

**NEIC / Blackhawk  
LDS – BSA  
Training Manual  
2009**

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## **Preface**

The purpose of compiling the materials in this book is to help “...every man learn his duty, and to act in the office in which he is appointed, in all diligence” (D&C 107:99). This book is a resource that does not replace the need for personal revelation, searching the scriptures, or studying instructions in Church handbooks, especially church Handbook of Instructions Book 2, Section 2 Aaronic Priesthood.

This is an attempt to bring together a ready reference of resources available to adult and youth leaders who work with the Aaronic priesthood to help them accomplish the purposes of the Aaronic Priesthood. Since scouting is the activity arm of the Aaronic Priesthood, we have attempted to weave scouting into the training material. We have divided the materials into chapters to help organize information by subjects and to provide “modular” training opportunities for ward and stake training.

We have not attempted to include all Aaronic Priesthood and Scouting materials in this book but have listed references, especially material available via the internet, to keep this notebook useful and current.

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## **Purpose of Program**

There is a perception in the Church by some that Scouting and the Aaronic Priesthood program are distinct programs having little to do with each other. The skeptics view is that Scouting is a hiking and camping club. The most cynical believe that “BSA” simply stands for Baby Sitters of America. The purpose of this Chapter is to dispel these myths and explain the purpose of the Scouting Program.

First, Scouting is a method for training young men and helping the chartered unit, such as the church, achieves its goals. Second, as noted by President Monson in an address at the National Boy Scout Convention in Washington, D.C. in May of 2006, scouting’s goal is to teach young men to be ethical leaders and to learn life skills.

The Scouting Method is a means to an end and not necessarily an end itself. It is a method for teaching boys. Baden-Powell in his experiment at Brownsea Island incorporated four basic methods to train young men.

First, he stated that Scouting is a game with a purpose. The hiking, fishing and camping are the games. These games are to be used to teach young men to

1. Become converted to the gospel of Jesus Christ and live its teachings.
2. Serve faithfully in priesthood callings and fulfill the responsibilities of priesthood offices.
3. Give meaningful service.
4. Prepare and live worthily to receive the Melchizedek Priesthood and temple ordinance.
5. Prepare to serve an honorable full-time mission.
6. Obtain as much education as possible.
7. Prepare to become a worthy husband and father.
8. Give proper respect to women, girls, and children.

That is the purpose. Everything a leader does should have a priesthood purpose in mind, but boys learn faster when they’re having a good time.

Second, Scouting is in the leadership business. Leadership is the ability to persuade others to follow your suggestions without coercion or bribery. Do you think that skill might be important to a 19 year old young man some day? The most powerful tool in persuasion is ethos. Ethos is the leader’s good knowledge, good character, and good will. Teaching young men to follow the Scout Law imbeds in them not only ethos, by Christ like attributes. During Boards of Review, I ask young men the following question, “Of all the men that ever walked the face of earth, who most exemplified the principals of the Scout Law.” While some boys answer their fathers and one enterprising young man said, “Marco Polo,” most young men

said Jesus Christ. When you think about it, the 12 points of the law are all Christ like attributes. The closer the young man follows the scout law, the more Christ like he becomes. Finally, the best way to teach a boy to lead is to let him lead. We call this the patrol method.

Third, boys learn better by doing (kinetic) than by visual or audio methods. There is no better way to learn about service and sacrifice than to do a tough service project. Baden-Powell discouraged dry lectures, rote exercises, and repetitive drills.

Lastly, Baden-Powell believed that you have to get the boys out of their environment so that they can focus on what is important. If he were alive today he would make sure they left their nano's ipods, hand- helds, cell phones, and other distractions at home and go to place like the Temple or the deep woods to learn about achieving the goals of the Aaronic Priesthood.

Scouting not only is a method for training boys, it has its own purposes which complement the goals of the Aaronic Priesthood.

The Mission of the Boy Scouts of America is to prepare young people to make ethical choices over their lifetimes by instilling in them values of the Scout Oath and Law.

The Aims of Scouting are Character Development, Citizenship Training, and Mental and Physical Fitness.

A. In terms of Character Development Scouting has the following goals

1. They are confident, but are not conceited
2. They are honest with themselves and with others.
3. Their personal appearances shows that they respect themselves
4. They develop special skills and interests.
5. They can take care of themselves, especially in emergencies.
6. They can be counted upon to do their best in difficult situations.
7. They practice their religious beliefs.
8. They respect other people regardless of their differences.

B. In terms of Citizenship

1. Learn about and take pride in their national heritage
2. Develop an understanding of the social, economic and governmental systems of which they are a part
3. Be of Service to others
4. Have knowledge of and respect for cultures and social groups other than their own.
5. Be aware of community organizations and their functions
6. Understand and respect the ethnic and social relationships of their communities.
7. Appreciate the environment and seek to protect it.



C. In terms of Mental and Physical Fitness

1. Improve their general physical condition through exercise and participation in vigorous activities that may include outdoor adventures and sports.
2. Eat properly, get enough sleep, and follow other habits for good health.
3. Keep their weight within a healthy range.
4. Reject experimenting with smoking, drugs, and alcohol, or with other activities that can be harmful to themselves and others.
5. Strive to be mentally awake
6. Use good judgment and make sound decisions.
7. Training them to be resourceful in solving problems.

Lastly, President Monson talked in Washington about teaching young men life time skills, like first aid, swimming, emergency preparedness, cooking, and sewing. He remembered when he had returned from World War II, he went to meet his old scoutmaster, who was also the swim coach. During this reunion, a young man came in and tearfully hugged the coach for teaching him how to swim. The coach explained, "Why was that so important." As tears rolled in the young man's cheek, he replied that he was a sailor on the U.S.S. Indianapolis, which had been sunk by a Japanese submarine in August of 1945. Most of the crew perished in the ocean before help came, but this young man had used his swimming skills to be one of the lucky survivors. As an adult leader, you will never know which lesson will save the physical or spiritual life of a young man. But, if you don't teach him these skills, you will never really know.

Yes, scouting is more than fishing and camping club. It is a method to train our youth to be ethical leaders, and it is your leadership that can effect this change.

## **History of scouting**

This chapter is divided into three parts. The first part of this chapter deals with the life and times of Robert Stephenson Smyth Baden-Powell, Baron of Gilwell. Lord Baden-Powell was the founder of the Boy Scouts. The second part of this chapter deals with the establishment of the Boy Scouts of America. Finally, the third part deals with the Church's affiliation with the Scouting movement.

### **Lord Baden-Powell**

The story of Lord Baden Powell is important for two reasons. First, he developed a method for training boys that has survived intact, despite the changes in the world, for the last one hundred years. Second, Lord Baden-Powell's development from a boy to a man is inspiring and should give every adult youth leader inspiration to do everything possible to support the young man. Before studying Lord Baden-Powell, you should read Matthew 25:14-30, the parable of the "Talents".

Lord Baden Powell or Stephe as his family called him, was born in 1857, and was the seventh child of Professor and Henrietta Baden Powell. In 1860 Professor Powell died, leaving Henrietta to raise the family. In 1870 Stephe enrolled in the Charterhouse, one of London's most prestigious public (private) schools. Stephe, however, was a boy of limited talents. He did poorly in Latin, mathematics, the language arts and the social sciences. It seemed his only redeeming talent was in art and drama. In addition, Stephe was the boy to whom all his peers looked when it came time to organize games. When Stephe turned 19 he applied to Oxford where his father had taught; he was turned down. Ultimately Stephe applied for a commission in the British Army and finished second in the Calvary exam. Stephe journeyed to India and started his duties. It was there that his superiors discovered Stephe's many untapped talents. First, Lieutenant Baden-Powell had a knack for training young recruits- not with repetitious drills, but with military orientated games that were fun. Second, duty on the Indian frontier was a dreary place. Lieutenant Baden-Powell was excellent in organizing musicals. He was so successful, that commanders would bid to have Baden-Powell assigned to their posts; he was good for morale. During this same time Baden-Powell developed the skills of scouting or tactical military intelligence. His command of sketching made him particularly effective.

For the next 25 years Baden-Powell would serve in India, Africa, and the Mediterranean. In on mission, he was sent to spy on the Austrian Hungarian positions in Bosnia. He disguised himself as a butterfly collector. He persuaded the Austrian Hungarian Army that he was harmless. During the next month, he sketched all of their positions in the form of butterflies. During this time, Baden-Powell also wrote a training manual titled "Guide to Scouting" in which he introduced concepts of both tactical military intelligence and training

Baden-Powell's moment in the sun, however, came in South Africa in 1899 on the eve of the Boer War. Baden-Powell, now a Colonel, was put in charge of two regiments of young inexperienced recruits whose responsibilities were to hold the rail road line between Rhodesia and Cape Town. At the outbreak of hostilities, Baden-Powell consolidated his forces at the rail road town of Mafeking. On October 13, 1899, the Boers surrounded Mafeking with a force many times greater than Baden-Powell's lightly equipped Calvary. The Boer commander

demanded Baden-Powell's immediate surrender, which was met by a bold attack by the British forces. Baden-Powell had constructed sixty forts. He did not have the men to man them, but persuaded the Boers that he had ten times the troops he actually had by moving his men around the perimeter in a theatrical, but misleading display of numbers. At the same time, Baden-Powell recruited younger boys to act as support and messengers so that all fighting men could be at their posts.

In the meantime, the Boer war had gone very poorly for the British as town after town fell to the wily Boers. In the meantime, the British press reported that Mafeking Baden-Powell held out, day after day, week and week, month after month. This siege was the British equivalent of the siege of Khe Sanh in Vietnam War. Finally, in May 1900, the British Army fought its way up the Kimberly Rail Road and relieved the siege. Baden-Powell was an over night hero of the English empire.

After the war, he was asked to organize a constabulary to defend the new South Africa. He did so, calling his troops scouts and uniforming them as American cavalymen with the now all too familiar campaign hats.

Finally, Baden-Powell returned to England as a hero. He was promoted to Major General and made Inspector General of English Cavalry.

In the first decade of the 20th Century, Baden-Powell's England had changed. Queen Victoria had died in 1902 and the new king was Edward VII. Edwardian England was a wild place for England found itself an urban society with all of the social ills that befell a post industrial revolution society. During these turbulent times, Baden-Powell would inspect youth organizations. He was despondent at what he saw-painful repetitions, rote exercises and dry lectures that would make a Stake High Councilman's sacrament talk appear to be breathtaking. With the declining morals of England's youth and the failure of religious, civic, educational, and military organizations to do anything about it, Baden-Powell knew he could make a difference.

In 1907, he recruited a group of 21 boys from all walks of English life for a bold new experiment. This was very important because England was very class stratified society. On August 1, 1907 he began a seven day course of instruction. The hallmark of this instruction was that he took boys out of their urban environment to the isolation of Brownsea Island, he taught the boys not through lectures and repetitive drills, but by allowing them to perform and learn from their performance. He taught leadership by letting the boys lead. Finally, he used the fun games to teach the boys life lasting lessons.

The experiment at Brownsea Island was an unqualified success. Based on upon his experiences, Baden-Powell wrote his finest work, "Scouting for Boys." The purpose of Scouting for Boys was to help Church, Civic, Educational, and Military youth organizations to use his method to train their young people using his system. The last thing on Baden-Powell's mind was forming a new organization. "Scouting for Boys" was an overnight success not only in England, but in Europe, North American and the Pacific Rim. It was also well received in Salt Lake City, Utah. Soon, his friends organized the Boy Scouts, headquartered in London, and asked Baden-Powell to be the Chief Scout. Baden Powell resigned his commission in the Army and took on a far greater mission for his country, saving its youth from moral decay.

There is no doubt that had Baden-Powell remained in the Army he would have been a Field Marshall during the First World War. For his work in Scouting, King George V knighted him and made him the Baron of Gilwell.

And so Scouting was born and Baden-Powell would be part of it for the next thirty years. However, there are more lessons to be learned. You, as a youth leader, will have many boys with different talents or even very little talent at all. Some will be scholars, other's athletes, some musicians and others computer whizzes. Others may have few discernable talents at all. All boys are different. Perhaps you will have a red haired, freckled boy whose only talent is in theatrics and drawing. The story of Baden-Powell shows that it is not necessary what talents you have or how much they are; the real issue is what you do with the talents you have. According to conventional wisdom, Baden-Powell was a very unlikely teenager to grow into much of anything, but he did. You as an adult youth leader have potential Baden-Powells in your troops, teams, and crews. Your job is to mine those talents so that when they report to the master as the servants did in Matthew 25: 14-30, they can say that they invested them wisely and earned a dividend. They will not say that some adult leader helped them bury their talents from view because conventional wisdom said they were unlikely to succeed.

## **The American Movement**

“Scouting for Boys” was a sensation in America and its publication did not go unnoticed by publisher William D. Boyce of Chicago. According to legend, it is Boyce who is lost in a London fog in October of 1909 and aided by a British Scout. Boyce became Scouting’s earliest backer and incorporated the Boy Scouts of America as a business in the District of Columbia on February 8, 1910. He became one of its major early financial supporters. However, Boyce did not have the time to organize the movement. Scouting was sort of a hit-or-miss organization. Many boys heard about the movement and were eager to join, but they did not know how to go about it. Some of them wrote to their YMCA’s for help. One of the YMCA officials was a man named Edgar Robinson. He began to get letters from boys all over the country. In response, Robinson approached Boyce and urged him to establish a centralized leadership and to attract existing organizations into the movement.

One of these early joiners was Ernest Thompson Seton, 1860- 1946. He was an artist, writer, and outdoorsman. In 1902 he formed the Birchbark Roll of the Wood Craft Indians. Seton is responsible for injecting into the Scouting movement the importance of the culture of the Native American. When Boyce formed the Boy Scouts of America and with Robinson’s urging, Seton merged his organization into the new Boy Scouts of America. Many of his writings were given to Baden Powell who incorporated them into the Scouting movement.

Seaton, was not alone; Daniel Carter “Uncle Dan” Beard (1850- 1941) was also an artist, writer and outdoorsman, Beard’s monthly column of pioneer boys became so popular that he formed in 1905 the Sons of Daniel Boone. He, too, was captivated by the writings of Lord Baden-Powell and also at Robinson’s urging merged his organization into the Boy Scouts of America.

The last founder of American Scouting was James West. Who would have expected West to be a great leader? He was an orphan and a sickly and crippled boy. As an adult he walked on crutches and had a severe limp. He was in pain most of the time. Yet, he rose to become a

great juvenile lawyer and felt that scouting was cure for what ailed American youth at the turn of the 20th century. West became the organization's first Chief Scout. He turned the movement into a not for profit organization and received a charter from the U.S. Congress in 1916. Congress has renewed the charter every year since it was issued.

