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KEY GOALS AND STRATEGIES  
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**HARVEST DISTRICT  
PENNSYLVANIA DUTCH COUNCIL  
BOY SCOUTS OF AMERICA  
KEY GOALS AND STRATEGIES  
JULY 24, 2005**

The purpose of this document is to outline the five key strategies of the Harvest District. Rigorous focus and consistent implementation of these strategies will allow us to achieve our Key Goals.

**KEY GOALS**

1. Provide a high-quality Customer Value focused (both youth and parents) programs for the Scouts of the Harvest District. In short, create and maintain a program that is both value driven and fun.
2. Continually increase the Scouting participation percentage of total available youth (TAY) in all communities served by the District.
3. Work to create and nurture Scout units that are geographically convenient and programmatically attractive to the communities served.

**KEY STRATEGIES**

The following are the five key strategies:

1. Develop, document and continuously improve best practices for recruiting at the Cub Scout and Boy Scout level.
2. Develop, document and continuously improve best practices for facilitating maximum crossover percentages from Cub units to Scout units.
3. Develop, document and continuously improve best practices for Scout retention at all levels, focused specifically on the creation and maintenance of programs that are fun for Scouts.
4. Maximize affordable camping opportunities and experiences at all levels of Scouting with special focus on the Cub Scout camping program.
5. Maximize the number of Den chiefs in Cub Scout Dens.

The concepts of best practices and continuous improvement were developed during the Second World War. The two primary champions and founders of this movement are Edwards Deming and Joseph Jurand. The best implementations of these practices are to be found in Japan with the most notable example being Toyota. The notion is that the people actually doing the work must be charged, motivated, and empowered to continuously examine the processes they work with on a day-by-day basis and find ways to improve them.

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**As process improvements are identified, they are implemented into the process and documented, such that every person department or organization working in a given best practice environment uses those techniques developed by the group. In the Harvest District what this means is that we continually bring together folks from the Units and provide them with a forum to discuss and identify best practices in the areas outlined above.**

**It is imperative to realize that this is not a once and done process. To be effective, this process must continue ad infinitum. The improved practices must be systematically documented and made readily available to all Units. This documentation must be kept as clear and succinct as possible. Volumes must be boiled down to pages, pages to bullets, bullets to a single sentence. Developing documentation of this type requires more time and effort than the development of voluminous, poorly organized documentation.**

**If you have comments, feedback or suggestions pertaining to this document and the key goals and strategies, please email Jim Bednarski at [patriot76@mac.com](mailto:patriot76@mac.com)**