

**KUSKITANNEE LODGE 168  
DRAFT STRATEGIC PLAN**

**Time frame: January 1, 2006-December 31, 2010**

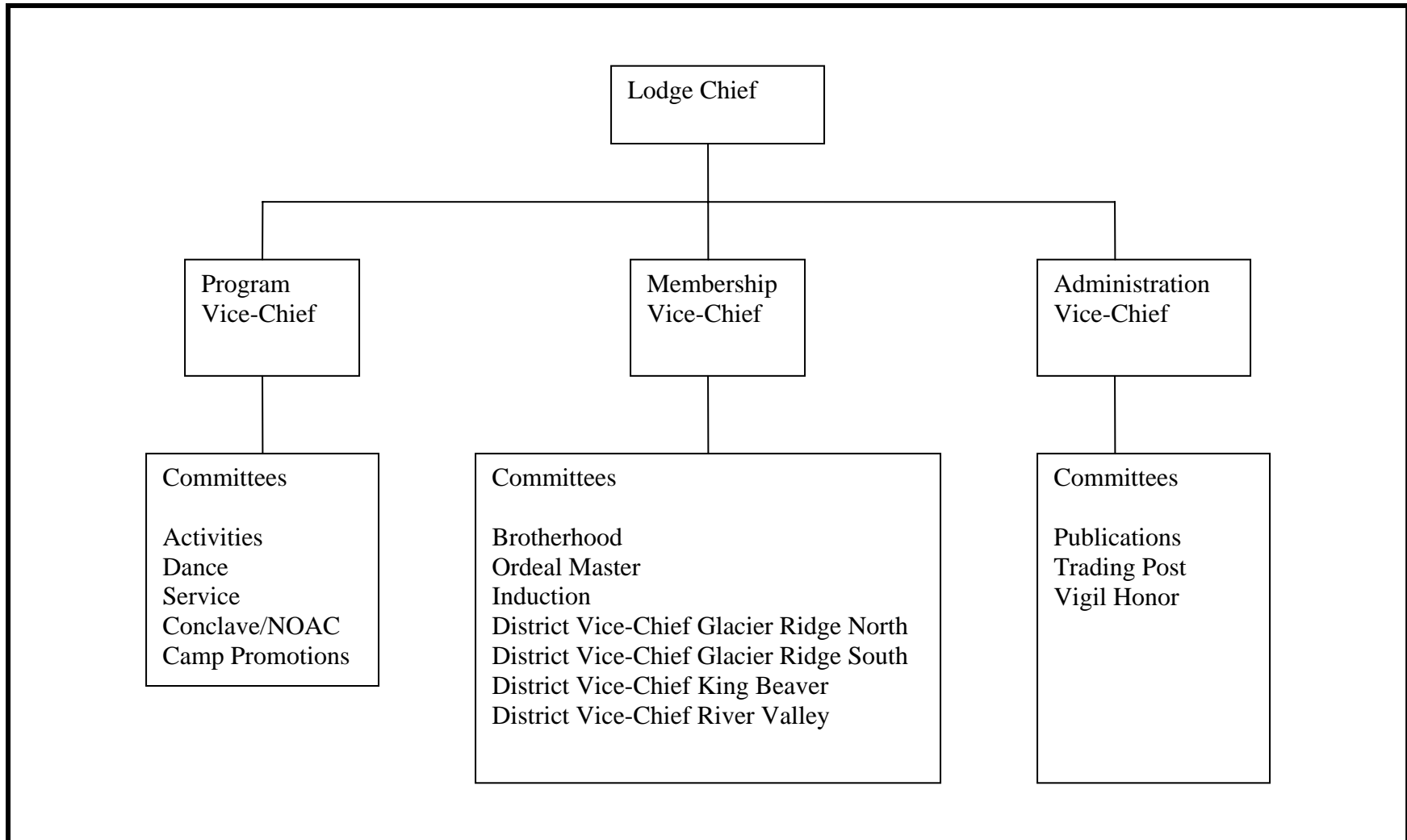
**Updated 4/15/2007**

**2006-2007 Lodge leadership:**

**David Spink – Lodge Chief**

**Craig Spink - Adviser**

## Organizational Chart



**Kuskitaneer Lodge 168  
Strengths Weaknesses Opportunities and Threats (SWOT) Analysis  
Camp Promotions**

<b>Strengths</b>	<b>Weaknesses</b>
<ul style="list-style-type: none"> <li>• District Vice-Chiefs show video and discuss summer camp at unit OA elections</li> <li>• Annual Camp Promo dinner</li> <li>• Lodge youth on staff at both camps</li> <li>• Lodge activities held at both camps</li> <li>• Dance team presents demonstrations at troop and pack functions</li> </ul>	<ul style="list-style-type: none"> <li>• Minimal support from Council with program</li> <li>• Bucoco favored over Agawam</li> <li>• Camp Promo video for Bucoco out of date</li> <li>• No Camp Promo video for Agawam</li> <li>• Where To Go Camping book out of date, not available to units</li> <li>• No OA presentation on camping to Cub Scout units</li> <li>• New youth leadership every year, difficult to maintain momentum in programs</li> </ul>
<b>Opportunities</b>	<b>Threats</b>
<ul style="list-style-type: none"> <li>• Update promotional tools</li> <li>• Improve communication</li> <li>• Proliferation of Technology</li> <li>• Equal support of both camps</li> </ul>	<ul style="list-style-type: none"> <li>• Lack of interest among youth and volunteers</li> </ul>

## Camp Promotion

Critical Issue: Camp Promotion

**VISION**

Camp Promotions is a critical part of the purpose of the Order of the Arrow. Successful promotion of camping, be it summer camp, weekend camping or day camp, can help Council provide a better program. We propose the following metrics to measure improvement.

**STATUS**

See attached paperwork

### STRATEGIC OBJECTIVES/TIMELINE

1. Work with Council to develop visual aids (videos or PowerPoint presentations) for both Bucoco and Agawam.
2. Update Where To Go Camping Guide. Publish on lodge web page as PDF file. Copy to Council for distribution. Done by April 30, 2006. Annual updates to follow.
3. Prepare dinner for Camp Promotional Dinner (if Council has one). Due when Council decides whether they will have one.