Sea Scouting was formed in 1912 and Cub Scouting was formed in 1930. In 1935 Exploring began as Senior Scouting. In 1982 Career Awareness Exploring began. Finally in 1998, Exploring divided into two groups. The career explorers kept the name, Explorer, and became part of Learning for Life, a subsidiary of the Boy Scouts of America. The traditional Exploring program, high adventure and emergency preparedness, became Venture Scouts.

## **Scouting Comes to the Church**

The Young Men's Mutual Improvement Association (the "YMMIA") was organized by the direction of Brigham Young in June 1875 to provide spiritual and cultural activities during leisure time for the young men of the church. Scouting, with its spiritual background and cultural ideals, appealed to church leaders as an excellent program for boys. The YMMIA thoroughly investigated Scouting in 1911, and, on motion of President Anthony W. Ivins of the WMMIA general superintendence, the MIA Scouts were officially organized.

On February 9, 1912, Lord Baden-Powell came to New York to address 600 of America's leaders at the Astor Hotel. In attendance were Scouting's founders, West, Boyce, Eaton, and Beard. Also in attendance was the father of our Prophet Gordon B. Hinckley. Consequently, in May of 1913, the Church formally affiliated with the national counsel of the Boy Scouts of America and became the first religious institution in America to do so. The Church is one of the leading sponsors of units and boys in the Boy Scouts of America.

The Church adopted Scouting as part of the activity program for Aaronic Priesthood quorums and later for Primary boys ages 8 and older. The church continues to follow the programs of the Boys Scouts of America to help its young men 12 to 18 years of age as they magnify their callings in the priesthood. The Young Men general presidency emphasizes that Scouting continues to play a strong role in fulfilling the Aaronic Priesthood objectives and preparing young men for full-time missions, temple blessings, and righteous manhood.

## **Why has the Church chosen the Boy Scouts of America?**

"Since 1913, when we became the first partner to sponsor Scouting in the United States, we have remained strong and firm in our support of this great movement for boys and of the Oath and the Law which are at its center. To commit a boy to do his best — to do his duty to God, to his country, to his fellowmen, to true principles, and to himself — is to open avenues of vision and direction for him which can be critically important in his life. A young man who understands and is fully committed to the great principles of the Scout Law has his feet firmly planted on a path that can lead to a happy and constructive life. He will qualify for his own self-respect and he will very likely form wholesome relationships with others and will establish an honorable family. Being true to Scout principles will help him in forming a companionship with his Heavenly Father that will strengthen all the other relationships and aspects of life. It is our understanding and belief that Scouting is still strongly centered in these duties and principles, and that there is a determination in its present leadership to strengthen them further. This being true, The Church of Jesus Christ of Latter-day Saints

affirms the continued support of Scouting and will seek to provide leadership which will help boys keep close to their families and close to the Church as they develop the qualities of citizenship and character and fitness which Scouting represents.” Spencer W. Kimball

President Kimball spoke these words when he received international Scouting’s highest honor, the Silver World Award, from Arch Monson, president of the Boy Scouts of America. The methods of Scouting provide an effective means whereby boys can learn self-reliance, teamwork, duty to God and country, and respect for the beliefs and convictions of others — all by subscribing to the Scout Oath and Law and supporting it. In this way, they develop a code of ethics and a sense of values by which they pattern their lives.

President Gordon B. Hinckley in November 2001 said, “I make you a promise that God will not forsake you if you will walk in His paths with the guidance of His commandments.”

### **Conclusion**

Well, that’s the history. You know where we’ve been; now you should know where we are going. Baden-Powell, Eaton, West, and Beard were the past; you’re the future. Good Luck!



## Scouting Basics

Scouting is designed to help boys grow up to be a self-reliant, dependable, and to become caring individuals. Since 1910, the Boy Scouts of America has woven lifetime values into fun and educational activities designed to assist parents in strengthening character, good citizenship, and the physical fitness in youth.

Scouting teaches family values, but we know that boys do not join Scouts just to have their character built. Boys join because it is fun.

### Scouting is Fun with a Purpose!

A Patrol provides the Boy Scout with a group of boys his own age in which he can earn awards and recognition. In the Patrol, he will also gain a sense of personal achievement for the new skills he learns. The Eleven Year Old Scouts (EYOS) are organized as a Patrol in the Ward's Scout Troop. The EYOS Leader is an Assistant Scoutmaster and participates in the Troop Committee. Special Note for LDS: A woman can be the EYOS Leader but she doesn't participate on the overnight activities.

Scouts advance in order,

Tenderfoot → 2<sup>nd</sup> Class → 1<sup>st</sup> Class → Star → Life → Eagle

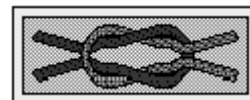
based upon completion of the requirements for each rank. The boys between ages eleven and eighteen can work on the rank requirements in any order.

The responsibility of a boy's advancement in Scouting lies with the family. The Troop assists the family in helping the boys advance. Most requirements for advancement are done at Patrol Meetings but reading and prework are done at home with the family. In Boy Scouts, the Troop Committee maintains records of advancement but it is very important that parents also maintain good records and follow the Scout's progress.

Keep all Scout Advancement records and dates of leadership position in a safe place. The boys will need them later when they complete their Eagle applications.

The Cub Scout Arrow of Light and Religious Knot are worn on the Scout's Boy Scout uniform and his adult uniform.

Boys are successful when parents support their sons in the program from Tenderfoot to Eagle.



## **Scouting Aims and Methods**

The Mission of the Boy Scouts of America is to prepare young men to make ethical choices over their lifetimes by instilling the values of the Scout Oath and Law.

### **The aims of Scouting are:**

- Character development
- Citizenship training
- Mental and physical fitness

### **Character encompasses a person's qualities, values, and outlook.**

- Being confident but not conceited
- Being honest with themselves and others
- Having a positive personal appearance
- Developing special skills and interests
- Taking care of themselves
- Doing their best in difficult situations
- Practicing their religious beliefs
- Showing respect for other people

### **Scouts are encouraged to be a good Citizen:**

- Be aware of community organizations and their functions
- Understand / respect ethnic and social relationships in their communities
- Appreciate the environment and seek to protect it

### **Scouts are encouraged to be mentally and physically fit by:**

- Exercising and participation in vigorous activities
- Adopting healthy habits
- Keeping weight within a healthy range
- Avoiding use of tobacco, drugs, and alcohol
- Striving to be mentally awake
- Using good judgment
- Being resourceful in solving problems

### **What Scouting can provide a boy**

- A sense of belonging
- Achievement & recognition
- Self-esteem
- Confidence
- Self-discipline
- Self-reliance
- Healthy interaction
- Experience of teamwork

### **The Methods of Scouting:**

- Ideals
- Patrol method
- Outdoors
- Advancement
- Association with adults
- Personal growth
- Leadership development
- Uniform



## Advancement

When a boy turns eleven, if he did not receive the Cub Scout Arrow of Light, he completes the Boy Scout application and Health Form. All new Boy Scouts then demonstrate that they know how to tie a square knot to earn their Scout Badge.

“The promise of the Scout Oath and the twelve points of Scout Law prepare young men for the 21st century.” President Gordon B. Hinckley

## Boy Scouts

### Boy Scout Oath

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

### Scout Law

A Scout Is:  
Trustworthy  
Loyal  
Helpful  
Friendly  
Courteous  
Kind  
Obedient  
Cheerful  
Thrifty  
Brave  
Clean  
Reverent



## First Class by Twelve then on to Eagle

The EYOS Patrol focuses on the requirements for Tenderfoot, Second Class, and First Class. An active Scout will usually earn First Class when he is an EYOS.



Tenderfoot



Second Class



First Class



Star



Life



Eagle

## Priesthood Purposes

With these priesthood purposes at the core of all activities, the Aaronic Priesthood program is intended to help young men gain a testimony of Jesus Christ, recognize their particular gifts and the Lord's expectations for them, and prepare for worthy receipt of the Melchizedek Priesthood, for missions, for temple marriage, for fatherhood, and for a lifetime of service in the Church. Scouting is a valuable resource for accomplishing many of the objectives outlined for Aaronic Priesthood activities, but leaders should recognize that it may not be the best vehicle for accomplishing some priesthood purposes. Hence, a healthy balance of all seven of the activity areas is not only desirable but essential.

- |  |   |
|--|---|
| 1. Learn the gospel and build testimonies of Jesus Christ. | Activate young men of quorum age.<br>Build proper relationships with young women. |
| 2. Give welfare and temporal service.                      |   |
| 3. Prepare for and give missionary service.                | Prepare for eternal marriage and fatherhood.                                      |
| 4. Give genealogical/temple service.                       |   |
| 5. Strengthen families.                                    | Have leadership experiences.<br>Develop talents.                                  |
| 6. Build quorum brotherhood.                               |   |

The Aaronic Priesthood purposes help you to:

- Become converted to the gospel of Jesus Christ and live its teachings.
- Serve faithfully in priesthood callings and fulfill the responsibilities of priesthood offices.
- Give meaningful service.
- Prepare and live worthily to receive the Melchizedek Priesthood and temple ordinances.
- Prepare to serve an honorable full-time mission.
- Obtain as much education as possible.
- Prepare to become a worthy husband and father.
- Give proper respect to women, girls, and children.



The Duty to God Award program will help you achieve these purposes of the Aaronic Priesthood. To qualify for the Duty to God Award, you need to achieve and complete Aaronic Priesthood purposes and also participate in family activities, specific quorum activities, a Duty to God service project, keeping a personal journal, and completing personal goals in each of four categories:

- Spiritual Development
- Physical Development
- Educational, Personal, and Career Development
- Citizenship and Social Development

## **Scouting within the Primary and Young Men**

Cub Scouting (including the program for Webelos Scouts), and Boy Scouting for eleven-year-old Scouts (forming a separate patrol of the Boy Scout troop) are under the supervision of the Primary. The Boy Scout troop, Varsity Scout Team, and Venturing Crew are associated with the deacons, teachers, and priests quorums, respectively.

### **Focus for Eight- and Nine-year-old Cub Scouts**

Cub Scouting is centered on family activity, and in LDS Scouting it is the program for eight- and nine-year-olds. In Cub Scout dens, the boys, their families, and the leaders work together with an emphasis on home-centered and family activities. The purpose of Cub Scouting is to provide boys with an effective educational program designed to build desirable qualities of moral strength and character, to develop fitness, and to train the boys in the responsibilities of active citizenship. Boys work on the Faith in God Award along with doing Cub Scout activities in their den and pack meetings. Many of the activities can fulfill requirements for the Faith in God Award. Completion of all designated activities in the Faith in God for Boys guidebook (while a Cub Scout or Webelos Scout) qualifies a boy for the Scouting religious emblem square knot.

### **Focus for Ten-year-old Webelos Scouts**

In the Webelos program (the second part of Cub Scouting, which in the Church is for ten-year-old boys) the emphasis starts to shift from the boys' family to the boys' peers. It is a transitional program, preparing the boys to become Boy Scouts (and to hold the priesthood). The emphasis begins to shift from home-centered activities to group-centered activities similar to those they will encounter in Boy Scouting. The Webelos den leader passes the Webelos Scouts on their requirements as parents play a less active, more supportive role in advancement. Webelos Scouts complete the Scout Faith in God requirements if not done previously (and continue to work on the Church Faith in God Award) as part of their Webelos activities.

### **Focus for Eleven-year-old Boy Scouts**

An eleven-year-old Scout learns individual roles of a group through practicing basic Scouting skills. This is where they first learn about patrols. Working together, patrol members share the responsibility for the patrol's success.

They gain confidence by serving in positions of patrol leadership. All patrol members enjoy the friendship, sense of belonging, and achievements of the patrol and of each of its members. While they are eleven-year-old Scouts, working on Tenderfoot, Second Class, and First Class Scout requirements, they learn the basic camping skills as they learn to function together. The bishopric meets with all eleven-year-old boys and their parents in the Priesthood Preview to help them understand the importance of the priesthood and strengthen their commitment to

prepare to receive it. Boys should complete the Church Faith in God Award as part of their eleven-year-old Scout activities.

### **Focus for Deacon-age Boy Scouts**

The deacons' development focus is teamwork. They plan activities and camp together as patrols. They earn merit badges and provide service, usually as a group. They are recognized as they earn each rank leading to Eagle. "Duty to God" goals encourage deacons to work with their families, particularly their parents, and contribute to their personal and family success. Scouts also contribute to the success of their quorums through fulfilling their priesthood responsibilities regarding collecting fast offerings, passing the sacrament, and participating in quorum service projects.

### **Focus for Teacher-age Varsity Scouts**

A teacher's development focus is leadership. Teachers have typically developed their basic team skills and perfected their camping skills to the point that they can learn to plan and execute programs independently. Outside peer pressure increases and they are often required to stand up personally for their values. Teacher Duty to God goals encourage them to strengthen those values and exercise leadership by setting the example for others and planning activities. Goals for spiritual, physical, educational/career, and social development expand and enhance basic personal skills. Planning and executing activities help them develop greater confidence in being leaders.

The Varsity Scout letter encourages discipline and preparation for the game as well as a deeper understanding of the rules. The Denali Award recognizes their planning skills and their contributions to successful team leadership. Teacher-age young men start to think about and look for answers about adult life and careers. They should be encouraged to seek patriarchal blessings and other guidance from the Lord.

### **Focus for Priest-age Venturers**

A priest's development focus is service and teaching others. With each level of Duty to God, goals are more outwardly focused, culminating in applying teamwork and leadership skills for the benefit of others. "Duty to God" goals for priests are missionary- and service-focused. Priests become comfortable not only standing up for what they believe, but also putting into practice programs and activities that support those values. Priests should be regular contributors to family and quorum responsibilities, taking the initiative to suggest and carry out fun and righteous activities. They can recognize important elements needed for families of their own. Experiences set the tone for their own family organization as well as teaching others, especially new members, the joy of a family unit. Spiritual, physical, educational/career, and social development goals prepare them to teach others as well as set an appropriate example. Several Venturing awards recognize their participation and leadership in service projects, volunteer efforts in the community and school, church activities at the stake and ward levels, and teaching others in various settings.

## **EYOS (Eleven Year Old Scouts)**

Teaching 11-year-old Scouts is a great responsibility. They are out of Cub Scouts and excited to be a Boy Scout and are teachable at this age.

It is vital that they have a functioning program. If you lose them during their first year, it will be very difficult to activate them in the twelve year old program. It is the eleven year old Scout Leader's responsibility to have them up to First Class by the time they turn twelve. If you have a functioning program and do something every week, this is no problem.

Eleven year old boys camp three times per year with their fathers. The eleven year old Scout is part of the Troop and the leader is an Assistant Scoutmaster. The Church provides an EYOS Leader patch that can be purchased with other Primary materials. They should also use the Troop Committee to help them with their program.

