

Boy Scout Training and the Unit

Role of the Commissioner

Leslie D. Houser

Dan Beard Council
College of Commissioner Science

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PREFACE

REASON FOR WRITING THIS THESIS

This thesis will assist the Commissioner staff, particularly the District Commissioner, Assistant District Commissioner, and Unit Commissioner to aid the scout unit concerning Boy Scout training for youth and adult.

The Mission of The Boy Scouts of America is to prepare young people to make ethical and moral choices over their lifetime, by instilling in them the values of the Scout Oath and Law. One of the best ways for the unit to accomplish this is having trained leaders.

This thesis was written to give the commissioner the means to aid the unit with training concerns. From the new Cub Scout leader, to the tenured Scouter, the commissioner will have the right tools for the unit.

The focus of the commissioner service is to help units operate at maximum efficiency so they can deliver an excellent program. With trained leaders the units' ability to deliver a quality program is greatly enhanced.

SCOPE OF THIS THESIS

This thesis is going to cover all aspects of training, as offered by the Boy Scouts of America. This will go into detail the options available to the youth and adults. From on-line training, to national training, and in between, this will be

your where to go guide, for scout training. From basic to advanced training, this will become a valuable tool for the commissioner staff.

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INTRODUCTION

PURPOSE

A fundamental duty of a commissioner is serving the scout unit. A component of that duty is to review and update the Unit Training Inventory. This tool assists the commissioner in knowing which people in the unit need training and what particular training each may need.

OBJECTIVES

A function of the District Commissioner, Assistant District Commissioner, and Unit Commissioner, is to be familiar with all training opportunities. Whether training is being offered on a national, regional, council, district, unit, or individual level, we as commissioners should have a working knowledge of all training opportunities.

1. Review and update unit inventory of training forms for all scout units annually. Then pass this information along to the District Training Committee.
2. Having a familiarity with on-line training being offered nationally and from your local council.
3. Lead by example. Commissioners need to be trained and stay current for their position, especially youth protection training.
4. Encourage adult leaders to participate in training and attend supplemental training courses.
5. Explain the opportunities that are available to the youth in the unit. Youth leadership training is offered on a local, regional, and national level.

6. Suggest to the unit committee to identify a registered leader to take on the responsibility of unit trainer. This official position would enable the unit trainer to assist new leaders with the information they need to complete training for their position.
7. Become the resource person. Try to have all details ready; who, what, when, and where. And why should the unit leader care about training? As Lord Baden Powell states “Because every boy deserves a trained leader”!

CHAPTER 1

UNIT INVENTORY OF TRAINING

Identifying Registered Unit Leaders

One of the first acts of any Commissioner, especially the Unit Commissioner, is to compile a list of all registered leaders in his assigned units. This can be accomplished by enlisting the help of the unit's committee. The Committee Chairperson can steer you to the appropriate committee member, or they can assist you themselves. They will have a printout of the units' charter with all registered adult leaders. They can also supply names of new leaders who joined the unit after re-charter.

Unit Inventory of Training Forms

This standard scout form is supplied through your local council training committee. It can also be copied from the Boy Scout of America publication titled "Leadership Training Guide. Plans, Procedures, Materials." No. 34169A. This form has blank spaces for information pertinent to your particular unit. The leader's name, registered position, tenure in scouting, and type of scout training that has been completed are filled in the spaces provided.

Involvement of the Training Committee

To better understand the training needs of our units, this is where the District Training Committee is of great value. With copies of each units training inventory, they will be able to supply the commissioner staff with important training information. With this information, the commissioner will be able to prepare himself as he focuses on his units with un-trained leaders.

As the leader receives additional scout training, this data can be passed back and forth to help update the training forms of both the Unit Commissioner and the District Training Committee. This will provide excellent communication between the District Training Committee and the Commissioner staff.

Updating Training Forms Annually

A common problem with record keeping, is keeping your paperwork up to date. Leaders come and go, existing leaders change position, and leaders take additional training. These problems can be overcome with having a good foundation of records to start. This can be accomplished after the unit re-charter, or by obtaining copies of the unit records from the District training Committee. Then you will be able to determine who is, and who is not trained.

The unit Trainer (an official unit committee position) is also a valuable resource person when it comes to training. They should have accurate records on all leaders, and the training they have received. And through your unit visitations you can talk to the leaders and determine the training needs of your unit.