4. Lodge brothers provide basic training on camping for troops in Council. Plan for implementation by May 31, 2006. Implement 2006-2007 year.
5. Lodge sets up system for collecting obsolete equipment from troops and giving it to new troops with no equipment. 2006-2007 year?
6. Lodge coordinates with camping reps from all three districts to help promote camping. 2006-2007 year?
7. Council Staff adviser or designate attends all Lodge functions to provide input on what Council needs from the Lodge

## Camp Promotion

**Objective 1:** Work with Council to develop videos for both Bucoco and Agawam. Draft videos to Council by 4/30/2006.

**Strategy:** Youth members develop presentations

PROCESSES		Target date	Who	Cost	Measurement Method	Status
	Review videos with Lodge	11/20/2005	Admin VC	\$0	Task completed or not	Task completed
	Present videos to Council	4/30/2006	Admin VC, Camp Promo chair	\$0	Task completed or not	Task completed 2/10/2006
	Revise video for 2007	3/15/2007	Lodge chief and Lodge adviser	\$50	Task completed or not	200 copies to Council in January 2007

## Camp Promotion

**Objective 2:** Update Where To Go Camping Guide. Publish on lodge web page as PDF file. Copy to Council for distribution. Done by April 30, 2006. Annual updates to follow.

**Strategy:** Youth members update guide

PROCESSES		Target date	Who	Cost	Measurement Method	Status
	Camp Promo chair gets old version of guide	2/20/2006	Assoc Lodge Adviser	\$0	Task completed or not	Task completed
	Review guide, develop plan for update	02/20/2006	Camp Promo chair	\$0	Task completed or not	
	Verify and update contact info for camping sites	04/12/2006	Camp Promo chair	\$0	Task completed or not	
	Review with Lodge and advisers at Spring Ordeal	4/29/2006	Admin VC/ Lodge, Camp Promo chair	\$0	Task completed or not	
	Present file to Council. Add to web page	4/30/2006	Admin VC, Camp Promo chair	\$0	Task completed or not	
	Annual update 2007	1/31/2007	Camp Promo chair	\$0	Task completed or not	
	Annual update 2008	1/31/2008	Camp Promo chair	\$0	Task completed or not	
	Annual update 2009	1/31/2009	Camp Promo chair	\$0	Task completed or not	
	Annual update 2010	1/31/2010	Camp Promo chair	\$0	Task completed or not	

## Camp Promotion

**Objective 3:** Prepare dinner for Camp Promotional Dinner (if Council has one). Due when Council decides whether they will have one.