However, it is recommended that they meet separately most of the time. They are still part of Primary and the Primary President is over their program. The Primary President attends basic training to have a better understanding of their role with Scouting.

One benefit of being an eleven year old Scout Leader is that you repeat the program every year. So once you've got a calendar for a year, you just do it over again, while improving how you do it.

It is recommended that you have a Troop Guide involved with the younger boys. A Troop Guide is an older Scout (Deacon, Teacher, or Priest) who has attained the rank of at least first class. It is a leadership position for Star, Life, and Eagle ranks. They can assist in the work and teach the boys the skills they learned. Boys love to learn from older boys and can look up to them as role models. They also see that someone else has actually learned and been successful. The Troop Guide also has a built in ability to relate to the younger boys on their own level.

It is important to keep good records. Make sure each boy has a Scout Handbook and uses it each week. Sign-off requirements in the book and keep an additional record! Records are vital in completing their Eagle applications.



## The Boy Scout Program

### Essential Books

To insure a quality program the following resources are important references for the Scout Leader.

- Boy Scout Handbook
- Scoutmaster Handbook
- The Guide to Safe Scouting
- LDS Scouting Handbook
- Troop Program Resource Book



### Keys to a Successful Program

**Maintain accurate records for each boy.** There are several paper and electronic versions. It is very important to fill out the record chart for each boy and his progress so the Leader can see at a glance where each boy is in advancement.

**Teach the boys to lead.** Leaders should be aware of the Patrol positions necessary to operate the Patrol.

- Patrol Leader has the responsibility for the Patrol's activities and represents the Patrol as a member of the Patrol Leaders' council.
- The Assistant Patrol Leader helps the Patrol Leader and acts as the Patrol Leader when the Patrol Leader is not present.
- Scribe is the Patrol's secretary. He attends meetings of the Patrol Leaders and keeps a log of what was discussed. He records Troop attendance and maintains Troop advancement records.
- Quartermaster is the supply and equipment boss. He keeps an inventory of Troop equipment and sees that it is in good condition.

**Form a Patrol with no more than eight boys.**

**Select a Troop Guide** With the assistance of the Scoutmaster and Primary President, choose a Troop Guide (usually a First Class Deacon).

**Encourage Scouting Spirit** Let each Patrol under the direction of the Patrol Leader choose a Patrol name, yell, song, flag, and patch.

**Know the advancement requirements** Become familiar with the requirements up through the 1st Class Scout. Boys can work on the requirements in any order, but they must complete all requirements for Tenderfoot to receive that award. Tenderfoot must be earned before the boy earns 2nd Class and 2nd Class rank before he earns his 1st Class rank.

**Hold a Patrol Leader Council (PLC) weekly** with the Leader, Troop Guide, Patrol Leader(s), and Scribe(s). The Patrol Leader is in charge of this meeting and is guided by the Leader. In PLC Meeting, Patrol Meetings and activities are planned.

**Organize the calendar** Know where each of the boys in the Patrol is in advancement. Gear the calendar according to what they need in order to receive their First Class before their 12<sup>th</sup> birthdays.

- Make sure each boy completes the physical fitness requirements as soon as he can, because this can hold him back from receiving the Tenderfoot rank.
- Planning the calendar should be done by the Patrol Leader Council (PLC).
- Plan the Patrol Meetings for the next month, three months, & year.

## **Patrol Meetings**

Include the following in the Patrol Meetings:

- Discussion of present and upcoming events
- Things they need to do
- Minutes of last meeting
- Skills taught
- End with a fun game and a brief closing ceremony



## **The Scout Orientation**

When a boy turns eleven years old, the SCOUT Leader, Patrol Guide, and Patrol Leader provide the boy and his parent(s) with an overview of the SCOUT program and the Patrol's expectations. Prior to the meeting, the boy will need a Boy Scout Handbook, rope to tie a square knot, and the following assignments for parents and boys to read in the Boy Scout Handbook:

- Boy - Pages 1 – 15 “The Adventure Begins”
- Parents - “How to Protect Your Child from Child Abuse: A Parent’s Guide”

### **The orientation includes:**

- Requirements for joining the Troop (boy demonstrates the Square Knot)
- Registration forms for the boy and parents
- The Scout Uniform and Insignias
- The Scouting activities and calendar of events
- The Advancement plan to reach First Class by 12 and Eagle by 16
- Scouting costs and fund raising expectations
- The Faith in God requirements for eleven year old boys

## **The Orientation Packet Materials**

- Boy Scout Registration Form
- Health Record / Medical Form for the Boy Scout
- Annual calendar of events with dates
- Scout uniform options and costs
- Troop Numbers and Patrol Patch
- Boy's position description and corresponding patch
- Uniform guide to use when sewing patches onto uniform
- Individual Scout Record
- First Year Tracking Form
- Adult Volunteer Registration Forms
- Parent Survey that includes hobbies and interests

The boy should already have a copy of the Boy Scout Handbook that he should bring to every Patrol Meeting.

## **The Scout**

There are marked differences in boys as they move from the 11-13 year age bracket to the 14 and over age. The LDS Church believes that there is a significant difference in the characteristics and needs of 11-year-old boys as compared to 12-13 year old boys. Thus the LDS Scouting Handbook provides several very significant modifications to the Scouting program for 11 year-old Scouts.

It is during this period of a boy's life that he experiences puberty, or the transition from boyhood to manhood. With some boys the transition happens quickly. With others it may take a while. Lord Baden-Powell once said: "The Scoutmaster . . . must realize the needs, outlooks, and desires of the different ages of the boy's life. He must deal with the individual boy rather than the mass."

The age, physical size, and developmental stage of boys often don't coincide. Despite the well-meaning but mistaken belief of some adults, children and youth are not small adults. They understand things differently and act on things for different reasons than adults do. When we treat children and youth as adults, they become frustrated because we don't appear to listen to or understand them.

By understanding the characteristics and needs of the boys in the Troop, we will have more success in providing them with activities they will see as fun to participate in, and we will be able to figure out ways to use the activities as vehicles for teaching skills and values to the boys.





## **Road to First Class**

The goal of the EYOS Patrol is to attain the rank of First Class by the time the boy turns twelve years old. With good attendance at Troop Meetings and Activities this is a very realistic goal. While the ranks of Tenderfoot, Second Class, and First Class are awarded in order, Scouts may work on the requirements for the three ranks simultaneously.

Scouts may also work on merit badges, but this it is not recommended that younger Scouts focus on merit badges, especially those in their first year of Scouting. First year Scouts should work on learning the skills needed for Tenderfoot through First Class. Scouts need to be aware that there are requirements regarding attending a certain number of Troop events (not including Troop or Patrol Meetings or courts of honor) for these ranks and a certain number of them include overnight camping. A Scout who actively participates in Troop events and who diligently works on skills can achieve First Class in one year.

When a Scout believes he has completed all the requirements for his next rank, he reviews it with his Scout Master or EYOS Leader who submits it to the Advancement Chairman to check the Troop's record. It is very important to verify community service hours and attendance at Troop events other than Troop/Patrol Meetings.

Once the Scout Master or EYOS Leader and the Advancement Chairman agree that all requirements are met, the Patrol Leader/Troop Guide advises the Scout to contact the Scoutmaster for a Scoutmaster conference. These are held at a mutually convenient time, date, and place. The Scoutmaster conducts all the Scoutmaster conferences himself so he needs to meet with the Scout as soon as they are ready to avoid scheduling them a few days before a Board of Review or on the night of a Board of Review.

During the Scoutmaster Conference for Scouts working on Tenderfoot, Second or First Class, the boys are tested on the skills or knowledge they acquired for that specific rank. As an example, a candidate for Second Class will be handed a standard USGS topographical map and a compass and be asked to explain how a compass works and to orient the map. He would have to be able to identify the various symbols used on the map. A First Class candidate will be asked to demonstrate all the lashings required for that rank. A Tenderfoot will be asked about the Ten Essentials and other requirements.

EYOS do not attend Scout Camp, even with their father. Scout Camp is an Aaronic Priesthood Activity.



### **Key points in attaining the rank of First Class**

- Scouts need to participate in ten Troop Activities (five for Second Class) since joining the Troop, excluding Troop Meetings. It is important to participate in as many activities as possible; many outdoor requirements can't be done at the Troop Meetings. Also, the ten activities requirement is almost always the hardest and the last completed for First Class.
- Three of these activities need to include camping overnight in a tent (one for each rank); it is important to take advantage of all the camping trips. Fathers come with their sons on all camping trips until the boy turns twelve years old.
- Swimming and Orienteering requirements are hard to pass off without the Troop and it is hard for the Troop to repeat; boys are encouraged to attend when the Troop schedules these activities.
- Cooking requirements include menu planning and food procurement, as well as functioning as the head-cook. Scouts and parents are encouraged to sign-up for a trip of their choice with the Troop Leaders.
- Community Service is required for Second Class Rank advancement. Participation in the Eagle Projects of the older Scouts and the Troop service events is very important.
- Plant and Animal Identification is difficult in the winter. Scouts are encouraged to pass these requirements on the Fall or Spring Nature Hike.
- **Good Attendance and Attention** at Troop Meetings and activities will ensure that each Scout masters the skills needed to earn the rank of First Class by his birthday.

### **EYOS Support**

#### **Aaronic Priesthood Leaders Support for EYOS**

- Insist that there be two-deep leadership associated with all 11-year-old Scouting activities. Provide back-up if needed.
- If the leader of the 11-year-old Scout Patrol is a woman, arrange for males to supervise overnight camping experiences for these young men.
- Encourage Scout training for the EYOS Leaders (Fast Start, Essentials, Position Specific, Outdoor Training, Wood Badge, and Round-table.)
- Set the goal that the boys advance to First Class before age 12.
- Encourage leaders to introduce merit badges, by pursuing a limited number of merit badges (perhaps 2 or 3 per year) in their meetings or activities.

- Provide training to their Patrol Leaders.
- Promote the full uniform for boys of their Patrol.
- Assist EYOS Leaders to develop their own program plan and calendar by adapting Troop Planning Program Planning methodologies.
- For months where the 11-year-old Scouts are not camping, encourage the calendaring of a monthly day camp or an outdoor activity such as a hike.
- Invite EYOS Leaders to Troop Committee Meetings to report their plans and needs. Consider their needs for support equally with the 12-13 year program.
- Encourage weekly meetings of the 11-year-old Patrol, to keep up Scouting momentum in the year between Cubs and Young Men.
- Include needs of the EYOS program in Troop fund-raising.
- Invite the Scoutmaster to attend 11-year-old Patrol Meetings to get acquainted with these young men and encourage them in Scouting.
- Set standards for advancement record-keeping for the EYOS (preferably use the Individual Scout Record form and keep an accurate record of over-night camps, service hours, and positions held by each boy).
- Schedule Boards of Review when needed for advancement by EYOS.
- The EYOS Leader holds Scoutmaster Conferences for advancement, introduces the Scouts to Boards of Review, and presents awards.
- EYOS Scouts should participate equally in Courts of Honor as part of the Troop. A rank requirement is to participate in a flag ceremony.

## **National BSA Policies**

### **Boy Scout Policy on Advancement**

**Clause 5 – Basis for Advancement.** The Boy Scout requirements for ranks shall be the basis for the Scout's advancement. There shall be four steps in Boy Scout advancement procedure: learning, testing, reviewing, and recognition.

**Clause 6 – Ranks.** There shall be the following ranks in Boy Scouting: Tenderfoot, Second Class, First Class, Star, Life, and Eagle. The requirements shall be authorized by the Executive Board and set forth in official Scouting publications. Eagle Palms may also be awarded on the basis of requirements authorized by the Executive Board and set forth in official Scouting publications.

**Clause 7 – Responsibility of the Troop Committee.** It shall be the responsibility of the Troop Committee, under the leadership and guidance of the local council, to make sure that the program of the Troop is conducted in such a way that Scouts have an opportunity to advance on the basis of the four steps outlined in Clause 5.

## **Boy Scout Advancement**

### **Four Steps of Advancement**

A Boy Scout advances from Tenderfoot to Eagle by doing things with his Patrol and on his own. He advances by taking advantage of opportunities provided him.

1. The Boy Scout learns. A Scout learns by doing. He grows in ability to do his part as a member of the Patrol and the Troop. As he develops knowledge and skill, he teaches others; and in this way he begins to develop leadership.
2. The Boy Scout is tested. A Scout is tested on rank requirements by his Patrol Leader, Scoutmaster, assistant Scoutmaster, a Troop Committee member, or a member of his Troop. The Scoutmaster maintains a list of those qualified to test and to pass-off.
3. The Boy Scout is reviewed. After a Scout has completed all requirements for a rank, he has a board of review. For Tenderfoot, Second Class, First Class, Star, Life, and Eagle Palms, the review is conducted by members of the Troop Committee. The Eagle Scout board of review is conducted in accordance with local council procedures.
4. The Boy Scout is recognized. When the board of review has certified a boy's advancement, he deserves to receive recognition as soon as possible. This should be done at a ceremony at the next Troop Meeting. The certificate for his new rank may be presented later at a formal court of honor.

The Boy Scout advancement program is subtle. It places a series of challenges in front of a Scout in a manner that is fun and educational. As Scouts meet these challenges, they achieve the aims of Boy Scouting.

One of the greatest needs of young men is confidence. There are three kinds of confidence that young men need: in themselves, in peers, and in leaders.

Educators and counselors agree that the best way to build confidence is through measurement. Self-confidence is developed by measuring up to a challenge or a standard. Peer confidence develops when the same measuring system is used for everyone -- when all must meet the same challenge to receive equal recognition. Confidence in leaders comes about when there is consistency in measuring -- when leaders use a single standard of fairness.

No council, district, Unit, or individual has the authority to add to or subtract from any advancement requirement. A Boy Scout badge recognizes what a young man is able to do; it is not a reward for what he has done.

Standards for joining a Boy Scout Troop and for advancement are listed in the latest printing of the Boy Scout Handbook and in the current Boy Scout Requirements book.

Advancement accommodates the three aims of Scouting: citizenship, growth in moral strength and character, and mental and physical development.

The advancement program is designed to provide the Boy Scout with a chance to achieve the aims of Scouting. As a Scout advances, he is measured and grows in confidence and self-reliance.

