



## LEC Meeting Minutes

9-25-2018

### Opening

- Obligation
- Motion for approval of August's – Passed (unanimous)

### Standing Reports

#### Chief

Chief	• Jeromy Hafer –
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#### Program

VC Program	• Walter Waholek – Seth filling in
Inductions	<ul style="list-style-type: none"><li>• Garrett Witherington – had a good call on Sept. 11, have a lot in store for inductions at the weekend. Go to the Scout's Own. Want Ch. Chiefs to meet with Ordeal candidates. Attendance reports will go out to reach out to new members. Maybe have officer candidates to become familiar with new ordeal candidates</li><li>• Anthony Glass – Summer report: Ordeals did a lot of trail clearing and trail signs. Thank you to everyone who helped out</li></ul>
Vigil	• Matt McGovern – Vigil will be held at the Fall Fellowship. A link was sent out for the Vigil Breakfast, please register if you want food.
AIA	• Austin Groeber – absent
Fellowship	• Seth Arinsberg – a lot going in for German themed games and menu. Patch trading in dining hall Friday night.
Service	• Dan Lyons- currently working on a list of projects and a chairman.

#### Administration

VC Admin	• Aidan Campbell – Luke Clancy filling in
Unit Support	•
Camp Promotions	•
Unit Elections	•
OA Troop Rep	•
Lodge Operations/Lodge Rework	• Awards nominations have been open for a while, nominate those you feel are worthy. Please be ready for the Rules and Procedures meeting at Fall Fellowship

# CRADLE OF LIBERTY COUNCIL

## UNAMI LODGE, ONE



Leadership Development	<ul style="list-style-type: none"><li>Sept. 29 there will be LodgeMaster Training from 10-12:30. Contact Luke Clancy, Lee Faden, or Larry Neibaur for details. Bring something to access the program.</li><li>LLD will be held at Musser on Dec. 7-9 in Schwiker Lodge</li></ul>
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### Chapters

VC Chapters	<ul style="list-style-type: none"><li>Michael Calliagas –</li></ul>
Baden Powell	<ul style="list-style-type: none"><li>9 youth and 3 adults. Had new ideas from people who went to NOAC. All UE done, good spirit in the chapter</li></ul>
Conestoga	<ul style="list-style-type: none"><li>7 youth and 3 adults. Showed off OA at district trade show. Getting ready for Fall Fellowship.</li></ul>
Constellation	<ul style="list-style-type: none"><li>Had a bonfire with the district, a lot of people. Have had 2 UE with 14 candidates</li></ul>
Continental	<ul style="list-style-type: none"><li>Fantastic meeting, had a picnic with the District. Gearing up for Fall Fellowship and chapter elections</li></ul>
General Nash	<ul style="list-style-type: none"><li>absent</li></ul>
Lafayette	<ul style="list-style-type: none"><li>7 youth and 4 adults. Talked about conclave stations and advertised upcoming lodge events</li></ul>
Minquas	<ul style="list-style-type: none"><li>absent</li></ul>
Northern	<ul style="list-style-type: none"><li>Absent</li></ul>
Roosevelt	<ul style="list-style-type: none"><li>11 youth and 10 adults. Gearing up for Fall Fellowship, spoke at Round Table about UE, waiting for responses</li></ul>
Triune	<ul style="list-style-type: none"><li>No one at meeting, but have people for Fall Fellowship</li></ul>
Washington	<ul style="list-style-type: none"><li>3 youth and 1 adult. Went over year in review and upcoming Lodge events</li></ul>

### Secretary

Secretary	<ul style="list-style-type: none"><li>Gary Hodge -</li></ul>
Communications	<ul style="list-style-type: none"><li>Recently sent out UU</li></ul>
Membership	<ul style="list-style-type: none"><li>Pay dues</li></ul>

### Treasure

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Treasure	<ul style="list-style-type: none"><li>• Anthony Glass – property confirmed for Fall Fellowship, toothpick and pencil holders, designs to be released soon. Creating a preorder form for LEC fleeces</li></ul>
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## Unfinished Business

