



*William D. Boyce*  
***New-Unit Organizer Award***

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# Introduction

In a heavy London fog in 1909, American businessman William D. Boyce became lost. He was approached by a youth who took Mr. Boyce to his destination. When offered a tip by Boyce, this unknown Scout refused to accept it, saying that he could not accept money for a good turn. This “Good Turn” gave birth to the Scouting movement in America. William D. Boyce was one of those organizing individuals who could see thousands of American youth exhibiting similar values.

As Scouting approaches its centennial celebration, and to support efforts to have Scouting in every community in America, the Boy Scouts of America proudly introduces the William D. Boyce New-Unit Organizer Award. This award will be presented to volunteers who exemplify Boyce’s organizing spirit.

The award is earned by organizing one new traditional unit. The award consists of a square knot against a background of gold, green, and red, the three colors representing the three traditional programs of the Boy Scouts of America. A device for each type of traditional unit organized can be worn with the square knot.

## Description

The William D. Boyce New-Unit Organizer Award is presented to recognize volunteers who organize one or more traditional Scouting units.



The award may be worn on the adult uniform. The award is a square knot placed over the three colors representing the three phases of our program—Cub Scouting, Boy Scouting, and Venturing.

A volunteer can earn the knot by organizing one traditional unit, and a program device can be earned for up to three additional units organized.

The award recognizes volunteers for organizing traditional units after March 1, 2005.

The award is administered by the Relationships Division and will be presented by the local council.

## Requirements

1. With the approval of the district committee chair, the volunteer serves as the organizer and completes the successful organization of one new traditional unit (Cub Scout pack, Boy Scout troop, Varsity team or Venturing crew).

2. The volunteer organizes the unit by following all procedures as published in the “New Unit Organization Process” (No. 34196), particularly ensuring that new unit leadership is trained, a program for the new unit is organized and in operation, the new unit committee is functioning, a unit commissioner is assigned, all paperwork for the new unit is completed and processed, and the unit charter is presented to the chartered organization.
3. The Boy Scouts of America realizes that quite often several individuals help to organize a new unit. However, for this award, only one volunteer can be recognized as the organizer for a new unit.
4. To further recognize the volunteer’s effort for organizing additional new units, a program device can be earned and worn on the new-unit organizer knot. The program device represents the type of unit organized (a Cub Scout pack, Boy Scout troop, Varsity team, or Venturing crew.) The knot and up to three program devices may be worn in recognition for organizing up to four new traditional units. Multiple program devices for organizing units in the same program may be earned and worn.
5. The new-unit organization award recognizes volunteers for organizing traditional units after March 1, 2005.

## Recognition Items

- New-Unit Organizer Award Certificate
- New-Unit Organizer Award Uniform Insignia Square Knot
- Program devices to recognize additional new units organized
- “Organizer” lapel pin for civilian wear

# *Steps for Organizing a Unit*

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The award is earned by organizing one new traditional unit. The award consists of a square knot against a background of gold, green, and red, the three colors representing the three traditional programs of the Boy Scouts of America. A device for each type of traditional unit chartered can be worn with the square knot.

1. Identify the prospect.
2. Approach the prospect.
3. Make the sales call.

4. The organization adopts the program.
5. The organizing committee meets.
6. Help the organizing committee select and recruit unit leaders.
7. Help train the leaders.
8. Help the unit plan and organize programs.
9. Recruit youth members and provide parent orientation.
10. Complete the paperwork.
11. Attend the first meeting.
12. Present the charter.

# Teamwork, Planning, and the Process

## To Put Scouting Values Into Youth, Put Youth Into Scouting!

### Preparation

The Boy Scouts of America has learned from experience that one sure way to get more youths into Scouting is to make more units available for them to join.

For Scouting to keep growing and responding to the needs of our society, we must share the Scouting story with others. By using the communication skills and principles of professional salespeople, we can convince others of what we already know: organizing and supporting new Scouting units benefits all of us. As we work toward forming relationships with community organizations, we are selling Scouting.

The art of selling Scouting results from the specific skills, plans, and tools to convince an organization it will benefit from providing a Scouting program. To maximize your Scout selling efforts, you should thoroughly study the steps outlined here and review them periodically.

Remember that the best new-unit prospects are usually found where Scouting programs are not yet available—but don't overlook the possibilities for building in established Scouting areas. A community organization that is already using the Scouting program can be a helpful ally and a strong reference when you approach other groups about developing new Scouting units.

The Boy Scouts of America understands that while one person alone can't effectively organize a new unit, one person can motivate others to get involved. Organizing a new unit takes a team that usually consists of the **district executive, new-unit organizer, trainer, and unit commissioner**. They, in turn, are supported by district committee members.

### The District Executive

The district executive helps make the sale to the head of the prospective organization. Once the organization agrees to appoint an organizing committee, the new-unit organizer assumes responsibility. The district executive continues working with chartered organizations in the early stages of unit organization.

### The New-Unit Organizer

Organizing units is a function of the district membership committee, including the assignment of a new-unit organizer to every new group. There is no limit to the number of new-unit organizers in a district, and each new unit should have an assigned organizer.

### The Trainer

Making sure that new unit leaders are prepared for the tasks ahead is the responsibility of a trainer. The trainer works with leaders to ensure that they receive Fast Start training and helps them register for position-specific and supplemental training.

### The Unit Commissioner

The unit commissioner is assigned by the district commissioner and remains with the unit even after it is operational. The commissioner provides support and guidance for the leaders, and nurtures and serves the new unit as it develops.

# Following the Plan

There are no shortcuts! Omit any step and the new unit will likely suffer. A unit that is organized by using all the time-tested steps is much more likely to enjoy a long tenure.

New units are organized in 12 steps:

## The Steps

## Person Responsible

	1 Identify the prospect.	District executive, new-unit organizer, and membership committee members
	2 Approach the prospect.	New-unit organizer and influential Scouter
	3 Make the sales call.	New-unit organizer, district executive
	4 The organization adopts the program.	New-unit organizer and head of chartered organization (executive officer)
	5 The organizing committee meets.	New-unit organizer, trainer, unit commissioner, and chartered organization representative
	6 Help the organizing committee select and recruit unit leaders.	New-unit organizer and organizing committee
	7 Help train the leaders.	New-unit organizer and trainer (training team)
	8 Help the unit plan and organize programs.	New-unit organizer, trainer, unit commissioner, and unit committee members
	9 Recruit youth members and provide parent orientation.	New-unit organizer, unit commissioner, and unit committee members
	10 Complete the paperwork.	New-unit organizer, district executive, and unit committee members
	11 Attend the first meeting.	New-unit organizer and unit commissioner
	12 Present the charter.	New-unit organizer, unit commissioner, and chartered organization representative

# Chartered Organizations and the Boy Scouts of America

## Purpose

*That the purpose of this corporation shall be to promote, through organization and cooperation with other agencies, the ability of boys to do things for themselves and others, to train them in Scoutcraft, and to teach them patriotism, courage, self-reliance, and kindred virtues, using the methods which are now in common use by Boy Scouts.*

Sec. 3, federal charter, Boy Scouts of America, June 15, 1916, by the United States Congress

## Charters

Two kinds of charters are issued by the Boy Scouts of America: one to community organizations and the other to BSA local councils. The first enables community groups to use the Scouting program under their own leadership as a service to their children, youth, and families. The other empowers local councils to help chartered organizations effectively use the Scouting program and to expand the use of the program to other community groups.

## How Community Organizations Use the Scouting Program

Community and religious organizations, with the help of the BSA, organize Cub Scout packs, Boy Scout troops, Varsity Scout teams, Venturing crews, and Sea Scout ships for boys and young men and women. They manage these units and control the program of activities to support the goals and objectives of the chartered organizations. When community organizations establish a new unit, they must take these two important actions to ensure a quality Scouting program:

1. **Selecting leadership.** The head of the chartered organization appoints a chartered organization representative to provide leadership in the selection of a committee of adults that will provide overall supervision for the unit's program. The committee selects the adult unit leaders who will work with the youth. The chartered organization representative is also a voting member of the local council and may serve as a member of the district committee.

2. **Providing a meeting place and promoting a good program.** The chartered organization arranges for adequate meeting facilities for the unit and promotes through its committee the full use of the program, including outdoor experiences, advancement, recognitions, and, in particular, Scouting's values.

## How the BSA Supports the Community Organization

To support approximately 124,000 Scouting units owned and operated by chartered organizations, more than 300 BSA councils provide professional counseling and administration, commissioner service, training for leaders, camping and outdoor facilities, program materials and literature, planning tools, and other program aids. Councils also maintain records on units and their membership, provide rank certificates and merit badge cards, and maintain service centers where badges, insignia, literature, and other helps can be obtained.

In addition, council representatives conduct annual charter review conferences with chartered organization personnel to evaluate how effectively the Scouting program is being delivered and how it might be improved.

## Community Organizations

This is only a sampling of community organizations serving children, youth, and families with the program of the Boy Scouts of America. Your community may have others.

### Business and Industry

American Express  
AT&T  
AT&T Wireless  
BellSouth Corporation  
Best Buy  
Burlington Northern Santa Fe Corporation  
Centex  
Clear Channel Worldwide  
Dillard's Inc.