**Strategy:** Lodge prepares and serves dinner, helps with program

PROCESSES		Target date	Who	Cost	Measurement Method	Status
	Camp Promo dinner 2006	Fall 2006	Lodge	\$400	Task completed or not	Done
	Camp Promo dinner 2007	Fall 2007	Lodge	\$420	Task completed or not	
	Camp Promo dinner 2008	Fall 2008	Lodge	\$430	Task completed or not	
	Camp Promo dinner 2009	Fall 2009	Lodge	\$440	Task completed or not	
	Camp Promo dinner 2010	Fall 2010	Lodge	\$450	Task completed or not	

## Camp Promotion

**Objective 4:** Lodge brothers provide basic training on camping for troops in Council. Plan for implementation by May 31, 2006. Implement 2006-2007 year.

**Strategy:** Develop training plan, develop implementation plan, set up calendar Lodge brothers provide basic training on camping for troops in Council. Plan for implementation by May 31, 2006. Implement 2006-2007 year.

PROCESSES		Target date	Who	Cost	Measurement Method	Status
	Outline for program	04/30/2006	Lodge, Camp Promo chair	\$0	Task completed or not	
	Implementation plan	09/30/2006	Lodge, Camp Promo chair	\$0	Task completed or not	
	Run training event	Spring 2007	Lodge, Camp Promo chair	\$0	Task completed or not	
	Revise plan based on outcome of first event	Spring 2007	Lodge, Camp Promo chair	\$0	Task completed or not	
	Run training event	Spring 2008	Lodge, Camp Promo chair	\$0	Task completed or not	
	Run training event	Spring 2009	Lodge, Camp Promo chair	\$0	Task completed or not	
	Run training event	Spring 2010	Lodge, Camp Promo chair	\$0	Task completed or not	



## Camp Promotion

**Objective 5:** Lodge sets up system for collecting obsolete equipment from troops and giving it to new troops with no equipment. 2006-2007 year

**Strategy:** Develop plan, develop implementation system

PROCESSES		Target date	Who	Cost	Measurement Method	Status
	Develop plan	Fall 2007	Lodge chief, Camp Promo chair	\$0	Task completed or not	
	Set up storage place (Rae's Cabin basement?)	Fall 2007	Lodge chief, Camp Promo chair	\$0	Task completed or not	
	Develop list of troops that have equipment to donate	Fall 2007	Lodge chief, Camp Promo chair	\$0	Task completed or not	
	Develop list of troops that need equipment	Fall 2007	Lodge chief, Camp Promo chair	\$0	Task completed or not	
	Publish list of equipment available. Give to troops in need	Spring 2008	Lodge chief, Camp Promo chair	\$0	Task completed or not	
	Continue program	Spring 2009	Lodge chief, Camp Promo chair	\$0	Task completed or not	
	Continue program	Spring 2010	Lodge chief, Camp Promo chair	\$0	Task completed or not	

## Camp Promotion

**Objective 6:** Lodge coordinates with camping reps from all three districts to help promote camping. 2006-2007 year?

**Strategy:** Attend roundtable meetings and camping committee meetings, help promote camping

PROCESSES		Target date	Who	Cost	Measurement Method	Status
	Attend camping committee meetings	Fall 2005	Lodge Adviser, Lodge chief	\$0	Task completed or not	Done
	Attend roundtable meetings	Spring 2006	District Vice-Chiefs	\$0	Task completed or not	
				\$0	Task completed or not	
				\$0	Task completed or not	
				\$0	Task completed or not	

## Camp Promotion

**Objective 7:** Council Staff adviser or designate attends all Lodge functions to provide input on what Council needs from the Lodge

**Strategy:** Council representative at Lodge events will promote improved communication

PROCESS		Target date	Who	Cost	Measurement Method	Status
	Staff adviser or Council rep attends all Lodge events		Fall 2005	Staff adviser	\$0	Task completed or not

**Kuskitaneer Lodge 168  
Strengths Weaknesses Opportunities and Threats (SWOT) Analysis  
Service**

<b>Strengths</b>	<b>Weaknesses</b>
<ul style="list-style-type: none"> <li>• Core group of active brothers dedicated to service</li> <li>• Current youth service chair doing excellent job</li> </ul>	<ul style="list-style-type: none"> <li>• Bucoco favored over Agawam</li> <li>• Difficult to get more brothers to perform service</li> <li>• New youth leadership every year, difficult to maintain momentum in programs</li> </ul>
<b>Opportunities</b>	<b>Threats</b>
<ul style="list-style-type: none"> <li>• Increase the amount of service done</li> <li>• Improve communication</li> <li>• Proliferation of Technology</li> <li>• Equal support of both camps</li> </ul>	<ul style="list-style-type: none"> <li>• Lack of interest among youth and volunteers</li> </ul>

## Service

Critical Issue: Service to Council

**VISION**

Service to Council is an integral part of the role of the Order of the Arrow. Kuskitannee Lodge will seek ways to increase the amount of service hours provided by our Lodge to Council. We propose the following metrics to measure improvement.

