

DRAFT

Goshen STAFF Alumni Association Proposal

Chapter 2: For the next 50 Years!

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Purpose: To create a continuous and growing body of Goshen Staff Alumni Association (GSAA) members that can provide program, financial, and facility support to Goshen Scout Reservation and its staff.

- **Definition and Benefits of Membership**

- Definition

- Must be a registered Scouter to participate in organized events or serve on Executive Board (events such as Family Camp and Service Weekend)
- Membership will consist of 2 categories
 - Alumni membership
 - This will be the primary membership base.
 - Alumni members will be fully vested members with voting privileges.
 - Do not have to be a registered Scouter to be a member
 - \$25 annual dues is all that is required to be a member of the GSAA
 - Executive Board can decline or revoke membership.
 - Friends and Family membership
 - Will not be full members and will not have voting privileges
 - Dues for this category will be \$20 annually
 - Executive Board can decline or revoke membership.
- Current NCAC employees who are Alumni will also need to pay the annual \$25 fee to be registered members
- GSAA Executive Board can decline or revoke membership
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- Benefits

- All members will receive an Annual newsletter (detailed below under Communications)
- Alumni will receive 1 time NCAC Goshen Staff Alumni CSP mailed out with first dues payment – more can be purchased by Alumni members only
- If in one fiscal year any member donates \$500 or \$1,000 to Goshen Staff Alumni or scholarship fund (detailed below under Awards) but not part of any other campaign or recognition that Alumni will receive an additional CSP with silver or gold boarder respectfully
- Current staff will receive a discount for themselves and immediate family to participate in Family Camp awards banquet.
 - Discount will be determined by the finance and events committee prior to the event

- **Executive Board**

- The Executive Board will consist of an odd number of members.
 - The alumni part of the Executive Board will be selected from the alumni membership through an election.
 - In the event of a tie, the tie breaker will be a coin toss and is the responsibility of the sitting Executive Board.
 - The tie breaker must be conducted within 2 weeks of the election
 - The Council Advisor will make up the last spot of the Executive Board
 - The Council Advisor will be either the Goshen Director, or an NCAC employee who is also an Alumni as a secondary option.
 - NCAC will have final say on the appointment of the Adviser
- The Executive Board will meet via teleconference or online video conference.

- The Executive Board may meet in person only if all board members agree to meet in person.
- The Executive Board will be set up as a Council Committee with a restricted cost center(s)
- A board member term will be for three (3) years. If a vacancy opens up during a three (3) year tenure, the Executive Board selecting an eligible member to finish out the remainder of the term will fill the opening.

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- **Committees**

- The GSAA will have 3 committees that will report to The Executive Board
 - Finance Committee
 - Events Committee
 - Membership Committee
- Each committee will have a chairperson oversee the committee.
 - Chairperson duties
 - Oversees committee members and operations
 - Ensures all Committees have a Chair and holds that person accountable
 - Manages Meetings
 - Approves final expenses
- Finance Committee
 - Manage the budget and report to Executive Board at meetings and whenever needed
 - Ensures all funds being spent support the following areas
 - Program
 - Facilities
 - Staff
 - Support of staff can include improving their quality of life while on staff
 - Capital Campaigns/Endowment
 - Committee will seek avenues to help with other NCAC campaigns
 - Awards
 - These awards are for Alumni only. Honorees will be asked to ask their friends and families to donate to the GSAA in honor of them receiving the award
 - GSAA awards will be separate from already established NCAC awards.
 - Awards Dinner/Social Event will take place Saturday Lunch or Dinner at Family Camp for an Additional \$10 per person to cover food and awards.
 - Additional funds will be put towards GSAA cost center(s).
 - Goshen Staff Hall of Fame
 - Three (3) Alumni will be recognized each year. Each camp must have at least one honoree recognized every three (3) years
 - Honorees must have worked on staff.
 - Criteria may include accomplishments for Goshen Scout Reservation since having worked on staff
 - Goshen Family of the Year
 - Eligible to any family that had multiple members work on staff
 - This would include an official relationship such as Parent/Child, brothers, married couple, uncle/niece, etc.
 - Staff College Scholarship Program (this is done by Philmont as well)
 - Implementation of scholarship program will begin once GSAA has been active for 3 years and has become a financial supporter of Goshen Scout Reservation.
 - The Scholarship will be awarded when funds permit.
 - Scholarships will be awarded to current staff members entering college.

