs & Disabilities volunteers on Council Committees where appropriate to ensure that all aspects of Scouting are accessible and accommodating to all youth.
- Communicate and publish Special Needs & Disabilities resources to support and train all volunteers and staff.
- Recruit 2 new ADCs from new council territory representing each of the Twin Valley Districts (District T and V)

SUPPORT OF UNITS, VOLUNTEERS AND YOUTH

How will the committee and their actions support units and volunteers:

- ADC's will be visible in every district to support unit volunteers.
- Committee members will be active participants on council committees where appropriate to ensure that Scouting is accessible and accommodating for all youth.

How will the committee and their actions support youth and adult retention and recruitment:

- Unit volunteers that are trained to support youth and families with Special Needs and Disabilities will ensure that units are welcoming of all families and that they have a good experience.
- Unit volunteers will know who they can contact for additional support in their district.
- Liaison to Membership committee provides resources to support Scouts with Special Needs and Disabilities.



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What are the Committees plans to increase the Diversity of the committee members?

- Ongoing recruiting of committee members with expertise working with specific special needs to accommodate needs of Scouts and Scout families.
- Liaison committee member from the DEI committee.

Measure of success that demonstrates support of units, volunteers and youth:

- All Committee and ADC positions filled with engaged and active volunteers
- Attendance at committee meetings and training events.
- Key 3 maintains Service Engagement Tracking Log and review with committee as appropriate.

Other Council Committees we work with to accomplish the above:

- Commissioner Team
- Council Committees: Advancement, Training, Activities, Communications, OA, Membership, DEI

COMMITTEE FUNCTIONS

Annual activities/events of this committee:

- Monthly committee meetings
- Trainings provided at University of Scouting, College of Commissioner Service, University of Scouting Extension, IOLS and Grey Wolf.

Intermittent/new activities: (Assign committee members and research tasks)

- Offering classes at University of Scouting extension.
- Oversight of Quiet Room at Council Scouting Activities.
- Facilitate other training requests.

Event, committee meeting, and sub-committee meetings needed:

- Training sub committee to meet in preparation of each training opportunity
- Advancement sub committee to meet as necessary
- Key 3 meeting monthly

COMMITTEE'S COMMUNICATION PLAN TO SUPPORT UNITS, VOLUNTEERS AND YOUTH

Objectives

- Assemble SND resources, post to NSS website and communicate to SND ADCs
- SND committee chair – actively participate w/ DC team – liaison SND needs



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- SND committee members – liaison with all applicable council committees

Communications volunteer(s) - who helps with the communication plan:

- Jason - Regular articles in Navigator per regular planned schedule .

Social media/print/mailings/etc. plan – how will we get information to units and members?

- Navigator articles, annual fall SND ADC intro email

COMMITTEE MEMBERS

Chair: Donna Larson

Vice Chair : Rob Tyler

Members: Jim Faust, Sara Marie Malewitz, Joe Jansen, Jan Bovee, Ken Hooker, Dean Soderbeck, Doug Swanson, Chris Ash, Judy Richardson-Mahre, Rick Smith, Jason Walberg, Sally Jensen, Greg Kugler, Scott Wood, Rob Hobson, Maggie Jugluth, Cheryl Graham, Joe Patterson, Krista Stafsholt, Jenn Sarazin, Josette Johnson,, Jay Monroe

Sub-Committee Members: Katherine Syverson, Rich Greiner

DEI Liaison: Colleen Baltutis

Staff Advisor: Zac Lachinski

Committee Member:

- Position concept:
- Committee member responsibilities:
 1. Attend and participate in monthly meetings, training events, and take an active role on committee
 2. Participate in all SND training, become a trainer and support SND training activities
- Committee member's estimated time commitment:
 1. Monthly meetings – one hour per month
 2. Individual role – one hour a month
- Committee members organizational relationship to Committee Chair and Staff Advisor:



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COMMITTEE CHAIR (Donna)

CHAIR'S RESPONSIBILITIES:

1. Recruit/retain committee members, including SND ADC position (s)
2. Provide leadership to President's Cabinet, council committees and NSS staff on behalf of SND committee, including participating in succession planning
3. Lead monthly meetings and activities to ensure the committee mission is realized
4. Support and participate in District Commissioner teams to support SND ADC role
5. Participate in all SND activities, including national and local training/teams to support youth of all abilities
6. Manage incoming support requests and ensure district ADCs are assigned to provide Scouting resources for youth of all abilities.

CHAIR'S ESTIMATED TIME COMMITMENT:

- Monthly meetings – three hours per month (committee meeting and key 3 meeting)
- Sub-committee and council committee participation – two hours per month
- Recruiting committee members including ADCs – one hour a month

VICE CHAIR (Rob)

VICE CHAIR'S RESPONSIBILITIES:

1. Support training for committee members.
2. Back up chair position when asked to do so including leading monthly meetings
3. Act as a member of the SND committee Key 3 and attend monthly Key 3 meetings.
4. Share training resources from National Committee and other community experts to support volunteer needs.
5. Work with committee and help develop SND instructors, drawing from the committee members and other interested volunteers.
6. Collaborate on incoming support requests and ensure district ADCs are assigned to provide Scouting resources for youth of all abilities.

VICE CHAIR'S TIME COMMITMENT:

- Monthly meetings – two hours per month (committee meeting and key 3 meeting)
- Council training and SND subcommittee participation – two hours per month

CALENDAR DATES

Printed in the Council Calendar



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Committee Meetings: First Wednesday monthly, 6:30pm

MEMBER'S OBLIGATIONS

- 1.ATTENDANCE: Participate & provide input and attend at least 67% of Committee Meetings in the year.
- 2.,LEADERSHIP: Either serve as a Liaison to another Council Committee to promote Special Needs mission or an ADC Supporting a District.
3. Minimum of 1 event per year, support a committee event: Quiet Room at a camp or as a trainer at U of Scouting, Cub Training (or extension)