(Continued)

Dole Food Company, Inc.  
Eastman Kodak Company  
Exxon Mobil Corporation  
Fannie Mae  
Fidelity National Financial  
General Electric Company  
Goodrich Corporation  
H.J. Heinz Company  
J.C. Penney Company, Inc.  
Kmart Corporation  
Lockheed Martin Corporation  
Nike, Inc.  
Radio Shack Corporation  
Reebok  
SBC Communications  
Sherwin Williams  
Southwest Airlines Co.  
Sprint  
The Kroger Company  
UPS  
Verizon  
Weyerhaeuser  
Whirlpool

## **Community**

Alpha Phi Alpha  
Alpha Phi Omega  
American Bar Association  
American Legion, The  
American National Red Cross  
AMVETS  
Boys and Girls Clubs of America  
Civil Air Patrol  
Civitan International  
Community centers  
Conservation clubs  
DAV (Disabled American Veterans)  
Eagles, Fraternal Order of (F.O.E.)  
Economic Opportunity Council  
Elks, Benevolent and Protective Order of (B.P.O.E.)  
Engineering societies  
Farm Bureau Federation, American  
Fire Chiefs, International Association of (I.A.F.C.)  
4-H  
Grange  
Hospitals  
Tenant housing associations  
Indian Affairs, Association on American  
Indian tribal councils

Izaak Walton League of America  
Jaycees, United States  
Kiwanis International  
Knights of Pythias, Fraternal Order of  
Lions Clubs International  
Marine Corps League  
Masonic Order of the Eastern Star, Universal  
Military Order of the World Wars  
Moose International Inc.  
National Exchange Club  
National Future Farmers of America Organization  
Neighborhood associations  
Odd Fellows, Independent Order of  
Optimist International  
Parents Without Partners  
Power Squadrons  
Rotary International  
Roundtable International  
Ruritan National  
Sertoma International  
Sons of the American Revolution  
Steuben Society of America  
U.S. Junior Chamber of Commerce  
VFW (Veterans of Foreign Wars of the United States)  
Women's clubs  
YMCA (Young Men's Christian Association)  
YMHA (Young Men's Hebrew Association)  
YWCA (Young Women's Christian Association)

## **Education**

Christian schools  
Home school associations  
Independent Schools, National Association of  
Jewish day schools  
Masjids  
Parochial schools  
Private schools  
JROTC

## **Labor**

AFL-CIO affiliates (American Federation of Labor  
and Congress of Industrial Organizations)  
Education Association, National  
Fire Fighters, International Association of  
Letter Carriers of the U.S.A., National Association of  
Postal Workers Union, American  
Teachers, American Federation of  
United Auto Workers  
United Mine Workers

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## Religious

African Methodist Episcopal Church  
African Methodist Episcopal Zion Church  
Anglican Church  
Armenian Apostolic Church of North America  
Assemblies of God Church  
Baha'i Faith  
Baptist churches  
    American Baptist Association  
    American Baptist Churches in the USA  
    General Association of General Baptists  
    Primitive Baptist  
Baptist conventions  
    American Baptist Churches in the USA  
    National Association of Free Will Baptists  
    National Baptist Convention of America  
    National Baptist Convention USA Inc.  
    Original Free Will Baptists  
    Progressive National Baptist Convention Inc.  
    Southern Baptist Convention  
B'nai B'rith  
Buddhist Churches of America  
Byzantine Rite Catholic Church  
Catholic Church, Roman  
Catholic organizations  
Catholic Parent Organization, National  
Forum of Catholic War Veterans of the U.S.A.  
Holy Name Society, National Association of the  
    (Roman Catholic)  
Knights of Columbus  
National Federation for Catholic Youth Ministry, Inc.  
Serra International  
Christian Church (Disciples of Christ)

Christian and Missionary Alliance Church  
Christian Methodist Episcopal Church  
Church of Christ  
Church of Jesus Christ of Latter-day Saints, The  
Church of God  
Community of Christ  
Congregational Church  
Cumberland Presbyterian Church  
Episcopal Church  
Evangelical Churches  
Federation of Islamic Associations in the U.S. and  
    Canada  
First Church of Christ, Scientist  
Greek Orthodox  
Islamic centers  
Jewish synagogues and centers  
    Jewish War Veterans of the U.S.A.  
Lutheran churches  
    Evangelical Lutheran Church in America  
    Lutheran Church—Missouri Synod  
Mennonite Church  
Methodist Church, United  
Moravian Church in North America  
Nazarene, Church of the  
Orthodox Churches  
Pentecostal Churches  
Presbyterian Church (U.S.A.)  
Reformed Church in America  
Religious Society of Friends (Quakers)  
Salvation Army, The  
Seventh Day Adventists  
United Church of Christ

# Scouting Benefits Organizations, Adults, and Youth

## Organization Benefits

- ✦ Scouting becomes an important part of your community youth outreach.
- ✦ Scouting provides opportunities to prepare our next generation of leaders.
- ✦ Organizing a unit strengthens a team-building attitude within the organization.
- ✦ Operating a unit creates a visible commitment to the welfare of the community and nation.
- ✦ Liability insurance is available through the Boy Scouts of America.
- ✦ Scouting youth have access to local and national BSA outdoor facilities.
- ✦ Your organization can use local and national events to supplement your program.
- ✦ Extensive literature and training materials are available through the Boy Scouts of America.
- ✦ Adult and youth leader training courses are available through the Boy Scouts of America.
- ✦ Youth protection training and videos for both adults and youth are available through the Boy Scouts of America.
- ✦ Youth awards and advancement program meet the boys' need for positive recognition.
- ✦ Adult recognition program honors community leaders' commitment to serving youth.
- ✦ Professional and volunteer assistance from your local BSA council is available to help your organization.

## Adult Volunteer Benefits

- ✦ Individuals can develop and improve leadership and problem-solving skills.
- ✦ Volunteers who live the ethical and moral values of Scouting serve as role models for local youth.
- ✦ The opportunity for greater community involvement fulfills a basic tenet of active citizenship.

- ✦ Leadership that makes a positive difference in the lives of youth enriches everyone.
- ✦ Adult volunteerism increases your commitment to community service.
- ✦ Serving as a role model strengthens your own personal values system.
- ✦ Recognition of commitment and involvement builds self-esteem among volunteers.
- ✦ Community service improves interpersonal skills used in the workplace and elsewhere.
- ✦ Enhanced self-esteem results from being a positive role model.

## Youth Benefits

- ✦ Youth learn to care for others.
- ✦ The program stresses the freedom for boys to learn from their choices.
- ✦ Scouting provides positive alternatives to negative youth activities.
- ✦ Group membership helps boys develop a sense of acceptance and belonging.
- ✦ Scouting offers a safe environment for youth activities.
- ✦ Youth develop personal skills through activities and unit projects.
- ✦ Participation in practical, real, and meaningful activities enhances social and work skills as youths mature.
- ✦ Youth can safely explore opportunities to try leadership roles and develop leadership skills.
- ✦ Scouting provides an encouraging environment for the transition of youth from dependence to interdependence.
- ✦ Scouting offers a positive environment for the development of adult and youth communication and understanding.
- ✦ Youth gain valuable recognition of achievement through Scouting's award advancement program.

# *Additional Scouting Resources Available to the Chartered Organization*

- ✦ Access to local BSA camp property for conferences, meetings, and team-building gatherings
- ✦ Professional guidance:
  - How to organize the program
  - How to recruit new youth
  - Connections with other youth who are active in Scouting
  - How to conduct an annual planning meeting
  - Help planning and tailoring your program to achieve your aims
- ✦ Liability and accident insurance
- ✦ Training for adult volunteers
- ✦ Youth protection training videotape for youth and adults
- ✦ Fast Start training videotape for new leaders
- ✦ Advancement and merit badge programs
- ✦ Program helps:
  - Monthly/weekly meeting plans
  - Leader manuals
  - Audiovisual training tapes
  - Computer-based training aids
- ✦ Service projects to benefit the community and the chartered organization
- ✦ Council service center provides:
  - Record-keeping (registration/membership, advancement, training, etc.)
  - Professional and support staff
  - Scout shop

# Overcoming Objections

## 1. We already have a youth program.

It's great that your organization cares about its youth (and the youth of the community). Scouting is an ideal program that can work with an existing program to enhance what you currently offer. Not only are our goals and values compatible, but our methods can/will work well with what you do. Scouting can bring programs and facilities to you to make an already good program even better.

## 2. We tried Scouting once and it didn't work.

What do you feel was the reason? (Explore and look for the big issues here—it may have been lack of organization and/or commitment, uncommitted or poor leadership, lack of training, lack of vision, poor support from district/council/BSA.)

**Address each issue:**

**Organizational Commitment.** This issue starts at the top—strong commitment from your (organization head, board members, etc.) will be contagious.

**Leaders.** Use selection, not recruiting, to get the attention of the best people often and to get the very best people in the organization (after all, it's your program), then train them and support them!

**Vision.** Be creative about how to best serve the youth of your organization; have a community dream and then implement the dream.

**BSA Issues.** Assume it won't happen again—promise and deliver.

## 3. We don't have any youth in our organization.

Scouting provides a means for your organization to become better known in the community, especially among families with children of Scouting age. It's **great** advertising and helps build community

goodwill. In addition, the Scouting program is a tremendous tool to provide outreach into the community and gives people an opportunity to become a part of your organization.

## 4. We can't afford Scouting.

The only cost to the chartered organizations is a charter fee of \$20—this is a small amount for such a wealth of benefits to youth, their families, and the community. It's also important to note that the ninth point of the Scout Law states: A Scout is thrifty—he learns to pay his own way. We teach that Scouts and units should pay their own way, and we provide opportunities for troops to raise money for their own troop's use.