When a badge and certificate are awarded to a Boy Scout to recognize that he has achieved a rank, they represent that a young man has:

- Been an active participant in his Troop and Patrol
- Demonstrated living the Scout Oath (Promise) and Law in his daily life
- Met the other requirements and/or earned the merit badges for the rank
- Participated in a Scoutmaster conference
- Satisfactorily appeared before a board of review



In the advanced ranks (Star, Life, and Eagle), the badge represents that the young man has also:

- Served in a position of responsibility in the Troop
- Performed service to others

## **Age Requirements**

Boy Scout awards are for young men not yet 18 years old. Any registered Boy Scout or Varsity Scout may earn Merit badges, badges of rank, and Eagle Palms until his 18th birthday. Youth members with special needs may work towards rank advancement after they are 18. (See section titled "Advancement for Youth Members with Special Needs.")

## **Troop Advancement Goals**

The Scoutmaster is in charge of advancement in the Troop. It is necessary that the Scoutmaster understand the purpose of the advancement program and the importance it has in the development of the Scouts in the Troop. The Troop's program must provide advancement opportunities. By participating in the Troop program, the Scout will meet requirements for rank advancement.

The Troop's Unit commissioner and the district advancement Committee can play an important part in explaining advancement and helping the Scoutmaster utilize the advancement program in the Troop program, making it exciting to the Scouts in the Troop.

It is important that the Troop Committee and the Scoutmaster set an advancement goal for the year. A basic goal should be for each Scout to advance a rank during the year. EYOS should earn their First Class rank during their first year in the Troop. By doing so, these new Scouts become net contributors to the Troop and are able to care for themselves and others. When reviewed monthly by the Troop Committee, Scouts will recognize the importance of Scout advancement. Troops should conduct boards of review for Scouts who are not advancing. A minimum of four formal courts of honor a year (one every three months) should be held to formally recognize the Scouts in the Troop.

Presentation of merit badges and rank badges should not await these courts of honor; awards and badges should be presented at the next meeting after they are earned. Scouts are recognized again at a formal court of honor.

### **Court of Honor**

The Boy Scout Troop including EYOS holds a minimum of four formal courts of honor a year (one every three months) to recognize the Scouts in the Troop. Presentation of merit badges and rank badges should not wait for a court of honor; awards and badges should be presented at the next meeting after they are earned, then Scouts are recognized again at a formal court of honor. Families attend the Courts of Honor just as they did the Cub Scout Pack Meeting.

### **Scoutmaster Conferences**

One of the most enjoyable experiences of being an Scout Leader is the opportunity for a Scout and his leader to sit down and visit together.

In large Troops, Scoutmasters occasionally assign this responsibility to assistant Scoutmasters or members of the Troop Committee; but this is unfortunate, because most Scoutmasters feel that this is truly the opportunity to get to know the Scout and help him chart his course in life.

The EYOS Leader holds Scoutmaster Conferences with the Scouts in the EYOS Patrol. A good conference should be unhurried. It helps the Scout evaluate his accomplishments and to set new goals with his Leader. This can be accomplished at a Troop Meeting, camping trip, or in the Scout's home.

Goal setting by the Scout makes it possible for the Leader to help the Scout with his weaknesses and encourage him to use his strengths.

All through the ranks, it is rewarding for the Leader to observe the Scout grow in responsibility and maturity. It is through this association and example that a young man grows and matures, and the conference accomplishes that aim.

### **Record Keeping**

Each Troop is responsible for keeping its own records and reporting advancement to the local council service center. This is done on an Advancement Report form. One copy is kept by the Troop and two are sent to the council with an order for badges and awards. It is best that this form be submitted at least monthly so that Troop records remain current and Scouts are able to receive their awards quickly after earning them. Awards cannot be purchased or awarded until the Advancement Report has been filed with the council office.

A Troop / Team Record Book, maintained by the Troop scribe, is available.

At the discretion of the local council, computer-generated Advancement Reports may be used. If used, two copies of the computer-generated report must be submitted to the council service center.

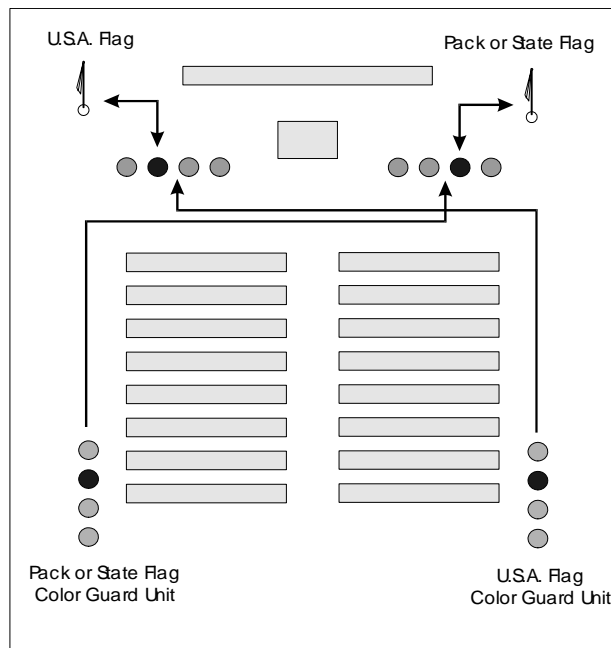
## Flag Allegiance and Ceremony

It is important for the Den Leader to know that during the pledge of allegiance the boys who are in uniform are to salute the flag with the Cub Scout salute, while the boys out-of-uniform are to place their hand over their heart. This is the same for the Den Leaders. Caps and hats that are NOT part of the Cub Scout uniform are to be removed before the pledge of allegiance.

The following is what is said and done by the Cub Scouts during the “presentation of colors” (opening flag ceremony) and the “retrieval of colors” (closing flag ceremony).

### Flag Opening Ceremony

Prior to the Pack Meeting the Cub Scouts need to put flag stands in place at the front of the room. *Looking to the front*, the U.S. flag stand should be placed on the *left* and Pack flag stand (if you have one) is placed on the right. Also prior to the meeting, the Cub Scouts that will be part of the Color Guard(s) are chosen (2-4 for each Color Guard). The U.S. Flag Color Guard lines up in single file at the back of the room on the right. The Pack flag color guard does the same only they are positioned at the back on the left. (See example shown below).



A Cub Scout is chosen to conduct the ceremony and stands at the front of the room. This Scout begins the ceremony by announcing, “Color Guard, attention” and then proceeds with each command as shown below. Each of the Color Guard lines march forward – the Pack flag will come up the left side of the room and the U.S. flag will come up the right side.

They will pass each other as they march to their proper position in front of their respective flag stand. When the Color Guard reaches their positions they are commanded to halt. The command to “Post colors” is given and the boy holding the U.S. flag places it in the stand first and then the boy holding the Pack flag places it in the stand second. They then both return to

their respective color guard Unit. They then turn and face the flag and salute. The audience is asked to repeat the pledge of allegiance. After the pledge of allegiance the salute ends with the command of “Two” and the Color Guard is then dismissed.

### **Flag Opening Ceremony**

- “Color Guard, attention.”
- “Will the audience please arise.”
- “Color Guard, present colors.”
- “Salute.”
- “Color Guard, halt!”
- “Color Guard, post colors.”
- “Please repeat the pledge of allegiance.” (Audience joins in the pledge of allegiance.)
- “Two” (means that the salute can end)
- “Color Guard, dismissed.”
- “The audience will please be seated.”

### **Flag Closing Ceremony**

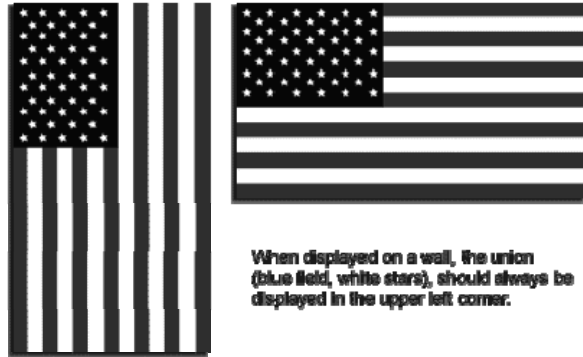
The closing ceremony is done in like manner – the boys start in the rear of the room and march forward on command and then are halted. On command, they salute the flag. Then a single boy retrieves the U.S. flag first and then falls back into line with the other boys. The Pack flag is then retrieved and that boy falls back in line. The salute ends with the command “Two.” The Color Guard with the U.S. flag then marches off followed by the Pack flag Color Guard.

- “Will the audience please arise.”
- “Color Guard, advance.”
- “Color Guard, salute.”
- “Color Guard, retrieve colors.”
- “Two.”
- “The audience will please be seated.”

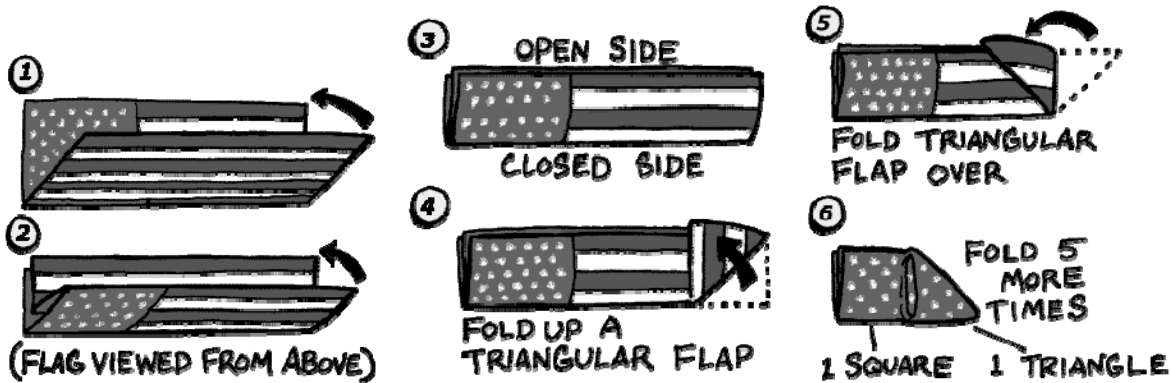


## The U.S. Flag

When displaying the flag in a manner other than on poles and in flag stands it is important to know the proper way to display it. The following shows how a flag should be hung when placed on a wall or hung from a rope.



## Folding the Flag



## Patrol and Troop Flags

The following are examples of official Pack and Den Flags (Webelos Flag has Webelos patch centered in flag – not shown). Pack and Den Flags can add some additional interest to the Pack activities and Pack Meetings. They are also a source of pride when taken to Cub Scout District events. The “official” flags can be purchased from the BSA store or create by the Den or Pack.



## **Service Projects**

“To help other people at all times”

Here are some suggestions for Unit Community Service Projects

Below are some suggestions of local events and organizations that are in need of enthusiastic volunteers. The list is local to Northeast Illinois but similar organizations are in most local areas.

Leaders are advised to contact the organization for specifics on the minimum age requirements, pre-training and other pertinent information. As with any Scouting activity, apply the Scouting Motto “Be prepared” and take all safety precautions.

Scouts should wear their uniforms while working a service project. If there is the possibility they may damage their uniform, due to the type of work they will be doing, a Scout T-Shirt can be worn.

### **Adopt a Highway Program – Lake County**

Phone: (847) 362-3950 [www.co.lake.il.us/dot/adopt.asp](http://www.co.lake.il.us/dot/adopt.asp)

Adopt a Highway is a public service program for volunteers to pick up litter.

### **American Cancer Society**

Phone: (847) 328-5147 [www.cancer.org](http://www.cancer.org)

### **American Red Cross, Lake County**

Phone: (312) 729 – 6100 Email: [elmorem@usa.cross.org](mailto:elmorem@usa.cross.org)

### **Food Pantry, Waukegan (Other Townships also have programs)**

Phone: (847) 662-1340 or local Township Office

Food Pantry and home maintenance/ repair.

### **Coastal Cleanup, Illinois Beaches - Saturday, September 20, 2003**

Phone: (847) 939-0838 x321 / email: [cforst@lakemichigan.org](mailto:cforst@lakemichigan.org)

Join hundreds of volunteers in this one-day sweep to clean our local beaches.

### **Habitat for Humanity, Waukegan**

Phone: (847) 632-1020 [www.habitatle.org](http://www.habitatle.org)

Opportunities for 16 years old and older.

### **Highland Park Hospital, Highland Park [www.enh.org](http://www.enh.org)**

Phone: (847) 480-2648 / (847) 480-3919

### **Juvenile Diabetes Research Foundation**

Phone: (312) 670-0313 [www.jdrfillinois.org](http://www.jdrfillinois.org)

Provide assistance: set up, unpacking materials, hanging signs. Scouts must wear uniforms.

### **Lake County Forest Preserve**

Phone: (847) 968-3329

**March of Dimes**

Phone: (312) 435-4007 [www.marchofdimesillinois.org](http://www.marchofdimesillinois.org)  
Annual Walkathon in April. Scouts must wear their uniforms.

**MS Society – Greater IL Chapter**

Phone: (312) 423 – 1136 [www.msillinois.org](http://www.msillinois.org)  
Cycle for MS, set up, and load materials for the event. Scouts must wear uniform.

**Muscular Dystrophy Association**

Phone: (847) 520-6329 [www.mdaua.org](http://www.mdaua.org)  
Summer camp opportunities for volunteers 16 years and older to facilitate programs for youths with neuromuscular disease.

**Open Lands Associations, Lake Forest**

Phone: (847) 482-1928  
Clear/ maintain trails, restore land, and other conservation activities.

**Safe Place, Waukegan**

Phone: (847) 249-5147  
Teen Volunteer program that supports shelter for battered women and their children

**United Way Lake County / Volunteer Center**

Phone: (847) 775-1000



## **High and Low Adventure - big game with a bigger purpose**

High Adventure is really where the rubber hits the road, this is the opportunity for the unit to plan an outdoor adventure that allows the Young Men do something more creative than car camping or scout camp. If done properly the 14-18 year old scouts will be involved in the whole process of planning, fund raising, and execution. This provides the Team and Venture scouts an opportunity to work together towards a common goal thus encouraging them to function more cohesively and become more united as a Quorum.

### **Why High Adventure?**

As Lord Baden Powell has said: “Scouting is a game with a purpose”, High Adventure give the opportunity to be involved in a big game that can not only challenge older scouts through physical activity but provide a venue where Young Men can come together in the ultimate laboratory, the outdoors. In the LDS units High Adventure reenergizes those scouts who have completed their Eagle requirements and also to help less active members of the Quorums to become more engaged. High Adventure helps to unify Quorums thus strengthening the entire scouting program and Young Men program. All trips should therefore be planned with a priesthood purpose. Finally, we are also in the business of creating memories; the memories that come from a well executed High Adventure trip will be remembered in a positive way for years to come.