CHAPTER 2

COMMISSIONING AND

CUB SCOUT LEADER TRAINING

Required Training for Cub Scout Leaders

1. Fast Start Training: This is offered as a video, and internet based training. The Fast Start video is obtained through your local council service center. It is available in videocassette or DVD format. There is a Cub Scout Leader Fast Start Viewer Guide that can be downloaded as a PDF file. (AV-01G022) This can be found at the Cub Scout Adult Leader training section of the Boy Scouts of America National website. (www.scouting.org) The online Fast Start Training can be accessed at (www.ole.scouting.org) You will have to create an account at “My Scouting”, located at the Boy Scouts of America National website before you can start online training at the “Online Learning Center”.
2. New Leader Essentials: This 90 minute introductory training is designed for all new scout leaders. It is taken by Cub Scout, Boy Scout, Varsity Scout, and Venturing/Sea Scout leaders. Once completed the leader need not do the training again, even if he moves to a different scouting program. This training is offered by your local council, district, or in small groups. It can also be offered to an individual through personnel coaching. The training follows the program specific training outline with CD-ROM (No. 38470). The training video is (No. AV-02V016).

3. Cub Scout Leader Specific Training: This training is available for the following positions in Cub Scouts.

- Tiger Cub Leader
- Cub Scout Den Leader & Assistant Cub Scout Den Leader
- Webelos Den Leader & Assistant Webelos Den leader
- Cubmaster & Assistant Cubmaster
- Pack Committee Members

Leader Specific Training is offered through your local council, district, as a small group, or to individuals through personnel coaching.

The new Cub Scout leader needs to complete Fast Start, New Leaders Essentials, and Leader Specific Training to be considered “Trained”, for their registered position.

4. Youth Protection Training: This training is encouraged for all scout leaders, and is to be renewed every other year. This training is offered through your local council, and district. There is also an online version available through the Boy Scouts of America National website. This online version of Youth Protection Training is located at the “Online Learning Center” at (www.olc.scouting.org).

5. Supplementary Training:

- Outdoor Leader Skills for Webelos Leaders (WLOT, WLOE)

This training is designed for the Webelos leader and Assistant Webelos leader who are planning on having an outdoor program for the Webelos den, especially if camping is involved. This training is going to be offered by your local council, or by your district.

- **Basic Adult Leader Outdoor Orientation (BALOO)**

This training is required for any Cub Scout Pack that is planning a pack campout. The Cub Scout pack must have a BALOO trained adult plan and attend its campout. There are no prerequisites for this one day training course, but it is recommended that the leader attend New Leader Essentials. This training is offered through your local council or district.

- **Unit Leadership Enhancements:** These are a short training discussions offered at a unit level. A designated leader or the Pack Trainer leads the discussions. The topics are located in the Cub Scout Leaders Handbook. (No. 33220) They are as followed:

1. Advancement
2. Annual Program Planning
3. Character Development
4. Cub Scout Camping
5. Family Involvement
6. Leadership Training
7. Membership
8. National Awards
9. Pack Budget Plan
10. Pack Committee
11. Pack Meetings
12. Planning Special Events
13. Policies of the B.S.A.

14. Program Evaluation

15. Youth Protection

- **Trainer Development Conference:** This training is available to all scout leaders who will be delivering training to adult leaders. And this includes Pack Trainers, who would benefit from the training course. This training is offered annually through your local council
- **Cub Scout Leader Roundtable:** This training is offered by your district once a month. Check with your Pack trainer, Unit Commissioner, Cub Scout Roundtable Commissioner, or District Training Chairman for the time and location of your roundtable.
- **PowWow/University of Scouting:** This day long training will offer the scout leader a wide variety of courses pertaining to his or her interests. It will be offered every year through your local council. Check with your local council, Pack Trainer, Unit Commissioner, or District Training Chairman for time and location.

6. Advanced Training:

- **Wood Badge**

This annual council training is available to all scout leaders. It has been developed for Cub Scout, Boy Scout, Varsity Scout, and Venturing leaders, as well as council and district leaders. This 6 day advanced training is built around 5 central themes.

- Living the Values
- Bringing the Vision to Life

- Models for Success
- Tools of the Trade
- Leading to make a Difference

The scout leader must complete basic training for their primary scouting position before attending Wood Badge.