## 5. We don't have any space in our building for them to meet.

Others have felt the same way and went on to find solutions. We have found that many organizations are able to identify classroom meeting areas as possible gathering places for the Scouting program. Several other organizations have used the resources of members or employees to provide space for meetings. Another potential solution is for a Scouting program to be jointly operated by two or more organizations, which can effectively double meeting space possibilities.

## 6. No one in our organization knows anything about the Scouting program.

Many of our very best leaders have started out knowing little or nothing about the Scouting program. Our council provides various training courses throughout the year, roundtables and self-study materials. Subjects include outdoor skills and other topics. We also provide volunteer support for leaders to help them provide a high-quality program.

## **7. We can't start a Scouting program because we don't have leaders.**

The BSA has a process to help you choose leaders. The process involves listing the characteristics required for a leadership position and then identifying individuals who fit those characteristics. We can help you learn how to recognize leadership potential in the people you already know.

## **8. We can't start a Scouting program because most of our youth are from single-parent families.**

One of the strengths of the Scouting program is its ability to include and serve a variety of family configurations. In fact, Scouting is particularly helpful to youth from single-parent families.

## **9. No one has time to be a leader.**

It's important that you find the time—if you don't, there are people on the streets who will find the time to spend with your child, and they may not be the type of people you want influencing your child. The Scouting program brings families together, with activities such as family camping, religious awards, etc. Aren't these the people you want your child to know?

## **10. Liability is a major concern of our organization.**

Your \$20 charter fee covers your organization with the liability insurance provided by the BSA. The general liability policy issued to the Boy Scouts of America provides primary liability insurance coverage for all chartered organizations and participating organizations for liability arising out of their operation of a traditional Scouting unit.

# Selecting Quality Leaders

Your organization has joined with the Boy Scouts of America to deliver a program of citizenship training, character development, and personal fitness to the young men of your community. The selection of quality leaders who represent the values of the Boy Scouts of America and your organization is critical to the success of your Scouting program. The chartered organization is responsible for the selection of these individuals.

You will find helpful guidelines in the following information, including:

- ✦ A selection and recruiting process that has proven successful for many years
- ✦ A sample presentation for the recruitment of new leaders
- ✦ The traits of a successful Scout leader

## The Process

Unit leaders, whether they are Cubmasters, assistant Cubmasters, Den Leaders, Scoutmasters, assistant Scoutmasters, Varsity Scout Coaches, assistant Varsity Scout Coaches, Venturing Advisors, or Venturing associate Advisors, must be identified and recruited by the chartered organization when a new unit is organized or when leadership changes in an existing unit. The chartered organization may seek advice from the BSA local council about the process.

### 1. Chartered Organization Briefing

The head of the chartered organization or the chartered organization representative meets with the representative of the local council to discuss the process of selecting and recruiting quality leaders. This Scouting professional can provide recruiting techniques, videos, and other support materials. It is important at this time for the chartered organization to understand its responsibility for operating a Scouting unit, and particularly its responsibility for selecting and recruiting new leaders.

**Action.** In forming a new unit, the organization head appoints a steering committee of knowledgeable and influential people to select the very best individual to serve as the primary leader. Existing units should already have a committee in place to assist with this process.

### 2. Steering Committee Meeting

The head of the steering committee selects a date and time for the meeting and notifies the steering committee members. For existing units, the committee chair should set the meeting date and time, and notify the committee members.

**Action.** At the meeting, the following tasks should be accomplished.

- A. Develop a list of qualities you would like to see in a leader.
- B. Develop a list of prospects who closely match these leadership qualities. Be prepared with lists of chartered organization members and parent rosters. Choose prospects who live up to the values of the Scout Oath and Law in their daily lives. Do not make assumptions about whether prospects will accept or have time to do the job. Give them the opportunity to make their own decisions.
- C. Rank the prospects. The committee should agree on the top three prospects, ranking them in order of preference.
- D. Clear the list of prospects with the head of the chartered organization before making any contact with the prospects.
- E. Select at least three people from the committee to call on the number one prospect. These committee members should know the prospect quite well and have influence in the prospect's decision.

### 3. Make an Appointment with the Prospect

The committee member who knows and has the respect of the number one prospect should make the appointment with the prospect. Make it clear to the prospect that the appointment will be with the caller and the other two committee members.

**Action.** The appointment usually can be made on the phone. Do not try to recruit the prospect over the phone. Your objective at this point is to set a time and date to meet, preferably at the prospect's home. If the prospect is married, you will want to involve the spouse since a leadership role will affect the prospect's time at home. If the prospect questions the purpose of the meeting, frankly state that it is to discuss a matter important to the youth of the community. Confirm the date and time with the other members who will be making the visit.

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#### **4. Call on the Prospect**

The committee members making the call should gather at a convenient place and arrive at the prospect's home as a group.

**Action.** Start by explaining to the prospect that the chartered organization is committed to developing a Scouting program. Emphasize that leadership is an important facet in the program's success, and briefly describe the discussion of leadership qualities that led the committee to consider the prospect as an outstanding candidate for the position. Ask the prospect to serve in the desired position, subject to approval of the membership application. If the prospect is unable to accept the position, you should repeat the process with the number two prospect.

#### **5. Have the Prospect Complete a Membership Application**

Have the prospect complete a BSA adult volunteer leader application.

**Action.** It is the responsibility of the committee to review and screen the application. Individuals who have lived in the community for three or more years, and those who are known to members of the committee well enough for them to serve as a reference, should require little additional screening. Conduct a reference check on prospects who are new to the community and those who are new to volunteer Scouting. References should be checked in a discrete, non-threatening manner, and previous Scouting experience should be confirmed.

Upon approval, the application is signed by the chartered organization head or chartered organization representative, and is submitted to the local council. All leaders registered with the Boy Scouts of America must meet its standards for leadership.

#### **6. Welcome the New Leader**

Every step should be taken to ensure that the new leader is recognized for accepting this important position.

**Action.** Once the prospect has accepted the position and been approved, the head of the chartered organization should personally welcome the new leader. An announcement should be placed in the local newspaper and the chartered organization's publication, if applicable. A formal induction ceremony should take place as soon as possible at a meeting of the chartered organization.

#### **7. Fast Start Training**

A representative from the BSA local council will contact the new leader and schedule Fast Start training.

**Action.** The Fast Start counselor conducts Fast Start training using the video and accompanying booklet. Attendance at the next roundtable is encouraged as well as participation in New Leader Essentials, Position Specific Training, and BSA Youth Protection training.

# Sample Presentation for Recruiting a Prospect

## Opening Comments

(After introductions) (Name), you must be wondering why all of us are here. (Response) It's as I told you over the phone. We are here to talk to you about something very important to the youth of our community. As you may know, our (type of organization) (has been/is) in the process of organizing a (Cub Scout pack, Boy Scout troop/Varsity Scout team, Venturing crew).

## Short History (Knowledgeable Person)

(This is a good time to describe what has happened with the unit organization up to this point or provide a short history of the current unit. If this is a replacement for a unit leader, you may share appropriate comments related to that person's departure.)

## Why We Are Here (Key Person)

Now, (name), that brings us to why we are here. A group of knowledgeable people met recently to determine who would be the best person to lead our (boys or young men and women). We went through a very detailed process that involved making a list of everyone we thought was qualified, based on some very strict BSA standards. As we continued discussing who we thought would be the best leader for our (boys or young men and women) your name rose to the top of the list. (Pause for acceptance of that fact.)

Describe the role of the leader (BSA Representative)  
(Share the position description for this position with the prospect.)

(Note: You might encounter objections at this point, so be prepared with the answers.)

Well, (prospect's name), you have heard our story, and we hope we have answered your questions. You are our number one prospect. Along with the members of the unit committee and the membership of the chartered organization, we promise you our full support if you will assume this important position.

(This is very important: Wait for the answer. The prospect will either accept the position outright or present objections to accepting. If this person accepts, move on to the next step in the process, which is the completion of an adult volunteer leader application. If this person objects, then you must answer the objections and try to close the presentation again. This might occur several times before you receive a final response.)

## Types of Objections Likely to Be Encountered and Responses

### Why me? I am sure there are many more qualified people!

That's not true. We considered a lot of people, but your name came up at the top of our list.

### I don't have enough time.

We've found that our most successful (Cubmasters, Scoutmasters/Varsity Scout Coaches, Venture Crew Advisors) are very busy people, but they have made time for Scouting because they're committed to helping youth.

### I don't have the knowledge or experience to be a leader.

The Boy Scouts of America has been in existence for more than 90 years. We have excellent training programs that will give you all the knowledge you need to be successful. On a regular basis, we will also check on your progress and offer a helping hand as needed.

### That's an awful lot of work for one person.

That's correct. The unit committee is responsible for the administrative functions of the unit—such things as equipment, finances, and transportation. Assistant leaders can help when you might be away, but more important, they manage key parts of the unit's program. You'll be supported by a real group effort.

# Checking References

## Guidelines for the Chartered Organization

Here are some tips to use when checking personal references for unit leaders:

- ♦ Introduce yourself and explain the purpose of the contact.
- ♦ Ask the reference how long he/she has known the applicant and the nature of their relationship.
- ♦ Ask about the applicant's positive attributes, and why the reference thinks the applicant would make a good Scout leader?
- ♦ Ask the reference to describe personal observations of seeing the applicant interacting with children.
- ♦ Ask if the applicant has any qualities relating to the welfare of children which would be of concern to the committee. Are there any reasons why the applicant should be denied membership in the Boy Scouts of America?
- ♦ Ask if the reference would feel comfortable having his/ her own child supervised by the applicant.