### **Planning**

High Adventure trips need to be determined and planned out by the Team and Crew. When Crews delegate and plan out the event the Young Men become more intimately connected to the trip and thus take ownership. Unfortunately, some trips have been planned out entirely by adult advisors. If adults step forward and take over then Young Men are ultimately deprived of the opportunity to run the show. It sends the message to the YM metaphorically that adults are afraid the Young Men might burn the bacon so it needs to be done for them. So, when the YM plan their own trip adults allow the Young Men to develop as leaders and delegate responsibilities to other members of the crew/team. Whenever possible try and have an individual who has successfully done a similar trip to come and give a presentation to your crew/team, this will serve to heighten the excitement and anticipation of the pending high adventure and also give them insights into what will be needed to make the trip a success.

Planning a high adventure trip usually starts one year prior to the actual date of the proposed trip. In some situations such as Philmont scouting ranch where you need to be selected through a lottery it is necessary to make preparations two years prior. A list of potential high adventure programs will be listed at the end of this chapter for your review with approximate amount of time necessary to plan for each of these particular trips. Another reason to begin early is because when a third party outfitter is involved they typically will extend to us preferred pricing. Or in other words we get a better deal which obviously can affect overall costs by as much as 20%. Also by securing a price we also can lock in favorable dates and not be left to trying to sign up 3 months in advance having to take whatever is available.

## **Where to go?**

The counsel I received while attending “Scouting in the LDS church” at Philmont training center in 2003 was fairly clear. Elder Melvin F. Hammond then General Young Men President of the church said: “The stars and moon that shine down on us here are the same everywhere in the world”. In other words we do not have to necessarily travel great distances to some far off exotic place to put on a successful high adventure trip. That said however, the next question is how far can we travel? While I have served with the scouting program in our stake for nearly 20 years, I have been involved in high adventure trips involving canoeing in the boundary waters (Minnesota), Sea kayaking in the Apostle Islands (Wisconsin) and Spelunking in Mammoth Caves national park in Kentucky. We have ridden our bikes nearly 300 miles across Iowa and have gone whitewater rafting in West Virginia. All of these trips have come in at or under 550 miles. If a trip to Philmont in Cimarron, New Mexico is taken then your mileage doubles to around 1,200 miles. All of these trips previously mentioned have been done successfully and are all considered, as of this writing, to be acceptable locations and adventures. Of course your adventure may be different according to the needs and time you have to prepare for you high adventure trip. Ultimately the destination should be part of the planning process while taking in to account the individual needs of the crew/team as a whole. In summary there are many great venues within a day’s drive of Chicago that qualify for outstanding adventures.

## **Marketing the Adventure**

If you have decided on a destination and the crew/team members have been involved then selling the trip is usually quite easy, mostly because the YM feel ownership in the high adventure. *Marketing* the trip to the less active is your next challenge and making sure they know about the trip well in advance of the departure date. *Marketing* to the parents usually involves meeting with the parents and giving them a presentation of the proposed trip which if done well can generate considerable enthusiasm and inertia and then finally to invite all of the crew/team members fathers to come along. After all most **dads** are just big **kids** in larger bodies.

## **Funding**

Funding of the high adventure trip, can be a very interesting topic and one that can elicit a variety of emotions. Ultimately one needs to defer to the counsel given in the General Handbook of Instructions. It has been my experience that one well organized fund raising activity if well conceived and executed should provide adequate monies to pay for the majority of the trip. Certainly YM if given ample notice and are genuinely *excited* about the trip will *find a way* to earn the money for their summer high adventure trip.

## **Tour permits**

Tour permits are necessary for any high adventure trip. This also gives us additional insurance coverage through the BSA as a primary provider if it were ever needed. The local tour permit is one that is given for trips under 500 miles away from our area and can be obtained in about 2 weeks time sometimes sooner if someone in the committee takes it directly to the council office. The National tour permit is given for trips that go beyond the 500 miles limit of the local permit. These take a little longer to obtain because they go

through the regional office. Expect approximately 6 weeks for these permits to be processed. Try not to let this wait until the last minute to do; ideally this should be assigned to a member of the scout committee to take care of.

## **Program**

The overall agenda is dictated by the trip itself; however the **evening program** when the day is drawing to an end needs to be worked out with the youth leadership in the crew/team and their advisors keeping in mind the overall needs of the crew/team/quorum. Usually having lively discussions pertaining to the Gospel are encouraged. On one high adventure trip I was on the professional guides with us expressed a desire to know more about the church. We had each young man prepare to speak for up to 5 minutes on various topics including the apostasy, restoration, first vision, and the Book of Mormon. All of the young men present signed their names inside the cover of two Books of Mormon which were then presented to our guides as we sat around the fire after dinner. Once again, the important piece to take from this is that you should have some plan worked up prior to leaving on the trip and assignments given with appropriate time given to the individual to prepare for his designated part. You will find that not only are we able to have fun but bring a spiritual side as well to the adventure.

**Evaluation of your trip** or a reflection of the event is important to determine if the high adventure was able to meet the crew's expectations and to review those things that went well also to discuss things that could have been different or made better. If you find that there wasn't much interest in the high adventure trip chances are that the young men were not adequately engaged in the planning and development of the overall trip. When you allow the crew members to plan and execute the trip there will be a greater sense of accomplishment and a feeling that it was our trip and we did it. I have also found that cost seems to take on a secondary roll when the crew members are anxiously engaged because they have assumed ownership of it and typically will get busy earning necessary funds for the trip. When we as adults take over then we deny our crew/quorum members to be youth led. This of course is one of the main reasons for doing high adventure trips with our Young Men.

## **How to blend Duty to God with Scouting**

### **Recognition and Awards**

Young men will be more encouraged to prepare for missions and fatherhood if they are recognized for their accomplishments, including earning the Faith in God Award and the Duty to God certificates. Recognition alone, however (once in Primary and then once every two years through the Aaronic Priesthood Duty to God certificates), does not provide the frequent reinforcement young men need. Scouting awards complement and support priesthood recognition. Many of the Faith in God and Duty to God requirements are found in various Scouting requirements, especially in the merit badges required for Eagle Scout. Using Scouting awards as milestones, along with Church recognitions, provides more frequent positive reinforcement, and encourages continued progression. Recording each accomplishment in both Scouting and Duty to God programs provides a means for more frequent recognition.

### **The Duty to God Certificate**

The Duty to God Award is a priesthood award, not a Scouting award. It has a long and prestigious history, and all Aaronic Priesthood boys should strive to earn it. It is a broad-stroke award covering many areas of a boy's life.

The goals and requirements of the program are outlined in the three Fulfilling Our Duty to God guidebooks for the youth and an overall explanation is found in the Guidebook for Parents and Leaders of Youth. For the young men, there is a guidebook for each of the three Aaronic Priesthood quorums. When a young man accomplishes all the goals in one of the guidebooks, he will receive the appropriate Duty to God certificate. Earning the individual Duty to God certificates as a deacon, a teacher, and a priest will help a boy grow spiritually and prepare him to serve a mission. Certificate requirements are varied—and it will take almost six years to earn all three. When a priest-age boy completes requirements for the third certificate, he has also earned the Duty to God Award. It is important to note that a worthy priest (including a new member of the Church) who has not received all the Duty to God certificates, may still earn the Duty to God Award by meeting certain requirements, as explained on pages 13 and 14 of the Guidebook for Parents and Leaders of Youth.

The Duty to God Award requirements have changed over time. The current requirements are divided into seven categories: priesthood duties and standards; family activities; quorum activities; spiritual development; physical development; educational, personal, and career development; and citizenship and social development. Each quorum has its own requirements appropriate for that age. The requirements include many varied activities, such as reading and understanding certain scriptures; giving talks; participating in service projects; doing some family history work; developing a missionary plan and contributing to a missionary fund; living Church standards; understanding and performing priesthood duties; developing physical skills; and developing social graces. Each quorum award requires participating in a service project and filling in the journal section of the Fulfilling Our Duty to God guidebook for deacons, teachers, or priests. Many Duty to God requirements are similar to, or identical with, the requirements for Scouting awards or advancements.

## **Duty to God and BSA Award Comparisons**

### **Scouting and the Duty to God Award**

The Duty to God certificates for deacons, teachers, and priests match well with the Scouting emphases and recognitions associated with Boy Scouts, Varsity Scouts, and Venturers. The relation of the emphases of Scouting and the Duty to God are shown below.

**Boy Scouting and the Deacons Quorum:** The Scouting program has three specific objectives, commonly referred to as the Aims of Scouting. They are character development, citizenship training, and personal fitness. Scouting also focuses on teaching service. Merit badges required for the Eagle Scout Award parallel the knowledge and skills for the Duty to God for Deacons certificate.

These objectives relate closely to the Deacon *Duty to God* goals:

Character Development

*Spiritual Development*

*Educational, Personal, and Career Development*

Citizenship Training

*Family Activities*

*Citizenship and Social Development*

Personal Fitness – *Physical Development*

Service – *Quorum Activities*

**Varsity Scouting and the Teachers Quorum:** “The heart of Varsity Scouting is the Five Program Fields of Emphasis.” A youth member, called a program manager, is responsible for each of the Five Program Fields of Emphasis and works with an adult program adviser (who is a member of, or recruited by, the team committee) to coordinate each phase of the program. The Varsity letter and Denali Award and the merit badges required for the Eagle Scout Award parallel the knowledge and skills for the Duty to God for Teachers certificate.

The five Varsity fields of emphasis and related *Duty to God* goals are:

Advancement – *Educational, Personal, and Career Development*

High Adventure / Sports – *Physical Development*

Personal Development – *Spiritual Development*

Service

*Family Activities*

*Quorum Activities*

Special Programs and Events – *Citizenship and Social Development*



**Venturing and the Priests Quorum:** Venturing has six experience areas. A youth member, called an activity chair, is responsible for each of the six experience areas, and works with an adult consultant (who is recruited by the crew committee) to coordinate each phase of the program. The Venturing Bronze, Gold, Silver, and Quest Awards cover and expand the knowledge and skills for the Duty to God for Priests certificate.

The six Venturing Experience Areas and related *Duty to God goals* are:

Social - *Family Activities*

*Spiritual Development*

Service - *Quorum Activities*

Fitness - *Physical Development*

Outdoor - *Physical Development*

Leadership - *Educational, Personal, and Career Development*

Citizenship - *Citizenship and Social Development*

When a boy is baptized and confirmed, he is given the promise of the gift of the Comforter for spiritual development. Later, when he is ordained to the Aaronic Priesthood, he is granted the power and authority of the priesthood. Spiritually, however, the door may be only unlocked. But more is needed than having someone with authority unlock the door. The boy must help open the door to this special opportunity. Scouting added to the Aaronic Priesthood helps a boy open the door. How is this so?

A basic purpose of blending Scouting into the Aaronic Priesthood is to help the priesthood and Scout leader find and create those teaching moments which will provide a major opportunity for spiritual development. Personal honor, the foundation ideal of Scouting, is a special key to spiritual development. Every priesthood and Scout leader must clearly understand that his major Scout leadership function is to help a boy experience the building of personal honor. All else in Scouting is hinged to this effort.

Thane J. Packer, Chairman Brigham Young University Department of Scouting Education

## **LDS Scouting**

Scouting in the Church of Jesus Christ of Latter-day Saints follows guidelines from Church Headquarters in Salt Lake City. The 1997 Scouting Handbook printed by the Church describes the Church's relationship to Cub Scouting and how to use the program as the youth program for boys 8 – 10 years old. It also explains the Boy Scouting program for boys 11 – 18. The most significant difference between the BSA program and the Church program are: the Church Packs do not participate in Tiger Cubs and the Cub Scout Pack does not support overnight camping even for Webelos. A Ward Father and Son campout or an all day hike will meet the requirement for Arrow of Light.

## **LDS Purpose**

The Scouting activities provide boys with the opportunity to put into practice the gospel principles they have learned at home and at Church.

## **LDS Methods**

- Cub Scout meetings should be held in the daytime at the meetinghouse, in a home, or in an outdoor setting.
- All Scout meetings and activities should open and close with prayer.
- Boys enter and advance in Scout Programs by age.
- The Cub Scout Program in the Church begins at age 8; therefore, it does not include a Tiger Cub Program.
- The LDS Webelos Program is one year with a focus on achieving the Webelos Rank and Arrow of Light. A day hike rather than an over-night campout meets the Arrow of Light requirement.
- LDS boys are not recruited. Their membership in Cub Scouts is automatic. The Church considers Scouting a Church activity and makes it available to all LDS boys age 8 – 18. The goal is 100% participation. Boys who are not LDS are welcome to register with the Ward's Pack.
- The Church does not sponsor Scouting for girls or young women.
- Qualified adults, whether members of the Church or not, may hold Scouting positions. All must maintain the Church standards.
- Leaders are not recruited; however, families and parents are always welcome to volunteer in many supportive roles.
- Members are set apart by a member of the Bishopric.
- Other leaders can receive a blessing from the Bishopric.
- Where leadership is limited, one committee may be called to service all Scouting needs.
- Men or women can serve in Scout positions for Primary age boys (Cub Scouting and Eleven-Year-Old Scouts) but only men are called to Aaronic Priesthood positions.



- No Scout-sponsored over-night camping should be planned for boys under eleven years old.
- Cub Scouts should participate in the Council Day Camp Program.
- The Ward should not observe Scout Sunday during a Sacrament Meeting.
- No hiking or camping on Sunday. Cub Scouts should not travel to or from camps on Sunday. Sunday is the Sabbath day for the Church of Jesus Christ of Latter-day Saints and is considered a day of rest.
- Faith In God is the Cub Scout Religious Award.
- Leaders should follow the guidelines contained in the Budget Allowance Guidelines to finance their Scouting Program. It is important to turn in all receipts.
- Registration and unit chartering expenses are paid from the Stake general checking account.
- *Boys' Life* is paid by the parents or Ward budget.
- Awards/activities come from the Ward budget allowance.
- Dues are not collected. All Programs are paid out of the Ward budget.
- The Church encourages the participation in one Annual Day Camp. It should be funded by the Ward budget. If the Ward does not have funds, then the participant's parents may be asked to pay for part or all of the camp.
- Lack of personal funds should not prohibit participation.
- One fund raiser per year is permitted to purchase capital equipment and pay for long-term camping.
- Tour permits should be filed with both the BSA Council office as well as the Bishop for meetings held away from the regular meeting place.
- No activities on Monday evenings. The Church sets aside Monday evening for Family Home Evening. This is an activity that the family does together and is intended to strengthen the family unit.
- Adult Scouters should not participate in training on Sunday, nor when over-night camping involves mixed groups of men and women. (Special arrangements can be made to accommodate women who attend overnight training and ensure observing the sabbath.)
- No caffeinated drinks or alcoholic beverages at activities nor smoking on Church property (including the parking lot).
- To prevent fire hazards and follow Church practices, the use of candles in Pack ceremonies is prohibited.



## Resources

### Boy Scouts of America Offices

The Boy Scout Service Center's staff is trained to assist volunteers succeed.