- Excess funds from GSAA events will be earmarked for this fund with the goal of having a cost center set up that members may contribute directly towards.
- Events Committee
 - Will be comprised of 6 people with all camps having representation on this committee through a current or former camp staff member
 - Coordinates all GSAA events
 - Service Weekends
 - Annual Service Weekend at Goshen. Try to work in conjunction with other NCAC service organizations
 - Committee will coordinate with current staff to identify projects that need to be done and determine resources needed to complete the projects
 - Family Camp
 - Saturday Night
 - For additional \$10 Alumni and their families can participate in an Awards Dinner recognizing this year's Alumni Hall of Fame and Family of the Year (see details under awards and finance)
 - This will be recorded and linked to the website. It is likely many honorees will be unable to attend. Awards will be shipped to honorees. The goal here is more fundraising and recognition than attendance.
 - GSAA members are responsible for dinner and will not be expected to be additional work for Family Camp staff
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- Membership Committee
 - Responsibilities include:
 - Recruitment
 - Member Satisfaction
 - Member communication
 - Newsletter
 - Newsletter will be published at least once per calendar year
 - Frequency and content can be expanded based upon the success and business of the GSAA
 - Promotes current happenings at Goshen such as capital investments, directors, summary of awards given and other GSAA projects.
 - The required annual newsletter must be published by the end of every calendar year
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 - Website
 - Website will be on www.ncacbsa.org under council committees. Some pages should be password protected. Committee is responsible for keeping the GSAA Webpage up to date.
 - Pages will include individual sections for:
 - Register and pay to be a member both as an Alumni and "Friends and Family."
 - Registration as an Alumni must include space for members for members to places position(s), camp(s), and year(s) worked.
 - Address to mail CPS is also required for Alumni members
 - A link to the NCAC donation page (donation options must include FOS Goshen Staff Alumni cost center and the two GSAA specific awards)
 - Current Needs

- Staffing
- Gifts in Kinds
 - Could be items that don't fit the in budget or camp director is trying to get covered outside the budget
- Knowledge
 - Examples
 - Using or fixing the Forge at Foxfire
 - Technical knowledge for starting a new program or merit badge
 - How to find specialty items
 - Awards
 - Include past Goshen related award recipients/honorees with bios and pictures if available (even those given by Council)
 - Directions on how to submit nominations for current GSAA controlled awards
 - Testimonials
 - Alumni can put in comments about their time on staff, experiences they remember, or how their time on staff helped them later in life
 - Description of how funds support Goshen Scout Reservation facilities, programs, and staff
 - Include examples once we have some
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 - Fund Raising
 - Post regular updates about achieving fund raising goals
 - General Information
 - Executive Board Members information and brief bio
 - next election cycle,
 - Executive Board nomination Process
 - In election year post link to election site
 - Post Executive Board and committee minutes.
- Members at Large
 - Voting members of the GSAA who are not overseeing sub-committees
 - Minimum required - 5
 - Many will be given specific functions that fall under committees, others will be floating voting members
- Committee Members
 - Alumni members and Friends and Family members may serve on committees. They may be recruited to serve specific functions for short or long term committees and projects
- Subcommittees
 - The Executive Board, at the request of a committee, may establish temporary and permanent subcommittees
 - All subcommittees must have responsibilities and functions outlined by the overseeing committee and submitted to the Executive Board when a subcommittee is requested
- **Cost Centers**
 - Should be set up as restricted funds to only be used for the support of Goshen Scout Reservation, to include its facilities, program, and staff
 - Consider a separate cost center for Scholarship programs
- **Amendments to Bylaws**

- New or Changes to the bylaws must be presented to the general membership for approval from The Executive Board and voted on by the General Membership
- Bylaws will be adopted when the proposed change or addition receives a two-thirds majority of the votes cast.