# Frequently Asked Questions

**Q. If my organization starts a Scouting program, how much ownership and flexibility will I have in the program?**

Since 1910 the Boy Scouts of America has partnered with religious and community organizations in a unique arrangement.

The local council of the Boy Scout organization provides:

- Proven and tested program suggestions for young people
- Professional consulting and organization services to assist the religious organization
- Camping property available for all affiliated groups
- General liability insurance and low-cost accident insurance

Your organization maintains ownership of the following:

- Approval and selection of the adult leadership
- Providing the meeting place
- Determining how the program will be administered to meet your organization's specific aims and purposes

**Q. What are the advantages of combining my organization's youth program with Scouting?**

- The Scouting program provides program ideas and resources that will enhance your existing group's program. It provides your adults with program materials and training.
- An enhanced youth-group program can help retain youth and attract new youth and their families to your organization.
- You can weave your specific values or expectations in with the fun activities of Scouting.
- Working with the Boy Scouts of America, you will discover a wealth of resources: other youth groups in your area, successful fund-raisers, access to camping and retreat properties, leadership training for your adult and youth leaders, literature, and program resources.

**Q. How much does it cost to organize a Scout unit?**

- A \$20 annual charter fee (provides general liability insurance coverage to all registered members, leaders, and your religious organization)
- A \$10 annual fee per adult leader (minimum of four)
- A \$10 annual fee per youth (minimum of five)

**Q. Is a uniform required?**

The uniform is one of Scouting's methods for promoting group unity. While not mandatory, the wearing of the proper uniform is highly encouraged as a means of providing youth members with a sense of belonging.

**Q. Where will we find the leadership?**

Scouting provides an adult survey form that can be used to survey members of your organization. This will help you identify adult volunteers who can serve as leaders, committee members, and program consultants, as well as helpers with transportation, chaperoning, counseling, and planning. In addition, volunteer and professional representatives can assist you in a process of prospecting and recruitment that can help identify leadership.

**Q. Will Scouting compete with my youth group?**

The Scouting program is designed to complement and enhance your existing group. You choose the elements of Scouting that best complement your program. It is designed to be flexible and fit within the framework you have created. If you don't have a youth group, it creates a framework to build on.

**Q. How does Scouting support our youth outreach programs and reach more youth?**

Scouting will provide numerous resources to your organization, including access to camp facilities and leader training programs. Scouting will help you reach families and youth in your community. Your club maintains control of the program, instilling the beliefs and values of your organization.

# *Marketing Terms of the BSA*

**chartered organization.** Any organization that applies for and receives a charter to operate one or more Scouting units for one year.

**community-based organization.** A religious institution, school, service club, or other group that is a potential user of Scouting resources.

**consumer.** Children, youth, families, and adults who benefit from the Scouting program.

**customer.** The organization that delivers the Scouting program to available youth.

**customer service.** Service provided by local council staff to the organizations.

**growth.** The expansion of Scouting through an increase in youth membership and units as well as the percentage of available youth served.

**market study.** A compilation of facts and information, including a needs assessment, usually done in preparation for a presentation to a prospective organization.

**marketing.** The process the BSA uses to identify the needs of community-based organizations and then develop programs and resources in response to those needs. This approach focuses on the needs of “the customer.”

**ownership.** Packs, troops, teams, and crews belong to the organization(s) and are “owned and operated” by the organization(s).

**product.** The entire Scouting program and related resources.

**relationships.** The liaison of the BSA with current and prospective users of Scouting at the national, regional, and local levels.

**sales presentation.** A presentation made by a local council staff person and key volunteer, usually to the head of a prospective organization, to promote the benefits of developing a new unit.

**unit service.** Service provided by commissioners to the units assigned to them.

# Unit Organization Resources

Following is a partial list of resources available to be used in the organization process. Your district executive can tell you how to secure these items and others that may be helpful in organizing your new unit.

## Bin Resources Items

New-Unit Application . . . . .	28-402P
Cub Scout Pack Organization Kit . . . . .	13-055
Cub Scout New Leader Kit. . . . .	13-134
Selecting Quality Leaders Pamphlet . . . . .	18-981
Venturing Sales Kit. . . . .	25-871D
Venturing Resources for Religious Organizations . . . . .	25-250C

## National Supply Resources

New Unit Organization Process. . . . .	34196
Cub Scout Leader Fast Start Training Video . . . . .	LV/AV-01V022A
Cub Scout Orientation. . . . .	LV/AV-01V012
Cub Scout and Boy Scout Leader Fast Start Training DVD. . . . .	LV/AV-01DVD22
Boy Scout Fast Start Orientation Video . . . . .	LV/AV-02V026
Varsity Scout Leader Fast Start Video. . . . .	LV/AV-02V004
Selling Venturing to the Head of an Organization . . . . .	LV/AV-03V011
Briefing the Organizing Committee. . . . .	LV/AV-03V012
New Crew Fast Start . . . . .	LV/AV-03V013
Youth Protection Training for Adult Leaders. . . . .	LV/AV-09V001A
Youth Protection: Boy Scout and Cub Scout Leader Training Module . . . . .	LV/AV-09V010
Youth Protection Guidelines: Training for Adult Venturing Leaders . . . . .	LV/AV-03V014

## Web Resources

The Relationship Division also offers start-up kits and resource materials for specific religious and civic groups interested in organizing new units. Additional information is available at the following Web site: <http://www.scouting.org/relationships/index.html>

# Sample Annual Charter Agreement

Between: \_\_\_\_\_ and the \_\_\_\_\_ Council, BSA  
Name of organization

Pack  Troop  Team  Crew Number \_\_\_\_\_

The Boy Scouts of America is an educational resource program. It presents charters to community or religious organizations or groups to use Scouting as part of their service to their own members, as well as the community at large.

The BSA local council provides the support service necessary to help the chartered organization succeed in their use of the program. The responsibilities of both the BSA local council and the chartered group are described below.

## The chartered organization agrees to

- Conduct the Scouting program according to its own policies and guidelines as well as those of the Boy Scouts of America.
- Include Scouting as part of its overall program for youth and families.
- Appoint a chartered organization representative who is a member of the organization and will coordinate all unit operations within it. He or she will represent the organization to the Scouting district and serve as a voting member of the local council. (The chartered organization head or chartered organization representative must approve all leader applications before submitting them to the local council.)
- Select a unit committee of parents and members of the chartered organization (minimum of three) who will screen and select unit leaders who meet the organization's standards as well as the leadership standards of the BSA. (The committee chairman must sign all leadership applications before submitting them to the chartered organization for approval.)
- Provide adequate facilities for the Scouting unit(s) to meet on a regular schedule with time and place reserved.
- Encourage the unit to participate in outdoor experiences, which are vital elements of Scouting.

## The council agrees to

- Respect the aims and objectives of the organization and offer the resources of Scouting to help in meeting those objectives.
- Provide year-round training, service, and program resources to the organization and its unit(s).
- Provide training and support for the chartered organization representative as the primary communication link between the organization and the BSA.
- Provide techniques and methods for selecting quality unit leaders and then share in the approval process of those leaders. (The Scout executive or designee must approve all leader applications.)
- Provide primary general liability insurance to cover the chartered organization, its board, officers, chartered organization representative, employees and volunteers currently registered with Boy Scouts of America. Coverage is provided with respect to claims arising out of an official Scouting activity with the exception that the coverage is excess over any insurance which may be available to the volunteer for loss arising from the ownership, maintenance, or use of a motor vehicle or watercraft. This insurance is only available while the vehicle or watercraft is in the actual use of a Scouting unit and being used for a Scouting purpose.

The insurance provided unregistered Scouting volunteers through the BSA general liability insurance program is excess over any other insurance the volunteer might have to his or her benefit, usually a homeowner's, personal liability, or auto liability policy.

- Provide camping facilities, a service center, and a full-time professional staff to assist the organization in every way possible.

Signed \_\_\_\_\_  
For the chartered organization

Signed \_\_\_\_\_  
For the BSA local council

Date \_\_\_\_\_

Date \_\_\_\_\_

# Volunteer Scorecard

## William D. Boyce New-Unit Award

Complete these 12 steps.