- Break out between committees and advisers
  - Rules and Procedures (only youth present)
    - Basic Changes
      - To verbiage – making it more cohesive and easier to read
      - Added five appendices to further describe parts of the Lodge
    - Misc. Changes
      - Correct name of Lodge
      - Fix approval for spending large amounts of money
      - Fix number of meetings allowed
    - Chairs
      - Take out sub-committees and just have 15 chair positions
    - Vice-Chief
      - Scrap positions and change to Vice-Chief 1 and Vice-Chief 2
      - Move chapters under Lodge Chief
    - App. A
      - Lodge Organization
        - What committees are under what chief will be announced at beginning of the year
    - App. B
      - LEC Position descriptions
    - App. C
      - Voting process for officers
        - Allow for self-nomination
        - Allow to drop down position if they lose a higher election
          - votes would happen at different times throughout the day to allow time for ballots to be counted so anyone who would like to be dropped down, can
    - App. D
      - Awards and Recognitions



- Lowered amount of people who could receive camp awards
- App. E
  - Lodge Financial Accounts
- Updates since last LEC
  - Updated verbiage
  - Further proofreading
  - Finalized App. B
    - Lists roles and responsibilities
    - Most changes were done to how responsibilities were worded, not the actual duties themselves. Added more to duties, as well as added the new History Chair responsibilities
- Problem: would these take effect the day they are approved?
  - Proposed that an extra line should be added to ensure that current committee chairs retain their vote on the LEC until the start of the next Lodge year, when the rest of the changes would take effect
- Motion made to propose these changes to the general members meeting at the Fall Fellowship
  - 11 in favor, 0 opposed, 0 abstentions

### New Business

- Making Unami a High Performing Lodge – Matthew McGovern
  - Supposed to make a positive impact on how JTE is graded
  - Reduce the amount of criteria Lodge's need to focus on
  - Each arrowman has their own journey
    - Go from awareness of the OA
    - To being elected as a candidate
    - To being Called Out
    - To being inducted
    - Come back for your first event
      - Learn of service and fellowship
    - Start to become engaged
    - Interest is renewed with each positive interaction
  - Experience is dictated by the Lodge joined

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- There are two OA
  - One where there are a lot of opportunities and it is incorporated into the council
  - One where they are just used for free work and aren't given the same opportunities
- Top 10% of Lodges
  - Induct almost 2,000 members a year
  - 100% UE done
  - 90% retention
  - 94% induction
  - 17% participation
- Bottom 10% of Lodges
  - Lose over 4,000 members
  - Only 21% UE
  - Low statistics in other areas
- Every Lodge has to become High Performing
  - We've lost 8.2% of national OA members within the last 5 years
  - In Unami, had a high in 2014, have gone down since then
- Nation youth membership has dropped 13%
- Since 2014, Unami has lost 43% of youth members
  - This is not sustainable
  - Haven't remained active, haven't paid dues
  - 898 youth members in 2017, 614 registered youth members as of Sept. 2018
  - This needs to be reversed or we won't be here in 20 years
- How to focus on growth
  - Don't be as large a Lodge as we can
  - Need to hit a certain density
    - % of boys in OA
    - Need at least 14% density and keep it to be high performing
  - Three drivers
    - Election rate
      - Strongest correlation to growth

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- If you don't elect candidates, they can't go through the other drivers
  - Leaders that don't do elections, they won't do them...until a new leader who is more open to OA comes in
  - Unami currently has 64.7%, was 96% last year
- Induction rate
  - Nationally at 75%
  - 11,000+ potential members don't get inducted every year
  - Unami was at 69% in 2017, currently at 31.06%
    - 322 currently eligible candidate, 222 un-inducted
    - Fall Fellowship should bump us to 40%
- Activation rate
  - Getting members to first event within 6 months (ideally) provides a much higher chance of them becoming an active member
  - Nationally, 70% of inducted candidates never come to another event
  - Unami in 2016, 55% never activated – 31% activation rate
- Density
  - Top 10% is at 18.09% density
  - Unami is at 14.26%
    - 614 youth and youth plus, out of 4,304 potential youth
- Why bring it up?
  - Because the experience of membership is delivered at the Lodge level by other youth
  - The Lodge IS the OA for most youth
    - So, they deserve for their Lodge to be high performing
- Motion made to pool all Vice-Chief of Program, Administration, and Chapters candidates in the event that the rules and procedures change is approved