**STATUS**

See attached paperwork

### **STRATEGIC OBJECTIVES/TIMELINE**

1. Kuskitannee Lodge will begin holding it's Spring Ordeal at Camp Agawam in order to provide equal service at both camps
2. Kuskitannee Lodge will increase the number of service hours logged by Lodge members by 50% by the end of 2010
3. Kuskitannee Lodge will request grants from the National OA leadership to allow us to perform service projects for our Council

## Service

**Objective 1:** Kuskitantee Lodge will begin holding it's Spring Ordeal at Camp Agawam in order to provide equal service at both camps

**Strategy:** The two Ordeal weekends provide a lot of service hours at camp. By scheduling the Spring Ordeal at Camp Agawam we can provide more service time at Agawam and try be more balance in doing service at the two Council camps

PROCESSES		Target date	Who	Cost	Measurement Method	Status
	Arrange to have the 2006 Spring Ordeal at Camp Agawam by convincing the people renting Agawam to use Bucoco instead	12/31/2005	Craig Spink	\$0	Task completed or not	Task completed
	Schedule all future Spring Ordeal weekends at Camp Agawam	1/31/2006	Craig Spink, Lloyd Haseleu	\$0	Task completed or not	Task completed

## Service

**Objective 2:** Kuskitaneer Lodge will double the number of service hours logged by Lodge members by the end of 2010

**Strategy:** Develop strategy to induce more Lodge brothers to provide service to Council

PROCESSES		Target date	Who	Cost	Measurement Method	Status
	Poll other Lodges in Section and Region on approaches to increasing service time	7/15/2006	Lodge adviser, service chair and his adviser	\$0	Task completed or not	
	Develop program for Kuskitaneer Lodge to increase service hours	10/1/2006	Lodge adviser, service chair and his adviser	\$0	Task completed or not	
	Develop plan to implement program	10/1/2006	Lodge adviser, service chair and his adviser	\$0	Task completed or not	
	Annual review of plan and modification of plan as needed	Every Fall	Lodge adviser, service chair and his adviser	\$0	Task completed or not	

## Service

**Objective 3:** Kuskitaneer Lodge will request grants from the National OA leadership to allow us to perform service projects for our Council

**Strategy:** Outside financing of service projects will allow us to do more for our Council and will improve the quality of our programs by having better facilities.

PROCESSES		Target date	Who	Cost	Measurement Method	Status
	Identify service project that will require outside funding	12/31/2007	Lodge	\$0	Task completed or not	Working on
	Develop plan to complete service project	12/31/2008	Lodge	\$0	Task completed or not	
	Submit application for grant money to National	12/31/2009	Lodge	\$0	Task completed or not	
	Complete service project upon receipt of the grant money	12/31/2010	Lodge	\$0	Task completed or not	



**Kuskitaneer Lodge 168  
Strengths Weaknesses Opportunities and Threats (SWOT) Analysis  
Leadership training**

<b>Strengths</b>	<b>Weaknesses</b>
<ul style="list-style-type: none"> <li>• Good lodge program supports youth leaders</li> <li>• Active adult advisers support youth leaders</li> <li>• Plenty of opportunities for youth leaders to succeed</li> </ul>	<ul style="list-style-type: none"> <li>• National and regional programs are a long distance away</li> <li>• New youth leadership every year, difficult to maintain momentum in programs</li> </ul>
<b>Opportunities</b>	<b>Threats</b>
<ul style="list-style-type: none"> <li>• More trained youth and adult leaders</li> <li>• Improve communication</li> <li>• Proliferation of Technology</li> </ul>	<ul style="list-style-type: none"> <li>• Lack of interest among youth and volunteers</li> </ul>

## Leadership Training

Critical Issue: Train youth and adult leaders

**VISION**

Part of the purpose of the Order of the Arrow is to provide leadership opportunities and training to youth and adult advisers. The Order of the Arrow has regional and national programs for training. Kuskitанее Lodge will make use of these opportunities to train our brothers so that they can be more effective leaders in everything they do. We propose the following metrics to measure improvement.