**Date**

**Completed Step**

- |       |   |
|-------|---|
| _____ | 1. Be assigned a new-unit prospect. Determine if the organization's values are compatible with BSA values.  |
| _____ | 2. Make an appointment with the head of the organization to talk about Scouting.  |
| _____ | 3. Promote the benefits of Scouting during a presentation to the head of the organization. This meeting should result in the organizational leader agreeing to charter a Scouting unit. |
| _____ | 4. The organization officially adopts the Scouting program and appoints a chartered organization representative.  |
| _____ | 5. The organization representative appoints an organizing committee of three to five individuals. A BSA unit commissioner and district trainer are assigned to the committee.           |
| _____ | 6. The unit leadership is selected, approved, and recruited by the organization.  |
| _____ | 7. The unit leadership is trained with fast start and new leader essentials.  |
| _____ | 8. The BSA district trainer helps the unit committee and unit leader plan three to six months of programs.  |
| _____ | 9. The unit committee and unit leader hold an organizational meeting(s) to collect applications and fees.   |
| _____ | 10. The unit leader completes the paperwork and transmits the fees to the local council office.   |
| _____ | 11. Boys attend the new unit's first meeting.   |
| _____ | 12. The BSA district trainer helps the unit commissioner conduct a charter presentation ceremony at a meeting of the organization.  |

# Certification of Completion

## William D. Boyce New-Unit Organizer Award

Organizer's name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Phone \_\_\_\_\_ E-mail \_\_\_\_\_

District \_\_\_\_\_

Council \_\_\_\_\_

Position \_\_\_\_\_

### 1. Complete this section before proceeding.

The \_\_\_\_\_  
Organization name

Has been assigned to \_\_\_\_\_  
Organizer name

To organize a \_\_\_\_\_  
Pack, Troop/Team, Crew

\_\_\_\_\_  
District Chairman's signature Date assigned

### 2. Complete this section when all steps are completed and the unit is organized and officially registered.

\_\_\_\_\_ was organized by \_\_\_\_\_  
Unit type and number Organizer's name

and a charter was presented to \_\_\_\_\_  
Organization's name

on \_\_\_\_\_ by the \_\_\_\_\_ Council, BSA  
Date Council Name

\_\_\_\_\_  
Scout Executive's Designee District Chairman's signature

\_\_\_\_\_  
Date Date

### Council Record

Certificate prepared by \_\_\_\_\_  
Name

Knot Award presented by \_\_\_\_\_  
Name

Device presented: \_\_\_\_\_ Cub Scout \_\_\_\_\_ Boy Scout \_\_\_\_\_ Varsity \_\_\_\_\_ Venturing

# BSA at a Glance

## Purpose

The purpose of the Boy Scouts of America—incorporated on February 8, 1910, and chartered by Congress in 1916—is to provide an educational program for boys and young adults to build character, to train in the responsibilities of participating citizenship, and to develop personal fitness.

## Chartered Organizations

Community-based organizations receive charters to use the Scouting program as part of their own youth work. These groups, which have goals compatible with those of the BSA, include religious, educational, civic, fraternal, business, and labor organizations; corporations; professional associations; and citizens' groups.

## Program

**Tiger Cubs** is a year-round family- and home-centered program that encourages the ethical decision-making skills for first-grade (or 7-year-old) boys. These boys participate in the program with their adult partners. The program emphasizes shared leadership, learning about the community, and family understanding.

**Cub Scouts** is a year-round family- and home-centered program that develops ethical decision-making skills for boys in the second through fifth grades (or who are 8-, 9-, and 10-years-old). Activities emphasize character development, citizenship training, and personal fitness.

**Webelos Scouts** is a year-round family- and home-centered program that develops ethical decision-making skills for fourth- and fifth-grade (or 10-year-old) boys. Webelos Scouts participate in more advanced activities that begin to prepare them to become Boy Scouts.

**Boy Scouting.** A year-round program for boys 11 through 17, designed to achieve the aims of Scouting through a vigorous outdoor program and peer-group leadership with the counsel of an adult Scoutmaster. (Boys also may become Boy Scouts if they have earned the Cub Scouting Arrow of Light Award or have completed the fifth grade.)

**Varsity Scouting.** An active, exciting, year-round program for young men 14 through 17, built around five program fields of emphasis: advancement, high adventure, personal development, service, and special programs and events.

**Venturing.** A year-round program for young men and women 14 (and have completed the eighth grade) through 20, designed to provide positive experiences through exciting and meaningful youth-run activities that help them pursue special interests, grow by teaching others, and develop leadership skills.

## Volunteer Leaders

Volunteer adult leaders serve at all levels of Scouting in more than 300 local councils, 28 areas, and four regions, and nationally with volunteer executive boards and committees providing guidance.

Each autonomous local council is chartered by the BSA, which provides program and training aids along the guidelines established by the National Executive Board and the national charter from Congress.

## National Activities

**Cub Scouting** is where it all begins. Ninety-five percent of all Boy Scouts participated in Cub Scouting at some time. Cub Scouting strengthens the family, encourages physical fitness, and teaches core values to live by through its program. A thrilling outdoor program starts in Cub Scouting with day camps, resident camps, council-organized family camping, pack overnights, and the fabulous make-believe themes of Cub World venues such as castles, frontier forts, pirate ships, and more.

**Boy Scouts, Varsity Scouts, and Venturers** have many special activities available to them, such as camporees, summer camps, Scouting shows, and national jamborees.

The Order of the Arrow, Scouting's national honor society, recognizes those Scout campers who best exemplify the Scout Oath and Law in their daily lives. The order has local lodge, section, and national meetings. Scouts who have become Eagle Scouts, the highest advancement award in Scouting, may join the National Eagle Scout Association.

All Scout camps are inspected and accredited annually by teams of trained volunteers to ensure the health, safety, and quality of program for campers.

**Scouting Anniversary celebrations**, during February, include observance of the BSA's February 8 birthday, Scout Sabbath, and Scout Sunday. Unit activities feature blue and gold banquets, courts of honor, and open house meetings.

## National High-Adventure Bases

The BSA has three national high-adventure areas, and all three are unique. The Northern Tier National High Adventure Program offers wilderness canoe expeditions and cold-weather camping; the Florida National High Adventure Sea Base offers aquatics programs in the Florida Keys; and Philmont Scout Ranch offers backpacking treks in the rugged high country of northern New Mexico. Volunteer leaders may attend the Philmont Training Center each summer for a weeklong training conference.

## Publications

The Boy Scouts of America publishes two magazines. The 94-year-old *Boys' Life* is produced monthly for 1.3 million subscribers in three demographic editions. The LOW demographic edition goes to Tiger Cubs and Cub Scout subscribers through age 8. MIDDLE demographic edition goes to Cub Scouts and Webelos Scouts subscribers 9-years-old and older and adult Cub Scouting leaders who subscribe. HIGH demographic edition goes to Boy Scout-age subscribers and other subscribers. The 93-year-old *Scouting* is produced six times a year for all adults registered in Cub Scouting, Boy Scouting, Varsity Scouting, and Venturing. Unit leaders and commissioners also receive special program inserts in *Scouting*.

The BSA publishes handbooks for all phases of the Scouting program, more than 100 merit badge pamphlets for Boy Scouts, leader books, training pamphlets, program helps booklets for unit leaders, and other literature for use by youth members, adult leaders, and parents.

## Financial Support

The National Council is supported largely through annual registration fees paid by all members, charter and service fees paid by local councils, an Annual Giving Campaign among national employees and selected volunteers, income from the sales of *Boys' Life* and *Scouting* magazines and Scouting equipment, bequests, and special gifts. Local councils are supported by communities through an annual Friends of Scouting campaign, the United Way, special events, foundation grants, investment income, bequests, endowment gifts, and special contributions.

On the unit level, chartered organizations that use the Scouting program provide meeting places and often furnish program materials and other facilities. Youth members help pay their own way by paying dues to their pack, troop, team, ship, or crew treasuries, and through approved money-earning projects so they can earn additional income for their units.

## Membership and Units

Membership since 1910 totals more than 110 million. As of December 31, 2004, membership was:

### Youth Members

Tiger Cubs	265,028
Cub Scouts	885,341
Webelos Scouts	725,383
Boy Scouts	922,323
Varsity Scouts	66,672
Venturers	<u>280,584</u>
Total Youth	3,145,331

### Adult Members

Cub Scout leaders	517,449
Boy Scout leaders	520,124
Varsity Scout leaders	23,363
Venturing leaders	65,504
Council Scouters	<u>46,524</u>
Total Adults	1,173,064

### Units

Cub Scout packs	52,966
Boy Scout troops	43,984
Varsity Scout teams	8,147
Venturing crews	<u>21,135</u>
Total units	126,232

# What Is Cub Scouting?

## The Purposes of Cub Scouting

Since 1930, the Boy Scouts of America has helped younger boys through Cub Scouting. It is a year-round family program designed for boys who are in the first grade through fifth grade (or 7, 8, 9, and 10 years of age). Parents, leaders, and organizations work together to achieve the purposes of Cub Scouting. Currently, Cub Scouting is the largest of the BSA's three membership divisions. (The other divisions are Boy Scouting and Venturing.)

The 10 purposes of Cub Scouting are:

1. Character Development
2. Spiritual Growth
3. Good Citizenship
4. Sportsmanship and Fitness
5. Family Understanding
6. Respectful Relationships
7. Personal Achievement
8. Friendly Service
9. Fun and Adventure
10. Preparation for Boy Scouts

## Membership

Cub Scouting members join a Cub Scout pack and are assigned to a den, usually a neighborhood group of six to eight boys. Tiger Cubs (first-graders), Wolf Cub Scouts (second-graders), Bear Cub Scouts (third-graders), and Webelos Scouts (fourth- and fifth-graders) meet weekly.

Once a month, all of the dens and family members gather for a pack meeting under the direction of a Cubmaster and pack committee. The committee includes parents of boys in the pack and members of the chartered organization.

Cub Scout membership is:

- 885,341 Cub Scouts\*
- 725,383 Webelos Scouts\*
- 517,449 Pack Leaders\*
- 265,028 Tiger Cubs\*
- 52,966 Packs\*

\*As of December 31, 2004

## Volunteer Leadership

Thousands of volunteer leaders, men and women, are involved in the Cub Scout program. They serve in a variety of positions, as everything from unit leaders to pack committee chairmen, committee members, den leaders, and chartered organization representatives.

Like other phases of the Scouting program, a Cub Scout pack belongs to an organization with interests similar to those of the BSA. This organization, which might be a church, school, community organization, or a group of interested citizens, receives a charter from the local BSA council to use the Scouting program. This chartered organization provides a suitable meeting place, adult leadership, supervision, and opportunities for a healthy Scouting life for the boys under its care. Each organization appoints one of its members as a chartered organization representative. The organization, through the pack committee, is responsible for providing leadership, the meeting place, and support materials for pack activities.