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- 11 in favor, 0 opposed, 0 abstentions
- New property proposed for the Memorabilia Show
  - There would be a standard flap for sale, staff version, and a “thank you” that would be given to sponsoring church and fire station.
  - Armbands will be made for staff members
  - Ideally using the same design for future events
  - Patches would be made available by Oct. 19
  - Money would be used as seed money for future shows
    - Concern about attendance, which was low at past memorabilia shows (haven’t done event for 2 years)
    - Are 3 flaps for one event too much?
    - Other ideas:
      - T-shirts – already considered, but too expensive
      - Only make 1 flap instead of 3
      - If planning on reusing design, make the patch available ONLY at Memorabilia Show
  - Deciding to switch to 1 patch, will only be available at the Trad-o-Ree, and only 1 will be auctioned at annual patch auction
    - \$1.85/patch
    - 200 patches
  - Motion made to make a Scout Memorabilia patch to be sold only at show and auction at the quoted price for up to 200 patches
    - Motion passes

### Announcements/For the Good of the Lodge

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### Minutes

Lodge Chief	<ul style="list-style-type: none"><li>• Jeromy Hafer – Thank you all for coming to the meeting and working well with the meeting. Thank you for bearing with Rules and Procedures again (and Jeromy’s lack of a hat). “It’s a lot easier</li></ul>
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	falling off a mountain than it is to climb it, but we're on the right track."
Lodge Adviser	<ul style="list-style-type: none"> <li>Dennis Abernethy – keep those membership numbers in mind! We need to work to build them where they need to be, but it's going to be hard. Focus on density. Go back to your troops and get people out to the weekend. New Ordeals can come for a discounted price.</li> </ul>
Staff Adviser	<ul style="list-style-type: none"> <li>John Bickel – Keep all the numbers that Matt McGovern went over tonight, they're really important. Come help Fall Fest if you can. Spread OA to everyone you can!</li> </ul>

### Attendance

In Person	<p>Jeromy Hafer – Lodge Chief  Michael Calliagas – Vice-Chief of Chapters  Aidan Campbell – Vice-Chief of Admin  Anthony Glass – Lodge Treasurer  Gary Hodge, Jr. – Lodge Secretary  Dennis Abernethy – Lodge Adviser  Tim English – Assoc. Lodge Adviser of Chapters  John Bickel – Lodge Staff Adviser  Gregg Slocum – Finance Adviser  Stuart Bowman – Lodge Operations Adviser  Paul Bowman – Lodge Operations Assoc. Adviser  Luke Clancy – Leadership Development Chairman  Paul Dallatore – Unit Election Adviser  Christian Brenner – Camp Promotions Assoc. Adviser  Larry Arinsberg – Troop Rep Assoc. Adviser  Joseph Gulian – Communications Chairman/Lafayette Chapter Vice-Chief  Matthew Gutterman – Communications Adviser  Garret Witherington – Inductions Chairman  Alicia Tryon – Ordeal Adviser  Matthew McGovern – Vigil Honor Adviser  David King – Fellowship Adviser  Seth Arinsberg – Events Chairman  Dan Lyons – (Former) Service Chairman  Steven Mach – Events Adviser  Timothy McFarland – Roosevelt Chapter Vice-Chief  Steven Leopold – Roosevelt Chapter Assoc. Adviser  Larry Arinsberg – Washington Chapter Co-Adviser  Craig Cless – Continental Chapter Adviser  Peter Lavelle – Roosevelt Inductions Team  Ethan Graeff – Conestoga Chapter Chief  Theodore Sutkowski – Constellation Chapter Adviser  Mike Penzone – Minquas Chapter Assoc. Adiver</p>
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	Ryan Hodge – Triune Chapter Chief
Virtual	Luke Cihak, Ron and Eoghan Pleis, Matt Horan