- National Cub Scouting Conferences

These training conferences are offered at Philmont Training Center and Florida Sea Base. Your local council will recommend individuals to receive an invitation to these conferences. These conferences are a week in length. A sample of past courses is:

Connecting Character with Cub Scouting

Cub Scout Outdoor Program

Cub Scout Roundtables

Leading Pack Camping

New Directions in Membership Growth

Putting “Pizzazz” into Cub Scouting

Strictly for Cubmasters

Supercharging Den and Pack Programs

Training Cub Scout Leaders

Chapter Conclusion:

We as Commissioners need to realize that for the new Cub Scout Leader this could be their first exposure to scout training. They

need to get the training as soon as possible, and we as
Commissioners need to be able to direct them to their training
needs.

CHAPTER 3

COMMISSIONING AND

BOY SCOUT LEADER TRAINING

Required Training for Boy Scout Leaders

1. Fast Start Training: This is offered as a video, or internet based training.

The Fast Start video (AV-02V026) is obtained through your local council service center.

It is available in videocassette, or DVD format. The on-line Fast Start Boy Scout training is accessed at (www.olg.scouting.org). You will have to create an account at "My Scouting", located at the Boy Scouts of America National website before you can start on-line training at the "Online Learning Center". There is no downloadable Fast Start Viewer Guide Pamphlet. This viewer guide pamphlet (AV-02V026VG) will accompany the Fast Start video, or it can be ordered at your Boy Scout service center.
2. New Leader Essentials: This 90 minute introductory training is designed for all new scout leaders. It is taken by Cub Scout, Boy Scout, Varsity Scout, and Venturing/Sea Scout Leaders. Once completed the leader need not do the training again, even if he moves on to a different scouting program. This training is offered by your local council, district, or in small groups. It can also be offered to an individual through personnel coaching. This training follows the program specific training outline with CD-ROM (No. 38470). The training video is (No.AV-02V26VG).

3. Leader Specific Training for:

- Scoutmaster
- Assistant Scoutmaster
- Varsity Team Coach
- Varsity Assistant Team Coach

This 4 part training is designed to teach all aspects of troop/team operations. It is offered through your local council or district. The first 3 parts can be completed in 1 full day, or 3 evenings.

The 3 sessions cover:

The role of the Scoutmaster/Coach in a boy-led troop

- Lighting the fire, The outdoor program and the advancement program
- Keep it Going: Program planning and troop administration

This training follows the syllabus from “Scoutmaster and Assistant Scoutmaster Leader Specific Training with CD-ROM (No.34879).

4. Introduction to Outdoor Leadership Skills: This is the 4th and final session for the Scoutmaster, Assistant Scoutmaster, Coach, and Assistant Coach. The skills taught are based on the scouting skills found in “The Boy Scout Handbook”, (No.33105). This training is conducted by your council, or district.

5. Troop Committee Training: This is required training for all troop committee members, and follows the Troop Committee Training Syllabus (No. 33643).

This training is conducted by your council, district, or it can be presented on a smaller scale to your own unit if necessary.

This training is also available as online training at www.ole.scouting.org.

You will have to create an account at “My Scouting”, located at the Boy Scouts of America National website before you can start on-line training at the “Online Learning Center”.

There is also a training video available titled “The Barbeque: Working with the Troop Committee”. (AV-048) The video comes with “The Barbeque: Working with the Troop Committee Viewer Guide”. (AV-048VG)

Advanced Training:

1. Wood Badge for the 21st. Century: This annual council training is available to all scout leaders. It has been developed for Cub Scout, Boy Scout, Varsity Scout, and Venturing leaders, as well as council and district leaders. This 6 day advanced training is built around 5 central themes.

- Living the Values
- Bringing the Vision to Life
- Models for Success
- Tools of the Trade
- Leading to Make a Difference

The scout leader must complete basic leader training for their primary scouting position before attending Wood Badge.

For more information contact your Unit Commissioner, local Council or District Training Chairman.

2. Powder Horn: This council level training course is designed to introduce and expose Venturing and Boy Scouting adult leaders to the activities and resources

necessary to operate a successful outdoor/high adventure program. For more information contact your local council or District Training Chairman.