## Who Pays For It?

Groups responsible for supporting Cub Scouting are the boys and their parents, the pack, the chartered organization, and the community. The boy is encouraged to pay his own way by contributing dues each week. Packs also obtain income by working on approved money-earning projects. The community, including parents, supports Cub Scouting through the United Way, Friends of Scouting enrollment, bequests, and special contributions to the BSA local council. This financial support provides leadership training, outdoor programs, council service centers and other facilities, and professional service for units.

## Advancement Plan

Recognition is important to young boys. The Cub Scouting advancement plan provides fun for the boys, gives them a sense of personal achievement as they earn badges, and strengthens family understanding as adult family members work with boys on advancement projects.

(Continued)

**Tiger Cub.** The Tiger Cub program is for first-grade (or age 7) boys and their adult partners. There are five Tiger Cub achievement areas. The Tiger Cub, working with his adult partner, completes 15 requirements within these areas to earn the Tiger Cub badge. These requirements consist of an exciting series of indoor and outdoor activities just right for a boy in the first grade.

**Bobcat.** The Bobcat rank is for all boys who join Cub Scouting.

**Wolf.** The Wolf program is for boys who have completed first grade (or are age 8). To earn the Wolf badge, a boy must pass 12 achievements involving simple physical and mental skills.

**Bear.** The Bear rank is for boys who have completed second grade (or are age 9). There are 24 Bear achievements in four categories. The Cub Scout must complete 12 of these to earn the Bear badge. These requirements are somewhat more difficult and challenging than those for Wolf rank.

**Webelos.** This program is for boys who have completed third grade (or are age 10). A boy may begin working on the Webelos badge as soon as he joins a Webelos den. This is the first step in his transition from the Webelos den to the Boy Scout troop. As he completes the requirements found in the *Webelos Handbook*, he will work on activity badges, attend meetings led by adults, and become familiar with the Boy Scout requirements—all leading to the Arrow of Light Award.

## Activities

Cub Scouting means “doing.” Everything in Cub Scouting is designed to have the boys doing things. Activities are used to achieve the aims of Scouting—citizenship training, character development, and personal fitness.

Many of the activities happen right in the den and pack. The most important are the weekly den meetings and the monthly pack meetings.

## Cub Scout Academics and Sports

The Cub Scout Academics and Sports program provides the opportunity for boys to learn new techniques, increase scholarship skills, develop sportsmanship, and have fun. Participation in the program allows boys to be recognized for physical fitness and talent-building activities.

## Camping

Age-appropriate camping programs are packed with theme-oriented action that brings Tiger Cubs, Cub Scouts, and Webelos Scouts into the great out-of-doors. Day camping comes to the boy in neighborhoods across the country; resident camping is at least a three-day experience in which Cub Scouts and Webelos Scouts camp within a developed theme of adventure and excitement. “Cub Scout Worlds” are used by many councils to carry the world of imagination into reality with actual theme structures of castles, forts, ships, etc. Cub Scout pack families enjoy camping in local council camps and other council-approved campsites. Camping programs combine fun and excitement with doing one’s best, getting along with others, and developing an appreciation for ecology and the world of the outdoors.

## Publications

Volunteers are informed of national news and events through *Scouting* magazine (circulation 900,000). Boys may subscribe to *Boys’ Life* magazine (circulation 1.3 million). Both are published by the Boy Scouts of America. Also available are a number of youth and leader publications, including the *Tiger Cub Handbook*, *Wolf Handbook*, *Bear Handbook*, *Webelos Handbook*, *Cub Scout Leader Book*, *Cub Scout Program Helps*, and *Webelos Leader Guide*.

## Cub Scouting Ideals

Apart from the fun and excitement of Cub Scout activities, the Cub Scout Promise, the Law of the Pack, the Tiger Cub motto, and the Cub Scout sign, handshake, motto, and salute all teach good citizenship and contribute to a boy’s sense of belonging.

### Cub Scout Promise

*I, (name), promise to do my best  
To do my duty to God and my country,  
To help other people, and  
To obey the Law of the Pack.*

### Cub Scout Motto

*Do Your Best.*

### Tiger Cub Motto

*Search, Discover, Share.*

## Law of the Pack

*The Cub Scout follows Akela.*

*The Cub Scout helps the pack go.*

*The pack helps the Cub Scout grow.*

*The Cub Scout gives goodwill.*

## Colors

The Cub Scouting colors are blue and gold. They have special meaning, which will help boys see beyond the fun of Cub Scouting to its ultimate goals.

- ✦ The blue stands for truth and spirituality, steadfast loyalty, and the sky above.
- ✦ The gold stands for warm sunlight, good cheer, and happiness.



Tiger Cub



Bobcat



Wolf



Bear



Webelos



Webelos



Arrow of Light



Cub Scout

# What Is Boy Scouting?

## Purpose of the BSA

The Boy Scouts of America was incorporated to provide a program for community organizations that offers effective character, citizenship, and personal fitness training for youth.

Specifically, the BSA endeavors to develop American citizens who are physically, mentally, and emotionally fit; have a high degree of self-reliance as evidenced in such qualities as initiative, courage, and resourcefulness; have personal values based on religious concepts; have the desire and skills to help others; understand the principles of the American social, economic, and governmental systems; are knowledgeable about and take pride in their American heritage and understand our nation's role in the world; have a keen respect for the basic rights of all people; and are prepared to participate in and give leadership to American society.

## Boy Scout Program Membership

Boy Scouting, one of the traditional membership divisions of the BSA, is available to boys who have earned the Arrow of Light Award or have completed the fifth grade, or who are 11- through 17-years-old. The program achieves the BSA's objectives of developing character, citizenship, and personal fitness qualities among youth by focusing on a vigorous program of outdoor activities.

Boy Scout program membership, as of December 31, 2004, is:

<b>988,995</b>	<b>Boy Scouts/Varsity Scouts</b>
<b>543,487</b>	<b>adult volunteers</b>
<b>52,131</b>	<b>troops/teams</b>

## Volunteer Scouters

Thousands of volunteer leaders, men and women, are involved in the Boy Scouting program. They serve in a variety of jobs—everything from unit leaders to chairmen of troop committees, committee members, merit badge counselors, and chartered organization representatives.

Like other phases of the program, Boy Scouting is made available to community organizations having similar interests and goals. Chartered organizations include professional organizations; governmental bodies;

and religious, educational, civic, fraternal, business, labor, and citizens' groups. Each organization appoints one of its members as the chartered organization representative. The organization is responsible for leadership, the meeting place, and support for troop activities.

## Who Pays for It?

Several groups are responsible for supporting Boy Scouting: the boy and his parents, the troop, the chartered organization, and the community. Boys are encouraged to earn money whenever possible to pay their own expenses, and they also contribute dues to their troop treasuries to pay for budgeted items. Troops obtain additional income by working on approved money-earning projects. The community, including parents, supports Scouting through the United Way, Friends of Scouting campaigns, bequests, and special contributions to the BSA local council. This income provides leadership training, outdoor programs, council service centers and other facilities, and professional service for units.

## Aims and Methods of the Scouting Program

The Scouting program has three specific objectives, commonly referred to as the "Aims of Scouting." They are character development, citizenship training, and personal fitness.

The methods by which the aims are achieved are listed below in random order to emphasize the equal importance of each.

**Ideals.** The ideals of Boy Scouting are spelled out in the Scout Oath, the Scout Law, the Scout motto, and the Scout slogan. The Boy Scout measures himself against these ideals and continually tries to improve. The goals are high, and as he reaches for them, he has some control over what and who he becomes.

**Patrols.** The patrol method gives Boy Scouts an experience in group living and participating citizenship. It places responsibility on young shoulders and teaches boys how to accept it. The patrol method allows Scouts to interact in small groups where members can easily relate to each other. These small groups determine troop activities through elected representatives.

(Continued)

**Outdoor Programs.** Boy Scouting is designed to take place outdoors. It is in the outdoor setting that Scouts share responsibilities and learn to live with one another. In the outdoors the skills and activities practiced at troop meetings come alive with purpose. Being close to nature helps Boy Scouts gain an appreciation for the beauty of the world around us. The outdoors is the laboratory in which Boy Scouts learn ecology and practice conservation of nature's resources.

**Advancement.** Boy Scouting provides a series of surmountable obstacles and steps in overcoming them through the advancement method. The Boy Scout plans his advancement and progresses at his own pace as he meets each challenge. The Boy Scout is rewarded for each achievement, which helps him gain self-confidence. The steps in the advancement system help a Boy Scout grow in self-reliance and in the ability to help others.

**Associations With Adults.** Boys learn a great deal by watching how adults conduct themselves. Scout leaders can be positive role models for the members of the troop. In many cases a Scoutmaster who is willing to listen to boys, encourage them, and take a sincere interest in them can make a profound difference in their lives.

**Personal Growth.** As Boy Scouts plan their activities and progress toward their goals, they experience personal growth. The Good Turn concept is a major part of the personal growth method of Boy Scouting. Boys grow as they participate in community service projects and do Good Turns for others. Probably no device is as successful in developing a basis for personal growth as the daily Good Turn. The religious emblems program also is a large part of the personal growth method. Frequent personal conferences with his Scoutmaster help each Boy Scout to determine his growth toward Scouting's aims.

**Leadership Development.** The Boy Scout program encourages boys to learn and practice leadership skills. Every Boy Scout has the opportunity to participate in both shared and total leadership situations. Understanding the concepts of leadership helps a boy accept the leadership role of others and guides him toward the citizenship aim of Scouting.