- Roundtable, a monthly Leader's Meeting for all adult volunteers in the district, is available. You can get help with camp craft skills, games, activities, and songs for use at Patrol Meetings. It's a great place to ask questions and share ideas.
- Troops should maintain a library that contains the Merit Badge and Resource books to enhance the Scouting activities.
- The district has a team of volunteers called the District Committee, which develops quality district-wide programs in which boys can participate. The council newsletter and Web site contains information about the activities planned for Boy Scouts.
- The Unit Commissioner is assigned to check on the health of the Pack and is a communication link between the Pack and the Scouting organization. A commissioner is assigned to assist the Unit. A member of the Stake may be assigned as the Unit Commissioner.
- The district has fast-start training videos for Leaders and parents. All leaders should attend Scouting Essentials, Position Specific, Outdoor Training, and Scoutmaster Challenge.
- Youth Protection Training is provided online, from a video, or in person. It teaches leaders about Child abuse protection and avoiding potentially dangerous situations.

### Guiding Resources

There are two sources information: The new internet and good old fashion hard copy. This chapter summarizes these materials.

The following internet links give you just a snippet of the resources that are available to you as a scout leader. Each of the following sites contains innumerable links to a multitude of other sites. Enjoy!

### Internet Web sites

With instant availability of so much information on the Internet it only seems right that we list some of the more valuable Scout Web sites in the resources section of this manual:

#### National Council

National Council [www.scouting.org](http://www.scouting.org)

National BSA Legal [www.bsalegal.org](http://www.bsalegal.org)

National Council Links Page [www.scouting.org/webmaster/sites.html](http://www.scouting.org/webmaster/sites.html)

National Council Forms [www.scouting.org/forms](http://www.scouting.org/forms)

#### Local Council

Black Hawk Council [www.blackhawkscouting.org](http://www.blackhawkscouting.org)

Northeast Illinois Council [www.neic.org](http://www.neic.org)

List of All Council web sites [www.scouting.org/cgi/councils/all](http://www.scouting.org/cgi/councils/all)

## Church Scouting Links

LDS Scouting (Not Official Site) [www.mormonscouting.com](http://www.mormonscouting.com)  
LDS Scouting (Not Official Site) [www.ldsscouting.com](http://www.ldsscouting.com); [www.lds-scouting.com](http://www.lds-scouting.com)  
Official Church Site [www.lds.org](http://www.lds.org)  
[Buffalo Grove Scouting Web Page www.lds-scouting.com](http://www.lds-scouting.com)

## Venturing and Varsity

Central Region Venturing [www.crventuring.org](http://www.crventuring.org)  
National Venturing [www.scouting.org/venturing](http://www.scouting.org/venturing)  
Varsity [www.ldsscouting.com/varsity/varsity.html](http://www.ldsscouting.com/varsity/varsity.html)

## Advancement and Re-chartering

Troop master (Advancement Software) [www.troopmaster.com](http://www.troopmaster.com)  
Merit Badge Requirements [www.meritbadge.com](http://www.meritbadge.com)  
Advancement and Re-chartering [www.scoutsoft.net](http://www.scoutsoft.net)

## High Adventure

Florida Sea Base [www.bsaseabase.com](http://www.bsaseabase.com)  
Master High Adventure (Seldon's List) [www.lns.cornell.edu/~seb/high-adventure.html](http://www.lns.cornell.edu/~seb/high-adventure.html)  
National Scout Camps and High Adventure Areas [www.scoutcampusa.com](http://www.scoutcampusa.com)  
Northern Tier (Ely Mfg High Adventure Base) [www.ntier.org](http://www.ntier.org)  
Philmont Guide [www.lns.cornell.edu/~seb/philmont.html](http://www.lns.cornell.edu/~seb/philmont.html)  
Philmont Scout Ranch [www.scouting.org/philmont/](http://www.scouting.org/philmont/)

## Supplies (We're are not making any official endorsements in making these listings)

Official Scout Catalog [www.scoutstuff.org/bsasupply](http://www.scoutstuff.org/bsasupply)  
Lodge Mfg. (Home of those great Dutch Ovens) [www.lodgemfg.com](http://www.lodgemfg.com)  
Outdoor Equipment and Dehydrated Food [www.rei.com](http://www.rei.com)  
Gander mountain [www.gandermountain.com](http://www.gandermountain.com)  
Cabelas (clothing and sleeping bags) [www.cabelas.com](http://www.cabelas.com)  
Bass ProShops [www.bassproshops.com](http://www.bassproshops.com)

## Other Organizations

Alpha Phi Omega (College Scouting Fraternity) [www.apo.org](http://www.apo.org)  
National Eagle Scout Association (Life Time Organization for Eagle Scouts) [www.nesa.org](http://www.nesa.org)  
National Scouting Museum [www.bsamuseum.org](http://www.bsamuseum.org)  
Scouter Help [www.scouter.com](http://www.scouter.com)  
Scouting Magazine [www.scoutingmagazine.org](http://www.scoutingmagazine.org)  
U.S. Scouting Service Project (Lot's of Good Stuff) [www.usscouts.org](http://www.usscouts.org)

## Printed Materials

### Church

Church Handbook of Instructions Book 2 Section 2 Aaronic Priesthood  
Scouting Handbook

### Scouting

Boy Scouts These materials are available at the scout store or one line.

#### Important

Boy Scouts Requirements Book (Both Merit Badges and Advancements)  
Scoutmaster Handbook  
Boy Scout Handbook

#### Optional

Boy Scout Field Book (For the Outdoor Enthusiasts)  
Patrol Leader Handbook  
Boy Scout Troop Leadership Training Book  
Boy Scout Troop Program Features, Vol 1, Vol 2, and Vol 3  
Vol Planning for the next 12 months Aquatics, Athletics, Backpacking, Boating/Canoeing, Business, Champing, Citizenship, Communications, Cooking, Cultural Awareness, Emergency Preparedness and Engineering.  
Vol 2 Environment, First Aid, Fishing, Forestry, Health Care, High Adventure, Hiking, Hobbies, Leadership, Mechanic's Nature, and Orienteering  
Vol 3 Physical Fitness, Pioneering, Public Service, Safety, Science, Shooting, Special Cooking, Sports, Tracking, Wilderness Survival, Wildlife Management and Winter Camping.  
Boy Scout Troop Program Resources, with CD. Goes along with the Scoutmaster Handbook. Contains resources, forms, and ideas for provide a dynamic program for the boys.  
Troop/Team Record Book  
Merit Badge Pamphlet  
Troop Advancement Chart  
The Scoutmaster Minute  
Troop Committee Guide Book.  
Insignia Guide

### Varsity

#### Important

Boy Scout Varsity Training Syllabus  
Varsity Scout Guidebook  
Varsity Scout Program Features Pamphlet's 1-3

#### Optional

Team Advancement Chart  
Team Record Book  
Merit Badge Pamphlet  
The Scoutmaster Minute

## Venturing

- Venturing Leader Manual (Most Important)
- Here's Venturing
- Venturing Leadership Skills Course. A guide to basic leadership skills.

## Commissioner

- Commissioner Basic Training Manual
- Commissioner Field Book for Unit Service
- Commissioner Helps for Packs, Troops, Teams, and Crews.

## Everyone

- Knots Essentials
- Guide to Safe Scouting
- Don't Forget Duct Tape book

Human Resources: In every council and every district there are professional staff members whose job it is, to make your job easier. If you have a problem in Scouting, give them a call. They'll either know the answer or know where to find it.

## **Boy Scout Magazines**

### **Scouting Magazine**

BSA magazine for Adult Leaders includes information to support adults in providing quality Boy Scout programs including the information specifically for Boy Scout Leaders. Scouting is the national family magazine for the adult leaders and committee members of the Boy Scouts of America. Example: February program feature: Public Service; Tenderfoot, Second Class, First Class, Star, Life, Eagle ranks; Citizenship in the Community, Emergency Preparedness MB. Check for back issues at <http://www.Scoutingmagazine.org/>.

### **Boys' Life Magazine**

A magazine for boys and adults, *Boys' Life* has interesting features on Scouting, sports, hobbies, magic, science, and U.S. history. There are also jokes, comics, and short stories. The annual cost of the magazine is the responsibility of the parent or Ward; it is an excellent magazine and worth the cost.

*Boys' Life* supports the nationally suggested theme for each month. It gives boy readers ideas of things to do connected to the theme. *Boys' Life* goes by mail to Scouts who subscribe. It includes Program crafts, skill ideas, general interest articles and stories, exciting regular features, cartoon pages. Each issue shows hints on activities related to seasonal merit badges and Scout crafts. Back issues of *Boys' Life* can be viewed at <http://www.boyslife.org/>.

## **The Chartered Organization Concept**

Since the beginning of the movement, the Boy Scouts of America has offered its unique program of character building, citizenship training, and personal fitness to the youth of our nation on a cooperative basis. Our chartered organizations are the religious, educational, civic, business, military, and labor organizations of America. They use the Scouting program to enrich the lives of children and young adults.

The chartered organization concept, when properly carried out, can extend Scouting to every youngster in the nation who wants to join. Churches, schools, and other organizations in every community have men and women available for leadership as well as meeting facilities in which the Scouting program can be extended to those who wish to belong.

Through local councils, volunteer and professional help is available and dedicated to providing chartered organizations with the training, skills, and organization needed to put the program into action.

The key person on Scouting's side of the relationship is the commissioner, while the key person in the chartered organization is the chartered organization representative. These two work together to guide and support unit leaders. Selecting, training, supporting, and encouraging unit leaders are the most important responsibilities of both the commissioner and the chartered organization representative.

An example of the cooperative concept in action is the case of selecting a new Cubmaster, Scoutmaster, or Advisor for a unit. The chartered organization representative and unit committee personnel meet with council representatives, usually the unit commissioner and a professional staff member. Together they discuss the steps to be taken to provide the unit with a new leader and the type of person needed. Together they make any contacts necessary for recruiting and enlisting the best possible person for the position.

By virtue of the Chartered Agreement with the Church of Jesus Christ of Latter Day Saints the National Council Boy Scouts of America and the local council agrees:

- Respect the aims and objectives of the organization and offer resources to help meet those aims and objectives.
- Provide year-round training, service, and support to the organization and units.
- Provide training and support for the chartered organization representative as the primary communication link.
- Provide techniques and methods for selecting quality unit leaders and ensuring those selected meet BSA leadership standards.
- Provide primary general liability insurance to cover the chartered organization and its board, officers, chartered organization representative, and employees against all personal liability judgments. This insurance includes attorney's fees and court costs as well as any judgment brought against the individual or organization. Unit



leaders are covered in excess of any personal coverage they might have, or if there is no personal coverage, the BSA insurance immediately picks them up on a primary basis.

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

It is through the Annual Charter Agreement and the Youth and Adult membership applications that these benefits are extended to the Chartered Organization and its' officers. Completing the proper paperwork to ensure that all adult and youth members are properly registered as soon as they join or are called, even if simply switching from the Troop to the Team or Team to the Crew is essential for the protection of the individual as well as the Church.

### **A Troop is sponsored by a Charter Organization**

1. The Charter Organization is the LDS Ward. Other Charter Organizations include schools, parent-school organizations, religious organizations, service clubs, and other organizations interested in youth.
2. The Bishopric approves and calls leadership, helps secure a meeting place, keeps the Troop within Church and Boy Scout guidelines and policies.
3. The Bishopric selects qualified adults, whether members of the Church or not, to hold Scouting positions. All must maintain the Church standards. Members are set apart by a member of the Bishopric. Nonmembers can receive a blessing from the Bishopric.
4. Men or women can serve in Scout positions for Primary age boys (Cub Scouting and Eleven Year Old Scouts) but only men are called to Aaronic Priesthood positions.
5. The Charter Organization Representative is the member of the Bishopric responsible for Scouting.

Troop Committee members perform administrative functions for the Troop. The Committee Chairman is called by the Bishopric and presides at the Troop Committee Meetings, helps recruit and recommend adult leaders, and attends the Court of Honors. Other key positions include the Advancement Chairman who maintains the Troop records and orders the badges for Courts of Honor plus Committee members responsible for safety, transportation, activities, and Merit Badge Counselors.

## **Volunteers and Professionals**

Scouting is a volunteer run organization supported by a small group of Career Professional Scouters. This holds true in the National, Regional, Council, and District organization. For the approximately 4.25 million members of the Boy Scouts of America there is a core of about 6000 dedicated professionals. The professional staff provides help guidance and support of the volunteers that make the organization go. They are also the gatekeepers of National and Local Council polices and procedures. Everything happens due to volunteer responsibility with professional guidance.

### **National Council Boy Scouts of America**

Congress chartered the National Council Boy Scouts of America in 1910 to bring Scouting to America through partnerships with community organizations. The office of the National Council is located in Irvine Texas. There is a large group of Volunteers from across the country who make up the National Executive Board and Committees. The top professional in the country is the Chief Scout Executive. He is the CEO of the Boy Scouts of America and works with the National President and National Commissioner who are the top 2 volunteers in the nation. The volunteer committees of the National Council set policy and effect large changes in the organization. Some Examples of these committees are the Boy Scout Program Committee, Training Committee, and the LDS Scouting Committee.

The National Council is broken up into 4 administrative geographic areas called Regions. They are the Northeast Region, Southern Region, Western Region, and Central Region. The Central Region covers the Midwest and the Regional Office is located in Naperville Illinois. Just like the National Council the Region has volunteers who serve on various committees. These volunteers also serve on the national committees as representatives of their region. The top professional in the region is the Regional Director who works with the Regional President and Regional Commissioner, the 2 top Regional Volunteers.

### **Local Councils and Districts**

Your local council is structured very similarly to the National Council. The National Council grants a charter to a local non-profit corporation, called a local council, to administer the Scouting Program in a geographic area. This local council sells charters to community organizations to operate the scouting program for their members and the community as a whole. The local council has a CEO called the Scout Executive and he works with the 2 top council volunteers, the Council President and the Council Commissioner. Together they oversee the volunteer end of the council.

The Council President chairs the Council Executive Board and Committee who are the policy-making bodies of the council. The Council Executive Board is made up of various committees. These committees look after things such as Boy Scout program, Risk Management, and Advancement. They are also responsible for the stewardship of the council's finances and properties.

The Council Commissioner oversees the Council Commissioner Staff. The Commissioner staff is the unit service and support arm of the council. The Council Commissioner works with the

District Commissioners to support the District Commissioner's Staffs efforts in supporting and maintaining the quality and support of unit level program.

The Scout Executive, besides his roll in supporting the council volunteers, oversees the council paid staff. There are 2 types of paid personnel employed by the local council: the Support Staff and the Commissioned Professional Staff.