Supplemental Training:

1. Trainer Development Conference: This training is presented to all scout leaders who will be delivering training to adult leaders. This training course is offered annually through your local council.
2. Youth Protection Training: This training is encouraged for all scout leaders, and is to be renewed every other year. This training is offered through your local council, and district. There is also an online version available through the Boy Scouts of America National website. This online version of Youth Protection Training is located at the "Online Learning Center" at (www.olc.scouting.org).
3. Merit Badge Counselor Orientation: This training is offered annually through your district. This training is encouraged for all merit badge counselors, whether you're a registered scout leader or not. If you are not a scout leader, this training, along with Youth Protection Training is highly expectant. The training follows the Guide to Merit Badge Counseling (No. 34532C).
4. Supplemental Training Modules: These training modules are provided to offer orientation beyond Boy Scout basic training. They are used on a unit level, for personal coaching, or self study. The modules take about 1 hour to complete and no training credits are associated with completion of these studies. They can be down loaded at (www.scouting.org/boyscouts/supplemental). Some of the subjects are:
 - Mentoring

- Chain Saw Safety
- Merit Badge Counselor Instructors Guide
- Board of Review Training
- Geocaching to Promote Scouting
- The Order of the Arrow and your Troop
- Orientation for New Boy Scout Parents
- Planning and Conducting a Safe Scout Outing
- Recruiting Quality Training Staff
- Scoutmaster Conference Training
- Selecting Quality Leaders
- Bullying: Prevention and Intervention Tips for Scout Leaders and Parents

5. Boy Scout Leader Roundtable: This training is offered by the district every month. It follows the Boy Scout Roundtable Planning Guide (No. 34253). Check with your Troop Trainer, Unit Commissioner, Boy Scout Roundtable Commissioner, or District Training Chairman for the time and location of your roundtable.

6. PowWow/University of Scouting: This council wide, annual training event offers a wide variety of training classes for all scout leaders. For the time and location of the next PowWow/University of Scouting check with your Unit Commissioner, Troop Trainer, or District Training Chairman.

7. OKPIK (Winter Camping) Training: A 2 weekend training seminar based upon the National High Adventure OKPIK training course. Topics that are covered are:

- Clothing systems
- Sleeping systems
- First aid
- Cooking
- Shelters
- Transportation
- Equipment

OKPIK Training can be presented by either the council or your district.

8. Leave No Trace: Adult leaders can use this link to help them prepare a Leave

No Trace teaching session to the youth of the unit. It covers subjects from:

- Why Leave No trace
- Tips for teaching
- Background on Leave No Trace principals
- Quick concepts and activity plans

This training is for leaders to use on a unit level, but it would also work as a district training event. For the Leave No Trace link go to www.scouting.org/boyscouts/teachingleavenotrace.aspx.

National Boy Scouting Conferences: These training conferences are offered at Philmont Training Center. Your local council will recommend individuals to receive an invitation to these conferences. These conferences are a week in length. A sample of past and present courses is:

- Boy Scout Advancement
- Building Strong Scout Troops

- Climbing and Rappelling
- High Adventure Trek Planning
- Ethical Leadership- The Oath and Law in Action
- Strictly for the Troop Committee
- Putting more outing in Scouting
- Recruit, Train, Retain
- Strictly for Scoutmasters
- Webelos to First class
- Wilderness First Aid
- Working with Scouts with Special Needs

For a complete list of schedules and all courses taught at Philmont Training Center, go to the following web site, (www.scouting.org/philmont/ptc/courses).

CHAPTER 4

COMMISSIONING AND VARSITY LEADER TRAINING

Required Training for Varsity Scout Leaders

1. Fast Start Training: This brief video training of the Varsity Scout program and how it works, can be downloaded at from the Boy Scouts of America website.

The web address is (www.scouting.org/boyscouts/vidoes/varsityleader.aspx).

There is also a video that can be obtained at your local council service center.

(AV-02V004)

There is a Varsity Scout Fast Start Viewer Guide that accompanies the video.

(AV-02G004)

The 7 parts to the video include:

- Introduction
- Program Features
- Team Meetings and Roles
- Program Fields of Emphasis
- Personal Development
- Leader Support
- Summary

2. New Leader Essentials: This 90 minute introductory training is designed for all new scout leaders. It is taken by Cub Scout, Boy Scout, Varsity Scout, and Venturing/Sea Scout Leaders. Once completed the leader need not do the training

again, even if he moves on to a different scouting program. This training is offered by your local council, district, or in small groups. It can also be offered to an individual through personnel coaching. This training follows the program specific training outline with CD-ROM (No. 38470). The training video is (No.AV-02V26VG).

3. Varsity Coach Leader Specific Training: This training for Varsity Coaches and Assistant Coaches is offer through your district or council. The training covers key points in the Varsity program, and follows training syllabus found in the Varsity Coach Leader Specific Training manual, (No. 34877).