**STATUS**

See attached paperwork

### STRATEGIC OBJECTIVES/TIMELINE

1. Send two youth and two adult leaders to NLS at least once per year.
2. Send at least one adult leader to NLATS at least once per year.
3. Send our Conclave chair and his adviser to the Section Officer Seminar each year.
4. Hold annual LLD training weekends.

## Leadership Training

**Objective 1:** Send two youth and two adult leaders to NLS at least once per year.

**Strategy:** Trained youth and adult leaders are an asset to the Lodge

PROCESSES		Target date	Who	Cost	Measurement Method	Status
	Send Lodge members every year	Every September or April	Lodge adviser, Lodge3 Chief approve attendees	\$250	Task completed or not	

## Leadership Training

**Objective 2:** Send at least one adult leader to NLATS at least once every year.

**Strategy:** NLATS is an excellent training program for adults serving as Lodge adviser and associate adviser. We should have several adults trained to assist the current Lodge adviser

PROCESSES		Target date	Who	Cost	Measurement Method	Status
	Send one adult to National Lodge Adviser Training Seminar	Every year	Selected by Lodge adviser and Lodge Chief, approved by Staff Adviser	\$100	Task completed or not	

## Leadership Training

**Objective 3:** Send our Conclave chair and his adviser to the Section Officer Seminar when we are hosting Conclave.

**Strategy:**

PROCESSES		Target date	Who	Cost	Measurement Method	Status
	Attend SOS	Every November when we host	Conclave Chair and adviser	\$100	Task completed or not	Done in 2005
	Report on what was learned at SOS to Lodge	Every Winter Fellowship on February	Conclave Chair and adviser	\$0	Task completed or not	Done

## Leadership Training

**Objective 4:** Hold annual LLD training weekends.

**Strategy:** Training the youth on how to run the Lodge will result in better programs and a more active Lodge

PROCESSES		Target date	Who	Cost	Measurement Method	Status
	Hold LLD every year	Every September	Lodge	\$0	Task completed or not	
	Ensure the training program is thoroughly planned in advance	Every August at Big 3 weekend	Lodge Adviser, new Lodge Chief and immediate past Lodge Chief	\$0	Task completed or not	
	Improve attendance at LLD weekends	Every September	Lodge Adviser, new Lodge Chief	\$0	Task completed or not	
	Poll other Lodges in Section and Region to get input on how others accomplish this		Lodge Adviser, Lodge Chief	\$0	Task completed or not	

**Kuskitaneer Lodge 168  
Strengths Weaknesses Opportunities and Threats (SWOT) Analysis  
Lodge Activities and Programs**

<b>Strengths</b>	<b>Weaknesses</b>
<ul style="list-style-type: none"> <li>• Good lodge program supports youth leaders and attracts youth to events</li> <li>• Active adult advisers support youth leaders</li> <li>• Activities provide opportunities for service to the Lodge</li> </ul>	<ul style="list-style-type: none"> <li>• More activities will cause scheduling conflicts with troop and team events</li> <li>• New youth leadership every year, difficult to maintain momentum in programs</li> </ul>
<b>Opportunities</b>	<b>Threats</b>
<ul style="list-style-type: none"> <li>• More activities will get more youth involved</li> <li>• Improve communication</li> <li>• Proliferation of Technology</li> </ul>	<ul style="list-style-type: none"> <li>• Lack of interest among youth and volunteers</li> </ul>

## Lodge Activities and Programs

Critical Issue: Have good activities within the Lodge, promote Quality Lodge program

<b>VISION</b>	Have a quality program within the Lodge that creates enthusiasm within the youth to attend the events. Promote the Quality Lodge program which will enhance the quality of our program. We propose the following metrics to measure improvement.
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<b>STATUS</b>	See attached paperwork
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### STRATEGIC OBJECTIVES/TIMELINE

1. Promote Quality Lodge, strive to achieve Quality Lodge every year.
2. Hold a Big 3 Fall Ordeal every August.
3. Hold a Brookie Brotherhood weekend every November.
4. Hold an annual Lodge banquet every February.
5. Hold a Winter Fellowship every February.
6. Hold a Spring Ordeal every April.
7. Attend Conclave every June.
8. Hold Call out Ceremonies with Crackerbarrels every week all summer long at Summer Camp.
9. Send members to National events like NOAC.
10. Crackerbarrels at Council Camporees.
11. Annual Social run by the Dance Team.