The Support Staff are the administrative assistants, registrar, receptionist, bookkeeper, and scout shop staff. They are hourly employees who take care of the day-to-day operation and data entry of the council.

The Commissioned Professional Staff are trained and granted a Commission by the National Council to be administrators in the Boy Scouts of America. They have a minimum of a Bachelors Degree and are salaried exempt employees. The Scout Executive is the top Commissioned Professional on a council staff. There are support professionals who are in charge of various functions of the council such as a council Finance Director or Program Director. There is also the Council Field Staff who look after the unit service and field operations of the council. A Field Director or Assistant Scout Executive usually heads up a Field Staff. They are tenured professionals that supervise the District Professional Staff.

In much the same way that the National Council is broken up into Regions a Local Council is broken down into administrative areas called Districts. Typically a district has one professional Scouter called a District Executive. Larger Districts may have two or more professionals with a more tenured professional serving as a District Director who supervises the District Executive(s). They are the administrators of the district.

The District Professional(s) work with the top volunteer leadership of the district the District Chairman and the District Commissioner. This group works with the district volunteer structure to provide the scouting program.

The District Chairman is the chair of the district committee and a member of the Council Executive Board. The district committee is broken down into sub-committees that look after the operations of the district such as fundraising, membership support, training, and activities to name a few. Members of these district committees serve on their counterpart committees of the council as representatives of the district. There is always a need for good district volunteers to fill these committees to provide support to the units in the district.

The District Commissioner supervises the District Commissioner Staff, which is made up of Assistant District Commissioners and Unit Commissioners. An assistant District Commissioner supervises a group of Unit Commissioners in their area. The unit Commissioner is a very important unit support person and provides a link for the units they serve to the district. They are friends and advisors for unit leadership such as Scoutmasters and Venturing Advisors. The unit Commissioner works with the Chartered Organization Representative to ensure the quality of the program that the scouts in their program deserve.

## Adult Leadership

### What do we want from an adult youth leader?

1. Men who can and will make a difference in the lives of young men.
2. Men who can be examples for our youth, who can relate well to the youth and yet are able to keep a bit of distance so they can still inspire them and lift them to greater heights.
3. Men who can say, “Come follow me – to the temple and on a mission”.
4. Men who listen to the promptings of the spirit.
5. Men of character who have a strong **testimony** of the restored gospel of Jesus Christ. (“The primary reason we have youth activities is to give our youth opportunities to associate with men and women who have testimonies of the Gospel of Jesus Christ.” Bishop H. Burke Peterson, formerly the Presiding Bishop – 1975)
6. Men who are willing to be **trained** – both Aaronic Priesthood training and in the Boy Scouts of America - and are willing to train our youth. A whole chapter is devoted to training in this manual.
7. Men who are willing to devote the **time** to be effective leaders. It takes more than an hour or two a week to serve young men.
8. **Tenure** (maybe we should spell it “t-e-n y-e-a-r”). It takes time to build “relationships of trust”. According to President Dahlquist, General YM President, “Unless the Spirit *shouts*...it is a good rule of thumb to leave Young Men leaders in their calling for a sufficient length of time to be trained, to apply what they have learned, and to make a difference in the lives of the young men they serve.”
9. Men who can “...assist parents... to strengthen the brethren of the Aaronic Priesthood – to prepare them to overcome the temptations of the world; to help them become spiritually and physically strong, mentally awake and morally straight; and to prepare them to become the greatest generation of missionaries, husbands and fathers that this world has ever seen. Our objective is to help them become men who will lead with vision in their families, in their communities, and in their professions, men who live to bless those around them and in whom burns an almost consuming desire to bring to pass the immortality and eternal life of those they serve.” (President Dahlquist, General YM president September 2004 Open House)
10. Men who will prepare every deacon to be worthy to be ordained an elder and serve a mission.
11. Men who will live worthily to have the Spirit and will teach our young men how to feel the Spirit.
12. Men who will take counsel from the Lord and from his appointed leaders.

Scouting operates through volunteer leadership. Volunteer leaders are an example of Scouting's principles of service to others. Naturally, parents are a logical source of leaders in the Scouting program. Scouting needs every parent's help to be a successful program. Parents volunteer not only to serve Scouting, but also to help their son and his friends and to be a positive influence on the youth in the Ward and community.

Being a leader is fun, challenging, and rewarding. Leaders find that their experiences help them to become better parents. The following are some of the many dividends that will enrich their life as they dedicate time, talents, and enthusiasm to Scouting:

- Fun and fellowship with other families, sharing the pride in the boys' accomplishments.
- The privilege of helping to enrich and strengthen families.
- A chance to help boys learn good citizenship and to help shape them into men who have strength of character and are sensitive to others.
- The opportunity to help make a difference in the lives of boys, as they grow strong in mind and body.
- A code to live by which sets a worthwhile example for both boys.
- The satisfaction of being a member of a worldwide movement, and pride in being publicly identified as a part of this organization – wearing the Scouting uniform is a visible way of showing a belief in the ideals and objectives of the Boy Scouts.

### **Adult Religious Award – On My Honor**

1. Be at least twenty-one years of age.
2. Have served a minimum of three years in the Aaronic Priesthood or Primary.
3. Be thoroughly familiar with the Aaronic Priesthood or Primary program as shown in an interview with the bishop.
4. Be worthy as shown in an interview with the bishop.
5. Complete the basic training for Scouting leaders.



It is important that the Ward leadership recognize the volunteers and members of the Ward who support the Scouting Program. Adult leaders should complete the appropriate award form for their positions to receive recognition from the Boy Scouts of America. Different Square Knot Awards are associated with each position.

Boys should not feel excluded from participating in the program because they can not afford to pay for activities. On the other hand, Den Leaders should not have to pay for Den Meeting supplies. Organization of Scouting

## **Two-Deep Leadership**

It is BSA policy that two adults are present at all times during Scout Meetings, lessons and activities (review “Youth Protection” guidelines). One must be a registered adult, the other a responsible adult over 21. If the unit goes on a trip outside the normal meeting location, one of the adults must have completed the Youth Protection Training that is available online.

## **Youth Protection Training for Adults**

All adult leaders working with Scouts of all ages are required to take BSA Youth Protection (YP) training. Adult leaders working with Cub Scouts, Boy Scouts, and Varsity Scouts take Youth Protection Guidelines for Adult Leaders. Adults working with the Venturing program must take Youth Protection Training for Adult Venturing Leaders. Both courses are taken online through the local council Web site.

- Leaders should frequently discuss the issue of child abuse in various Ward Meetings with other youth leaders. They should also discuss a Scout Leader’s responsibility in assuring that abuse does not occur and the requirement to report all incidents of possible child abuse to the proper authorities.
- Professional Scouters recommend that adult leaders repeat Youth Protection training every two years (but this is not required).
- Youth Protection training is required for many activities. The BSA Local Tour Permit Application states, “At least one registered adult who has completed BSA Youth Protection Training must be present at all . . . events and activities that require a tour permit.”
- Leaders who take these courses are issued training cards, which they should keep handy and produce as proof of completion of the courses if requested.

**The key to an exciting program is KIS-MIF ....**

**“KEEP IT SIMPLE – MAKE IT FUN”**

## **How Parents Help**

Scouting operates through volunteer leadership. Volunteer leaders are an example of Scouting’s principle of service to others. Naturally, parents are a logical source of leaders in the Scouting program. Scouting needs every parent’s help to be a successful program. Parents volunteer, not only to serve Scouting, but also to help their son and his friends, and to be a positive influence on the youth in their Ward and community.

**To provide a quality program, Scouting Units need help from all parents.**

## **Funding**

### **Friends of Scouting (FOS)**

“Friends of Scouting” fund drive for an LDS Scout Unit is directed by each LDS Ward’s Bishopric and usually is conducted annually. Everyone is asked to contribute what he or she can to help support Scouting. The money goes to the council to support the council camps, the training programs, and the council and district programs.

With the changes in funding for the Boy Scouts of America, it is very important for LDS units to support the local council through donations to Friends of Scouting. To maintain quality Scouting programs, the council needs financial support from all units. Supporting activities like Cub Scout Day Camp and Boy Scout Camp, selling Popcorn, and writing a check to Friends of Scouting, makes a difference. During the Unit’s Blue and Gold or Scout Banquet, a District representative can be invited to provide a short (very short) presentation on the Friends of Scouting.

### **2004 Church Budget Guidelines**

#### **Local Unit Budget Allowance Increase**

When planning major activities, ward leaders must keep in mind the recent changes in the local unit budget allowance guidelines, increasing funds for some ward organizations. In April 2004 the Presiding Bishopric announced a change in the formula for calculating the amount of budget funds allocated to Church units:

The local unit budget allowance is being increased to help wards and stakes fund activities for children, youth, and young single adults. . . . The increase in the local unit budget allowance is intended to fund activities more effectively and to relieve the financial burden on families. With this increase, fund-raising activities should be substantially reduced or eliminated. Stake presidents should be sensitive to the financial needs of wards and ensure that they have adequate funds to support a broad scope of youth activities such as . . . Cub Scout day camp and overnight camps for 11-year-old Scouts. . . . Youth weekly activities. Summer camps. Boy Scout awards. Duty to God and Young Womanhood Recognition. Combined youth activities. . . Athletic programs and events.

Scout leaders should check with local priesthood leaders to determine the extent to which fund-raising activities may be conducted in their local units.

#### **The Church Budget Allowance Guidelines**

The Church provides stakes with a quarterly budget allowance. The rules for managing this allowance are printed in the publication, Budget Allowance Guidelines, published in 1998, with an update issued in April 2004 Excerpts relevant to Scouting are provided below.

Although these guidelines contain many specific instructions, most questions about budget allowance can be answered by examining the four basic principles that govern budget allowance:

- The budget allowance program was created to reduce the financial and time burdens on members.
- Members should not pay fees or be assessed to participate in Church programs.
- Priesthood and auxiliary leaders should reduce and simplify activities wherever possible.
- Activities should be planned at little or no cost, should build testimonies, and should provide meaningful service to others.

### **Funding Youth Activities.**

1. Stakes and wards should fund all youth activities, including Cub Scout, Boy Scout, Young Women, and Primary activities, from the budget allowance. The only exceptions are covered in numbers 2, 3, and 5 below and should be avoided if possible.
2. If budget allowance funds are insufficient, young men and young women may individually earn their own money for the cost of one annual camp. (Annual day camp experiences for Cub Scouts also qualify as annual camps.)
3. If budget allowance funds are insufficient and young men and young women are unable to individually earn enough for the one annual camp, they may hold group fund-raising activities. This should be done only as a last resort.
4. Wards should not charge young men and young women (including Cub Scouts and Primary children) fees or dues for weekly or monthly activities.
5. Young men and young women (and Cub Scouts) may hold group fund-raising activities to pay for equipment for the unit if there is not sufficient budget allowance.

**Fund-raising Guidelines for Annual Camps and Equipment.** Those conducting fund-raising activities should:

1. Comply with tax and liability guidelines presented in the Church Handbook of Instructions, book 1, section
2. Not sell products or services door-to-door.
3. Provide meaningful value or service.
4. Provide a positive experience and build harmony and unity within the group.
5. Obtain the bishop's approval for the activity.

Priesthood leaders should take special care to see that members are not made to feel obligated to contribute to fundraising activities. Contributions should be voluntary.



## **Scouting Activities**

Registration. Stakes should register all young men ages 8 – 15 in Scouting. They should register young men ages 16 – 17 in Scouting when they are pursuing rank advancements or when stake presidents and bishops choose to sponsor Venturing [crews] for young men of this age. Stakes should also register adult leaders.

Stakes should pay for unit chartering and Scout registration for youth and leaders from the stake general checking account. These expenses will be reimbursed 100 percent if the stake financial clerk marks the “Other” box and prints the R code in the space provided. The registration fee includes insurance for each Scout. Stakes should not pay an extra fee for insurance.

## **Camping and Other Activities**

Wards should pay for all camps and activities from the budget allowance, with the possible exception of the one annual camp. Purchasing personal equipment, magazines, and uniforms is the responsibility of each young man. Bishops should be aware of the financial situations of young men in their wards and should ensure that financial constraints do not prohibit a young man from fully participating in activities. Fast offering funds should not be used for these activities.

Scout Shows. Church Scouting units may participate and benefit from the sale of tickets for Scout-o-rama, Scoutexpo, show-and-do events, or Scout fairs, provided the events are not connected to sales or distribution of fundraising items, such as candy bars, light bulbs, popcorn, and similar items.

No Scout Checking Accounts. No separate Scout checking accounts are authorized. Wards should account for Scout funds in the “Other” category of the Church unit checking account.

Friends of Scouting Fund (U.S. Only). Stakes and wards should not use the budget allowance to subsidize the Friends of Scouting fund. Stake presidents and bishops should insure that all members fully understand the importance of supporting this activity and should provide them with the opportunity to contribute.

Any contribution to the Friends of Scouting fund should be a voluntary contribution to the Boy Scouts of America by Scouters and friends of Scouting. These funds provide financial support for the local Boy Scouts of America council, and checks should be made payable to Boy Scouts of America.

Contributions to the Friends of Scouting fund should not be deposited to or commingled with the Church Unit Checking Account. Checks should, where practical, be given directly to the designated representative of the local Boy Scouts of America council in the envelope provided by the council. When this is not possible, the collected funds may be deposited to the ward account in “Other” and a check written to the Boy Scouts of America for the full amount

collected. Cub packs, Scout troops, Varsity teams, and Venturing [crews] are not authorized to retain any portion of these donations.

Stakes, wards, or members should not be assessed a fixed amount. However, stakes are encouraged to contribute an amount in proportion to the number of young men registered. Area Presidencies, Area Authority Seventies, and stake presidencies should not pressure local units to raise specified amounts.

Stakes are not chartered organizations, and therefore do not register boys or adults in Scouting. The stake does, however, pay the registration fee for boys and adults who are registered with the ward Scout units.

The Church is covered by a blanket policy, which is, however, only secondary coverage (for medical expenses exceeding those reimbursed by one's own insurance company).

### **Pack, Troop, Team and Crew Aids**

Boys' Life Magazine. A subscription to Boys' Life magazine is encouraged but optional. If a Scout wants the magazine, he should pay for it himself. [There are two different monthly editions of Boys' Life: one for Cub Scouts (ages six to ten) and one for Boy Scouts (ages eleven to eighteen).]

### **Food for Activities**

Wards should generally pay for food for activities from the budget allowance. Wards may hold potluck-type activities but should not place undue burdens on members.