**Uniform.** The uniform makes the Boy Scout troop visible as a force for good and creates a positive youth image in the community. Boy Scouting is an action program, and wearing the uniform is an action that shows each Boy Scout's commitment to the aims and purposes of Scouting. The uniform gives the Boy Scout identity in a world brotherhood of youth who believe in the same ideals. The uniform is practical attire for Boy Scout activities and provides a way for Boy Scouts to wear the badges that show what they have accomplished.

## Outdoor Activities

Local councils operate and maintain Scout camps. The National Council operates high-adventure areas at Philmont Scout Ranch in New Mexico, the Northern Tier National High Adventure Program in Minnesota and Canada, and the Florida National High Adventure Sea Base in the Florida Keys. About 70 councils also operate high-adventure programs.

The BSA conducts a national Scout jamboree and participates in world Scout jamborees (both held at four-year intervals). The 2005 National Scout Jamboree will be held in the rolling hills of Caroline County, Virginia, near the towns of Fredericksburg and Bowling Green. A 76,000-acre facility there has served as the permanent site for the national Scout jamboree since 1981, with the BSA using approximately 3,000 acres of land to support a city of more than 40,000 Scouts and leaders.

## The Beginning of Scouting

Scouting, as known to millions of youth and adults, evolved during the early 1900s through the efforts of several men dedicated to bettering youth. These pioneers of the program conceived outdoor activities that developed skills in young boys and gave them a sense of enjoyment, fellowship, and a code of conduct for everyday living.

In this country and abroad at the turn of the century, it was thought that children needed certain kinds of education that the schools couldn't or didn't provide. This led to the formation of a variety of youth groups, many with the word "Scout" in their names. For example, Ernest Thompson Seton, an American naturalist, artist, writer, and lecturer, originated a group called the Woodcraft Indians and in 1902 wrote a guidebook for boys in his organization called the *Birch Bark Roll*. Meanwhile in Britain, Robert Baden-Powell, after returning to his country a hero following military service in Africa, found boys reading the manual he had written for his regiment on stalking and survival in the wild. Gathering ideas from Seton, America's Daniel Carter Beard, and other Scoutcraft experts, Baden-Powell rewrote his manual as a nonmilitary skill book, which he titled *Scouting for Boys*. The book rapidly gained a wide readership in England and soon became popular in the United States. In 1907, when Baden-Powell held the first campout for Scouts on Brownsea Island off the coast of England, troops were spontaneously springing up in America.

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William D. Boyce, a Chicago publisher, incorporated the Boy Scouts of America in 1910 after meeting with Baden-Powell. (Boyce was inspired to meet with the British founder by an unknown Scout who led him out of a dense London fog and refused to take a tip for doing a Good Turn.) Immediately after its incorporation, the BSA was assisted by officers of the YMCA in organizing a task force to help community organizations start and maintain a high-quality Scouting program. Those efforts climaxed in the organization of the nation's first Scout camp at Lake George, New York, directed by Ernest Thompson Seton. Beard, who had established another youth group, the Sons of Daniel Boone (which he later merged with the BSA), provided assistance. Also on hand for this historic event was James E. West, a lawyer and an advocate of children's rights, who later would become the first professional Chief Scout Executive of the Boy Scouts of America. Seton became the first volunteer national Chief Scout, and Beard, the first national Scout commissioner.

## Publications

The BSA publishes the *Boy Scout Handbook* (more than 37.8 million copies of which have been printed); the *Patrol Leader Handbook*, which offers information relevant to boy leadership; the *Scoutmaster Handbook*; more than 100 merit badge pamphlets dealing with hobbies, vocations, and advanced Scoutcraft; and program features and various kinds of training, administrative, and organizational manuals for adult volunteer leaders and Boy Scouts. In addition, the BSA publishes *Boys' Life* magazine, the national magazine for all boys (magazine circulation is more than 1.3 million) and *Scouting* magazine for volunteers, which has a circulation of more than 1.1 million.

## Conservation

Conservation activities supplement the program of Boy Scout advancement, summer camp, and outdoor activities and teach young people to better understand their interdependence with the environment.

## Scout Law

A Scout is

### ***Trustworthy***

A Scout tells the truth. He keeps his promises. Honesty is part of his code of conduct. People can depend on him.

### ***Loyal***

A Scout is true to his family, Scout leaders, friends, school, and nation.

### ***Helpful***

A Scout is concerned about other people. He does things willingly for others without pay or reward.

### ***Friendly***

A Scout is a friend to all. He is a brother to other Scouts. He seeks to understand others. He respects those with ideas and customs other than his own.

### ***Courteous***

A Scout is polite to everyone regardless of age or position. He knows good manners make it easier for people to get along together.

### ***Kind***

A Scout understands there is strength in being gentle. He treats others as he wants to be treated. He does not hurt or kill harmless things without reason.

### ***Obedient***

A Scout follows the rules of his family, school, and troop. He obeys the laws of his community and country. If he thinks these rules and laws are unfair, he tries to have them changed in an orderly manner rather than disobey them.

### ***Cheerful***

A Scout looks for the bright side of things. He cheerfully does tasks that come his way. He tries to make others happy.

### **Thrifty**

A Scout works to pay his way and to help others. He saves for unforeseen needs. He protects and conserves natural resources. He carefully uses time and property.

### **Brave**

A Scout can face danger even if he is afraid. He has the courage to stand for what he thinks is right even if others laugh at or threaten him.

### **Clean**

A Scout keeps his body and mind fit and clean. He associates with those who believe in living by these same ideals. He helps keep his home and community clean.

### **Reverent**

A Scout is reverent toward God. He is faithful in his religious duties. He respects the beliefs of others.

## **Scout Oath or Promise**

*On my honor I will do my best  
To do my duty to God and my country  
and to obey the Scout Law;  
To help other people at all times;  
To keep myself physically strong,  
mentally awake, and morally straight.*

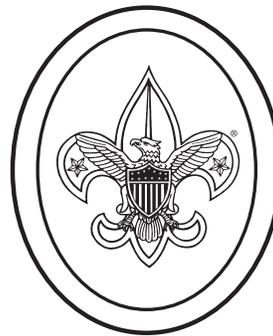
## **Scout Motto**

*Be Prepared.*

## **Scout Slogan**

*Do a Good Turn Daily.*

## **Advancement Ranks**



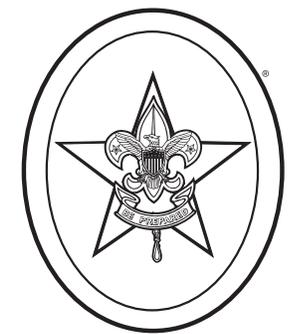
**Tenderfoot**



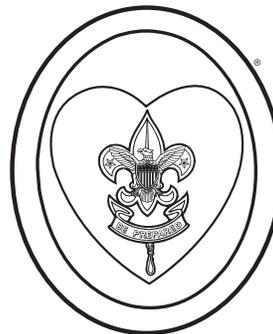
**Second Class**



**First Class**



**Star**



**Life**



**Eagle**

# What Is Varsity Scouting?

## Purpose

Varsity Scouting is a program for young men who are at least 14 years of age but not yet 18. It provides options for young men who are looking for rugged high adventure or challenging sporting activities and still want to be a part of a Scouting program that offers the advancement and values of the Boy Scouts of America.

## Organization

Varsity Scouts are members of a Varsity Scout team operated by a community organization, such as a church or service club. It is led by a youth Varsity Scout team captain and an adult leader called a Varsity Scout Coach. The Coach is supported by an adult committee, made up of parents and members of the chartered organization. It is a stand-alone unit, operating independently of a Scout troop, but the chartering procedure is essentially the same.

The team may be divided into squads, and each squad elects a youth squad leader.

## Program

Varsity Scouting has five fields of emphasis. A youth member, called a program manager, is responsible for each of the five fields of emphasis and works with an adult member, called a program adviser, from the team committee to coordinate each phase of the program. The five fields of emphasis are:

**Advancement.** Varsity Scouts use the same advancement program as Boy Scouts. They can also receive the recognitions offered through such programs as the Fifty-Miler Award; Mile Swim, BSA; etc.

**High Adventure/Sports.** This program field of emphasis includes high adventure and sports and is supported by 27 program features.

**Personal Development.** Varsity Scouting promotes growth through spirituality, leadership abilities, citizenship, social and cultural attributes, and physical fitness.

**Service.** The emphasis is on service, until it becomes a constant ingredient in one's daily experience. Projects are conceived, planned, managed, and carried out by individual Varsity Scouts and/or the Varsity Scout team.

**Special Programs and Events.** Varsity Scouts take an active part in special programs and events on district, council, regional, and national levels.

## Varsity Scout Letter

The Varsity letter may be earned by youth and adult members. The youth requirements are:

1. Be a registered Varsity Scout team member.
2. While a team member, actively participate in or accomplish at least one high-adventure program or sports program to the satisfaction of your Varsity Scout Coach.
3. Have an attendance record at team meetings and practice sessions of at least 75 percent for three consecutive months.
4. Demonstrate to the Varsity Scout Coach that you know and live by the Scout Oath and Law.

At the completion of each sports season or ultimate adventure, each participating Varsity Scout will receive a medallion to wear on the letter.