## Lodge Activities and Programs

**Objective 1:** Promote Quality Lodge, strive to achieve Quality Lodge every year.

**Strategy:** Work towards achieving Quality Lodge every year.

PROCESSES		Target date	Who	Cost	Measurement Method	Status
	Experience positive growth in Lodge membership	Every December	Lodge Chief, Lodge		Task completed or not	Quality Lodge 2006
	Induct 30% of eligible Ordeal members into Brotherhood	Every December	Lodge Chief, Lodge		Task completed or not	
	Hold at least one LLD per year	Every December	Lodge Chief, Lodge		Task completed or not	
	Complete service projects for Council	Every December	Lodge Chief, Lodge		Task completed or not	
	Hold elections for all units that desire one	Every December	Lodge Chief, Lodge		Task completed or not	
	Contact all troops about troop/team rep program	Every December	Lodge Chief, Lodge		Task completed or not	
	Key 3 reviews Strategic Plan, work with Council to be more effective	Every December	Lodge Chief, Lodge		Task completed or not	
	Work with council to promote camping	Every December	Lodge Chief, Lodge		Task completed or not	

## Lodge Activities and Programs

**Objective 2:** Hold a Big 3 Fall Ordeal every August.

**Strategy:** Ordeal weekend to add new members, add new brotherhood and Vigil Honor members

PROCE CARR		Target date	Who	Cost	Measurement Method	Status
	Hold Big 3 event	Every August	Program Vice Chief, Lodge		Task completed or not	

## Lodge Activities and Programs

**Objective 3:** Hold a Brookie Brotherhood weekend every November.

**Strategy:** Weekend for new brothers to learn about brotherhood

PROCE GURE		Target date	Who	Cost	Measurement Method	Status
	Hold Brookie Botherhood event	Every November	Program Vice Chief, Lodge		Task completed or not	

## Lodge Activities and Programs

**Objective 4:** Hold annual Lodge banquet every February.

**Strategy:** Banquet to recognize youth and adult leaders, socialize

PROCE CARR		Target date	Who	Cost	Measurement Method	Status
	Hold Lodge banquet	Every February	Program Vice Chief, Lodge		Task completed or not	

## Lodge Activities and Programs

**Objective 5:** Hold annual Winter Fellowship every February.

**Strategy:** Winter Fellowship to work with new brothers, socialize

PROCE CARR		Target date	Who	Cost	Measurement Method	Status
	Hold Winter Fellowship	Every February	Program Vice Chief, Lodge		Task completed or not	

## Lodge Activities and Programs

**Objective 6:** Hold annual Spring Ordeal ever April.

**Strategy:** Banquet to recognize youth and adult leaders, socialize

PROCESSES		Target date	Who	Cost	Measurement Method	Status
	Hold Spring Ordeal	Every April	Program Vice Chief, Inductions, Dance Team, Lodge		Task completed or not	

## Lodge Activities and Programs

**Objective 7:** Attend Section Conclave in June.

**Strategy:** Annual Section event to attend training, compete , socialize with other Lodges in section.

PROCE GARRC		Target date	Who	Cost	Measurement Method	Status
	Attend Conclave	Every June	Conclave Chair, Lodge		Task completed or not	

## Lodge Activities and Programs

**Objective 8:** Hold call out ceremonies at summer camp.

**Strategy:** Call out newly elected members

PROCESSES		Target date	Who	Cost	Measurement Method	Status
	Hold Call out ceremonies	Every Wednesday during summer camp	Induction chair, Dance Team, Lodge		Task completed or not	



## Lodge Activities and Programs

**Objective 9:** Send members to NOAC every 4 years.

**Strategy:** Meet brothers from around nation, training, competition, socialize

PROCE CARRC		Target date	Who	Cost	Measurement Method	Status
	Attend NOAC	Every 4 years	NOAC chair, Lodge		Task completed or not	

## Lodge Activities and Programs

**Objective 10:** Hold Crackerbarrels at Camporees.

**Strategy:** Crackerbarrels are a way to socialize

PROCE		Target date	Who	Cost	Measurement Method	Status
C	Hold Crackerbarrels at Camporees	Every Camporee	Program Vice Chief, Lodge		Task completed or not	

## Lodge Activities and Programs

**Objective 11:** Hold annual Social in April.

**Strategy:** Dance Team sponsors Native American Social for training, socializing

PROCE CARRC		Target date	Who	Cost	Measurement Method	Status
	Hold Annual Social	Every April	Dance Team, Lodge		Task completed or not	