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### 2004 Change in Church Budget Guidelines: Local Unit Budget Allowance Increase

In April 2004 the Presiding Bishopric announced a change in the formula for calculating the amount of budget funds allocated to Church units: The local unit budget allowance is being increased to help wards and stakes fund activities for children, youth, and young single adults. . . . The increase in the local unit budget allowance is intended to fund activities more effectively and to relieve the financial burden on families. With this increase, fund-raising activities should be substantially reduced or eliminated. Stake presidents should be sensitive to the financial needs of wards and ensure that they have adequate funds to support a broad scope of youth activities such as . . . Cub Scout day camp and overnight camps for 11-year-old Scouts. . . . Youth weekly activities. Summer camps. Boy Scout awards. Duty to God and Young Womanhood Recognition. Combined youth activities. . . . Athletic programs and events.

Scout leaders should check with local priesthood leaders to determine the extent to which fund-raising activities may be conducted in their local units.

## Adult Leader Uniform

Adult leaders set an example for the boys and wear the uniform and insignia for the position they hold. Boy Scout Leaders wear the red epaulets on a khakis shirt.

A Uniform Guide provides instructions on where to place the patches. A special position patch is available through the Salt Lake Distribution Center.

## Scouting Costs

Because Boy Scouts is the activity program for young men 8 years of age through 18, the Stake pays all boy and adult registration fees. It is important to register all boys even if they do not participate in all activities.

Registration & Insurance Fee: \$10.00 / Year      Fee paid by Stake  
*Boys' Life* Magazine:                                      \$10.80 / Year  
Boy Scout Handbook                                      \$7.95 - Boy Scout use the book for all ranks

Note: Uniforms and *Boys' Life* are not required to join Scouts, but they are recommended. Often uniforms can be purchased from a thrift shop or the Unit may have a uniform exchange. The Patrol chooses a Patrol patch and the Troop selects a neckerchief for all Scouts in the Troop. The prices listed below are subject to change. Visit [www.Scoutstuff.org](http://www.Scoutstuff.org) for additional items and information.

Boy Scout Shirt, Long Sleeve	\$28.70
Boy Scout (Red) Shoulder Loops	\$1.65
Boy Scout Trousers - Size 22	\$36.30
Merit Badge Sash - 30-inch	\$5.15
Boy Scout Cap - Size: SM/M	\$11.50
Boy Scout Crew Socks - Size Small	\$4.40
Boy Scout Belt - Size SM/M	\$6.15
Council Strip Patch - Obtain from local council	\$2.50
Patrol Emblem (Patrol Selected)	\$1.75
Unit Numeral	\$0.80
Scout Advancement Trail Kit	\$3.25
One-Color Neckerchief (Troop Selected)	\$4.95
Boy Scout Neckerchief Slide	\$2.20

## **Training**

President Monson observed that to be a successful leader you had to be mindful of the four “T’s” – Testimony, Time, Tenure, and Training. This chapter deals with the cornucopia of training that is available to you as an adult youth leader. Your council’s web page will have training tabs that will describe to you the training, tell you the dates it is being offered and whether it is available on line. In the lower left corner of the [www.neic.org](http://www.neic.org) web site is a link to the national training page that has even more training. That page, however, will ask you for a user name and pass code. Your user name is your first and last name and your pass code is the number on your membership card. If you lost your card, call your council office, they have the number in the computer.

### **Preliminary Training**

First, there is “Fast Start”. Fast Start training consists of a short 30 minute or less video. Fast Start training is available on the web at [www.neic.org](http://www.neic.org). Just tab down to the training site and you will find fast start for Boy Scouts and Venturing. There is a VHS tape available for Varsity training at Council Headquarters.

Second, there is Youth Protection Training. Again this available on the council’s web site, the national learning center and is offered live at Round Table.

Third, there is New Leader Essentials. New Leader Essentials is an introductory session that highlights the values, aims, history, funding, and methods of Scouting. It addresses how these aims and methods are reached in an age-appropriate style within Cub Scouting, Boy Scouting, Varsity Scouting, and Venturing. Videos, discussions, and hands-on reinforcement are presented during the 90-minute training session. Ideally, all unit-based volunteers—Cub Scout, Boy Scout, Varsity Scout, Commissioners, Committee Members and Venturing leaders—take this session at the same time, so they understand that they are all striving for the same results with the youth they serve. Each leader completes New Leader Essentials training only once. While we expect that some day this course will also be on the internet, for now you must go to your council’s web page and find out when it will be offered. Also, if there is enough interest among units of the Church, your Stake Young Men’s Presidency can arrange training on a Stake wide basis.

### **Intermediate Training**

Scoutmaster and Assistant Scoutmaster Specific Training. A one-day training session for Scoutmasters and their assistants. This training covers advancement, patrol method, outdoor program, and program planning.

Troop Committee Challenge. For all Troop Committee Members and the Chairperson. At this three-hour training the committee learns who has responsibility for various tasks and how to work together within the group. This training is also available from the National Learning Center on line

Outdoor Leader Skills Course. Outdoor Leader Skills Course will provide leaders with the basic outdoor skills information needed to start a program right. The course is the required outdoor training for all Scoutmasters, assistant Scoutmasters, and Varsity Scout coaches and

assistant coaches. The skills taught are based on the outdoor skills found in The Boy Scout Handbook. The course is also ideal for Venturing leaders because it focuses on skills that build confidence and competence in leaders conducting outdoor camping experiences. This course is offered twice a year in May and again in October. You must have had essentials and specific training in Scouting of Varsity Scouting to attend. The dates are on the Council's web site.

### **Commissioner Specific Training**

This is a course for both Unit Commissioners and Chartered Organization Representatives. It is offered periodically through the year. Dates can be found on the Council's web site.

### **Varsity Leader Specific Training**

This training introduces the adult leader to training to be a Varsity Coach for boys 14 to 15 years old. Varsity is a little understood program in the Church. This training is offered once a year and it promises to unlock the mystery of a program that you need for boys you think they are too old for scouting. This is a one day session.

### **Venture Specific Training**

This is one day training session for Venture Crew Leaders and their Assistants. This program explores the tremendous breath in the Venturing program and the special challenges and needs of teenagers. The dates for this training can be found on the Council's web page. This is a one day session

Chart One bellows shows the minimum requirements to be a trained leader. If you take Youth Protection Training, Scouting Essential, the Specifics Course for your calling and the out door skills course (if you are a Scout or Varsity Leader) you are now basic trained and eligible to go Wood Bade; and, if there are two basic trained leaders in your unit, your unit is well on its way to being a nationally recognized quality unit. But, the training does not stop here.

### **Chart One**

Position	Essentials	Specifics	Out Door	Youth Protection
Scoutmaster	Yes	Yes	Yes	Yes & On Line
Varsity Coach	Yes	Yes	Yes	Yes & On Line
Venture Advisor	Yes	Yes	Powder Horn Optional	Yes & On Line
Committee Member	Yes	Yes & On Line	No	Yes & On Line
Commissioner	Yes	Yes	No	Yes & On Line

### **Continuing Scouting Training**

In Scouting training is ongoing. During the Spring, Autumn and Winter Quarter Roundtable offers training in discreet areas. In addition, every November the North East Council as a council training day that offers a lot of tips to scout leaders. Finally, every December in the Northeast Council is a Commissioner Conference which makes a real effort to explain how to make your unit achieve scouting's goals.

## **Advance Training**

### **Powder Horn**

This is an outdoor course that is offered just for Venture Crew Advisors. It is not normally offered at the council level, but offered at a regional facility. It is the advanced outdoor skill training for leaders of Venture Age Boys.

### **Safe Swim Defense**

Before a BSA group may engage in swimming activities of any kind, a minimum of one adult leader must complete Safe Swim Defense training, have a commitment card (No. 34243) with them, and agree to use the eight defenses in this plan. This training is also available on line at the National Learning Center

### **Safety Afloat**

Safety Afloat has been developed to promote boating and boating safety and to set standards for safe unit activity afloat. Before a BSA group may engage in an excursion, expedition, or trip on the water (canoe, raft, sailboat, motorboat, rowboat, tube, or other craft), adult leaders for such activity must complete Safety Afloat Training, No. 34159C, have a commitment card, No. 34242A, with them, and be dedicated to full compliance with all nine points of Safety Afloat. This training is available on line at the National Learning Center.

### **Climb on Safely**

Climb On Safely is the Boy Scouts of America's recommended procedure for organizing BSA climbing/rappelling activities at a natural site or a specifically designed facility such as a climbing wall or tower.

### **OKPIK- Training for cold weather activities**

OKPIK (ook'pick) provides state-of the-art training, which instills leader confidence (both youth and adult) when taking groups into a cold weather environment and supports a year-around camping program. The course consists of three classroom periods and an outdoor practical session.

### **Wood Badge**

Wood Badge is the advanced leadership-training course of the Boy Scouts of America. This course is designed for any leader (Cub Scout, Boy Scout, Varsity, or Venturer) who has completed their respective basic training course and wants to further advance their leadership skills. Wood Badge is a two-weekend course of practical instruction and is completed when the participant finishes a "ticket" (a plan to put their training into action.) Wood Badge is an excellent training course and will truly enhance the skills of any leader. Wood Badge is offered once a year. The course involves 5 ½ days of field work and a ticket containing a list of project that can take up to 18 months to complete. When you have Wood Badge Training you are the ideal scout leader.

## **Lord Baden-Powell University**

This training is offered every March and is sponsored by a consortium of councils including both Blackhawk Area and Northeast Illinois Council. It offers classes on scouting skills and advancement, District Committee Administration, Commissioner Science, how to be a leader and handle teenage boys and much, much more. The BP University offers degrees for both Commissioner Science and District Administration.

## **Philmont Scout Ranch Training Center**

This training is the top of the line and is by invitation only. The most important Philmont Training for us is the LDS Relationships course that is taught by General Authorities during a one week period. The course is offered twice per summer. This is the course that really explains the connection between the Priesthood and Scouting. Stake Presidencies and Stake Young Men Presidencies have first priority.

## **Risk Management**

This chapter will address three areas: 1) youth protection, 2) safe activities, and 3) travel.

### **Youth Protection**

There are now five Catholic Dioceses in bankruptcy arising from litigation related to youth protection. Plaintiff's lawyers in these cases tell me we're next on their hit list. There are at least three things you can do to minimize that risk: Adult Registration, Youth Protection Training, and Old Fashioned Common Sense.

### **Adult Registration**

First, every adult youth leader must register with the Boy Scouts before he serves in his or her calling. Why? First, the Prophet says so. Second, the Church has a contract with the Boy Scouts of America in which the Church agrees to register our adult leaders. Third, if something happens, we have insurance protection from the BSA if the leader is registered. Finally, the BSA maintains a data bank of pedophiles. If a Bishop who fails to register an adult youth leader with the BSA and that adult youth leader is on that national pedophile list, that Bishop invites not only catastrophic litigation in the event that something goes wrong, but the specter of a jury award for punitive damages if he didn't follow church policy on this subject.

### **Youth Protection Training**

Too often in America, our youth are subject to sexual, emotional, or physical abuse or worse. Scouting should be a safe place. The Boy Scouts of America offers state of the art Youth Protection Training on the web. Just look at the Council web sites under training. This 45 minute training provides a summary of what is abuse and how do we recognize it, what we must do when we discover it, and what we can do to avoid being falsely accused of abuse. If you don't have a computer, this training is offered at Round Table. Remember, it is a criminal violation in Illinois not to report abuse when you have reason to know it exists. Every Bishop should insist that all adult youth leaders – male and female – take this training. It could save

some abused youth and it could save you a bundle. Also, in the National Learning Center (See Chapter on Training) the BSA has special Venture Youth Protection Training as well.

### **Common Sense**

Here are a couple of tips on how to avoid being placed in a compromising situation.

1. Never be with an unrelated youth alone, even driving a youth home from a church event.
2. If you must counsel with a youth, do it in plain site of others.
3. Keep the door open.
4. Have a second trained leader present.
5. Never sleep in a tent or hotel room with unrelated youth.
6. Avoid off color jokes, showing youth provocative material and offensive touching.
7. Treat other people's children, as you would have other adults treat your children.
8. Don't shower with youth at scout camps.
9. Sounds stupid, but don't take pictures of youth in compromising positions.

### **Safe Activities**

First, the Boy Scouts of America publishes a book which is enclosed with your materials entitled Guide to Safe Scouting. Read it and understand that some safety engineer has studied this problem at length to reach his or her conclusions. A Guide to Safe Scouting lists activities that your unit should avoid. For example, the Boy Scout of America ban a) sky diving, b) paint balling and c) snow tubing. Please don't rationalize your units participation in these activities by saying they are Aaronic Priesthood activities as opposed to scouting activities. The Church policy is the Boys Scout policy. The Guide to Safe Scouting also tells you under what parameters boys can engage in archery, fire arm use, swimming, boating and canoeing and climbing. Adequate supervision is our first line of defense.

Additional bulletins are available at [www.lds.org](http://www.lds.org), Look under young men's program for a series of releases which supplement Guide to Safe Scouting.

Finally, how often do we read of a single or multiple drowning during a scout activity where the scouts jumped into a river or the ocean and were trapped by a rapid current or tide or a scout dived into two inches of water with a rock bottom and broke his neck? The Boy Scouts of America have developed over the years a protocol for safe swimming and aquatic activities. The training for safe aquatics is found in the National Learning Center that can be found in the lower left corner of the NEIC.org home page. When followed, risk to your young men is minimized or eliminated. Make yourself familiar with these protocols.

### **Planes, Trains and Automobiles**

Never, never permit boys to ride in the beds of trucks. Deacons make poor projectiles. Every year, church youths die in these types of accidents and everyone was preventable. No one should ride in a motor vehicle unless they are in proper seat belt systems for each vehicle occupant. There are no exceptions.



When traveling within the territorial limits of your council or going to your council's summer camp, there is no need for a tour permit. If you are going on an activity that is less than 500 miles, but outside the council, you must have a local tour permit. This form is available on line from both your council's web site as well as the national web site Scouting.org. Having a permit guarantees you that the Boy Scout insurance will be there if something should go wrong. Also, the permit forces you to check to make sure your drivers have licenses and liability insurance. Finally, it alerts the professional staff at council to give you guidance should your activities include aquatics, fire arms or rock climbing or repelling. If you are going more than 500 miles, you need a national tour permit which is also available on line.

Make sure that all motor vehicles are in good repair and the drivers are responsible. There should be two adults in every vehicle. Avoid marathon road marches. Youth are not to drive on scouting activities.

There is nothing wrong with getting permission slips from parents. They should know what the risks are and where their youth are going.

Finally, scouting activities may require medical clearance. Please check with the council as to what medical forms both your boys and leaders need. Also, wherever you go, make sure you have a good first aid kit and train your boys in first aid.

## **Summary**

Safety should be a first priority. The suggestions contained above are not exclusive. Your Bishops may have additional risk management guidelines in addition to those listed above. Heed them.