## Denali Award

The Denali Award is available only to a Varsity Scout team's youth members who have already earned the Varsity Scout letter. Denali is the name American Indians gave Mount McKinley, in central Alaska. The requirements for the award are:

1. Be a registered Varsity Scout team member.
2. Advance one rank toward Eagle. If you are already an Eagle Scout, earn a Palm.
3. Hold leadership positions in a Varsity Scout team for at least six months.
  - a) While serving as team captain or a program manager, act as primary leader on at least two activities. Program managers should choose activities in their field of emphasis. Team captains may be primary leaders of activities in any of the five fields of emphasis.
  - b) While serving as a program manager or team captain, demonstrate shared leadership skills by participating in supportive roles in activities in each of the three remaining fields of emphasis.
4. Demonstrate to the team captain that you know and live by the Varsity Scout Pledge.
5. Complete a progress review.

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## Uniforms

The traditional Boy Scout uniform with a “Varsity” identification strip above the right pocket and with blaze shoulder loops is worn for formal occasions. Many teams design their own T-shirt for outdoor activities.

## Scout Oath

Varsity Scouts use the Scout Oath.

## Resources

**Program Features.** Three volumes of program features support the high-adventure/sports program field of emphasis.

Each program feature contains resource materials that will prepare a team for an ultimate adventure or sports season. The high-adventure subjects are backpacking, canoe camping, caving, cycling, discover America, fishing, freestyle biking, frontiersman, mechanics, orienteering, rock climbing and rappelling, snow camping, survival, and whitewater canoeing. Each feature contains approximately three months of program.

The sports program features contain basic rules, techniques, and strategies for basketball, bowling, cross-country skiing, roller hockey, shooting sports, soccer, softball, swimming, tennis, triathlon, volleyball, and waterskiing.

**Varsity Scout Guidebook.** The *Varsity Scout Guidebook* is used by adult leaders and youth in Varsity Scouting.

**Boy Scout Handbook.** The *Boy Scout Handbook* contains information devoted to Varsity Scouts and supporting the Varsity Scout program.

**Troop/Team Record Book.** The *Troop/Team Record Book* is used to record member information, rank advancement, and financial record keeping.

**Varsity Scout Leader Fast Start.** The *Varsity Scout Leader Fast Start* video supports the orientation of new Varsity Scout leaders.

**Varsity Scout Leader Fundamentals.** This is a three-part training program for training adult Varsity Scout leaders.

**Varsity Scout Roundtable Planning Guide.** The *Varsity Scout Roundtable Planning Guide* supports the programs outlined in the program features.

# What Is Venturing?

## Program

Venturing is a youth development program of the Boy Scouts of America for young men and women who are 14 (and have completed the eighth grade) through 20 years of age.

Venturing's purpose is to provide positive experiences to help young people mature and to prepare them to become responsible and caring adults.

Venturing is based on a unique and dynamic relationship between youth, adult leaders, and organizations in their communities. Local community organizations establish a Venturing crew by matching their people and program resources to the interests of young people in the community. The result is a program of exciting and meaningful activities that helps youth pursue their special interests, grow, develop leadership skills, and become good citizens.

## Venturing Oath

As a Venturer, I promise to do my duty to God and help strengthen America, to help others, and to seek truth, fairness, and adventure in our world.

## Venturing Code

As a Venturer, I believe that America's strength lies in our trust in God and in the courage, strength, and traditions of our people. I will, therefore, be faithful in my religious duties and will maintain a personal sense of honor in my own life. I will treasure my American heritage and will do all I can to preserve and enrich it. I will recognize the dignity and worth of all humanity and will use fair play and goodwill in my daily life. I will acquire the Venturing attitude that seeks truth in all things and adventure on the frontiers of our changing world.

## Goals

Young adults involved in Venturing will

- ♦ Learn to make ethical choices over their lifetimes by instilling the values in the Venturing Oath and Code
- ♦ Experience a program that is fun and full of challenge and adventure
- ♦ Become a skilled training and program resource for Cub Scouts and Boy Scouts and other groups

- ♦ Acquire skills in the areas of high adventure, sports, arts and hobbies, religious life, or Sea Scouting
- ♦ Experience positive leadership from adult and youth leaders and be given opportunities to take on leadership roles
- ♦ Have a chance to learn and grow in a supportive, caring, and fun environment

## Methods

The methods of Venturing have been carefully chosen to meet the needs of young adults.

**Leadership.** All Venturers are given opportunities to learn and apply proven leadership skills. A Venturing crew is led by elected crew officers. The Venturing Leadership Skills Course is designed for all Venturers and helps teach them, in an active way, how to effectively lead.

**Group Activities.** Venturing activities are interdependent group experiences in which success is dependent on the cooperation of all. Learning by doing in a group setting provides opportunities for developing new skills.

**Adult Association.** The youth officers lead the crew. The officers and activity chairs work closely with adult Advisors and other adult leaders in a spirit of partnership. The adults serve in a "shadow" leader capacity.

**Recognition.** Recognition comes through the Venturing advancement program and through the acknowledgement of a youth's competence and ability by peers and adults.

**The Ideals.** Venturers are expected to know and live by the Venturing Oath and Code. They promise to be faithful in religious duties, treasure their American heritage, to help others, and to seek truth and fairness.

**High Adventure.** Venturing's emphasis on high adventure helps provide team-building opportunities, new meaningful experiences, practical leadership application, and lifelong memories to young adults.

**Teaching Others.** All of the Venturing awards require Venturers to teach what they have learned to others. When they teach others often, Venturers are better able to retain the skill or knowledge they taught, they gain confidence in their ability to speak and relate to others, and they acquire skills that can benefit them for the rest of their lives as a hobby or occupation.

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## Ethics in Action

An important goal of Venturing is to help young adults be responsible and caring people, both now and in the future. Venturing uses “ethical controversies” to help young adults develop the ability to make responsible choices that reflect their concern for what is a risk and how it will affect others involved. Because an ethical controversy is a problem-solving situation, leaders expect young adults to employ empathy, invention, and selection when they think through their position and work toward a solution of an ethical controversy.

## Crew Activities

What a Venturing crew does is limited only by the imagination and involvement of the adult and youth leaders and members of the crew—sail the Caribbean, produce a play, climb a mountain, teach disabled people to swim, or attend the Olympics. All these adventures and more are being done today by Venturing crews and ships across the country. All that is needed are concerned adults who are willing to share a little bit of themselves with today’s youth—tomorrow’s leaders.

## Starting a New Venturing Crew

Organizing a Venturing crew is easy to do. Just follow these steps:

1. A survey is conducted annually in community high schools to determine students’ recreational, hobby, vocational and avocational interests.
2. A meeting is called of key people within an organization, with a Scouting representative in attendance. The representative explains the Venturing program, describes the key volunteer leader positions, and plans the recruiting of adult leaders.
3. The crew committee and Advisors are recruited and meet with the Scouting representative. Responsibilities of adult leaders are explained. The Scouting representative also discusses program ideas and helps develop a one-year program. The crew’s one-year program is reviewed and adopted.
4. The organization’s top executive writes a personal letter to each young adult selected from the survey, or identified through other recruitment efforts, and invites the youth and their parents to attend an organizational meeting. This letter is followed by a personal phone invitation from a member of the organization to each prospective youth.

5. The first meeting is held, involving young adults, the adult committee, and selected consultants. Adult Advisors share the program plans with the new Venturers (youth) and discuss member involvement and leadership roles through the election of youth officers.

## What Youth Want

Research has revealed these major points:

- High school students have many vocational and avocational interests.
- Teenagers want a broader experience that provides practical “hands-on” experience and is tailored to their cultural backgrounds.
- Teenagers want to belong to a group that provides a secure, supportive place from which to address the youth development issues that affect them. These issues include experimentation, moving from dependence to interdependence, social relationships, psychological changes and sexual maturity, and a re-evaluation of values.

## Program Support

The Venturing Division has designed literature, audiovisuals, training, activities, and awards to support Venturing crews and ships.

**Literature and Audiovisuals.** A variety of books, pamphlets, and videos have been developed to assist with organization, program, leadership, and activities. In particular, the Venturing Leader Manual will support leadership and planning.

**Training.** Venturing Leader Specific Training (for Adults), Venturing Leadership Skills Course (for youth), and monthly roundtables will be available to improve and enrich Venturing crew programs. A weeklong high-adventure skills course for Venturing Advisors called Powder Horn is available annually. The weeklong Nature of Leadership High Adventure Treks program is available from host councils across the country to teach experience-based leadership skills.

**Advancement Awards.** A variety of awards are available to Venturers who accomplish specific advancement achievements. These awards include:

- Venturing Bronze Awards
- Venturing Gold Award
- Venturing Silver Award
- Venturing Ranger Award
- Sea Scouting Quartermaster Award

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**Recognition Awards.** Those awards that are designed to provide recognition for youth and adults include:

- Venturing Leadership Award
- Venturing Advisor Award of Merit

**Uniforms.** The BSA Supply Division offers the traditional spruce-green uniform shirt for Venturers. It is recommended that crews adopt a charcoal gray casual pant and/or backpacking-style short for their uniform. However, each crew may determine what, if any, specific uniform pants or shorts they will wear based on crew activities.

**BSA Councils.** Venturing crews and ships are supported by local BSA councils, which provide staff and volunteer support, operate service centers and camps, and conduct training and activities.

**Liability Insurance.** The Boy Scouts of America has liability insurance that covers leaders and organizations operating Venturing crews and ships. Accident and medical coverage are not included but are available through local BSA councils at a modest cost.

For additional information and support on organizing a new Venturing Crew or Sea Scout Ship, contact your [local Boy Scouts of America Service Center](#) or the Venturing Division, at the national office, Boy Scouts of America.