- Characteristics and Needs of Varsity Scouts
- Varsity Program Outline
- Training Junior Leaders
- The Program Planning Clinic
- The Aims and Methods of Scouting
- Resources/Literature
- The Team Leaders Discussion

4. Introduction to Outdoor Leadership Skills: This is the 4th and final session for the Scoutmaster, Assistant Scoutmaster, Coach, and Assistant Coach. The skills taught are based on the scouting skills found in “The Boy Scout Handbook”, (No.33105). This training is conducted by your council, or district.

5. Team Committee Training: This is required training for all team committee members, and follows the Troop Committee Training Syllabus (No. 33643).

This training is conducted by your council, district, or it can be presented on a

smaller scale to your own unit if necessary.

This training is also available as online training at www.olc.scouting.org.

You will have to create an account at “My Scouting”, located at the Boy Scouts of America National website before you can start on-line training at the “Online Learning Center”.

There is also a training video available titled “The Barbeque: Working with the Troop Committee”. (AV-048) The video comes with “The Barbeque: Working with the Troop Committee Viewer Guide”. (AV-048VG)

Advanced Training:

1. Wood Badge for the 21st. Century: This annual council training is available to all scout leaders. It has been developed for Cub Scout, Boy Scout, Varsity Scout, and Venturing leaders, as well as council and district leaders. This 6 day advanced training is built around 5 central themes.

- Living the Values
- Bringing the Vision to Life
- Models for Success
- Tools of the Trade
- Leading to Make a Difference

The scout leader must complete basic leader training for their primary scouting position before attending Wood Badge.

For more information contact your Unit Commissioner, local Council or District Training Chairman.

Supplemental Training:

1. Varsity Scout Huddle: This training is offered by the district every month. It follows the Varsity Scout Huddle Guide (No. 34829). Check with your Team Trainer, Unit Commissioner, Varsity Scout Huddle Commissioner, or District Training Chairman for the time and location of your Huddle.
2. On Belay: This week long, “hands on” training is offered through your council to help Varsity Scout Teams in planning and conducting a successful program with outdoor activities. On Belay helps reinforce, but not duplicate adult Wood Badge. This training is for both adults and scouts. And while all councils don’t offer On Belay Training; a substitute training opportunity might include Powder Horn Training, for the adult leaders only.
3. PowWow/University of Scouting: This council wide, annual training event offers a wide variety of training classes for all scout leaders. For the time and location of the next PowWow/University of Scouting check with your Unit Commissioner, Troop Trainer, or District Training Chairman.
4. Powder Horn: This council level training course is designed to introduce and expose Venturing and Boy Scouting adult leaders to the activities and resources necessary to operate a successful outdoor/high adventure program. For more information contact your local council or district training chairman. This training course might be a useful alternate to On Belay training if your council doesn’t offer it.
5. Trainer Development Conference: This training is presented to all scout leaders who will be delivering training to adult leaders. This training course is offered annually through your local council.

6. Youth Protection Training: This training is encouraged for all scout leaders, and is to be renewed every other year. This training is offered through your local council, and district. There is also an online version available through the Boy Scouts of America National website. This online version of Youth Protection Training is located at the "Online Learning Center" at (www.olc.scouting.org).

7. Leave No Trace: Adult leaders can use this link to help them prepare a Leave No Trace teaching session to the youth of the unit. It covers subjects from:

- Why Leave No trace
- Tips for teaching
- Background on Leave No Trace principals
- Quick concepts and activity plans

This training is for leaders to use on a unit level, but it would also work as a district training event. For the Leave No Trace link go to (www.scouting.org/boyscouts/teachingleavenotrace.aspx).

National Boy Scouting Conferences: These training conferences are offered at Philmont Training Center. Your local council will recommend individuals to receive an invitation to these conferences. These conferences are a week in length. There training courses at Philmont Training Center specifically for Varsity Scouting. They are:

- Strictly for Varsity Coaches
- Varsity Scouting

CHAPTER 5

COMMISSIONING AND

VENTURING LEADER TRAINING

Required Training for Venturing Scout Leaders

1. Fast Start Training: Venturing Leader Fast Start Training is available in several different formats. There is a Venturing Leader CD-ROM (AV-0321CD) that can be used with a downloadable Venturing Fast Start viewer guide (25-878) located at (www.scouting.org/venturing/training). The viewer guide is in a PDF format. The CD-ROM and viewer guide also comes together, and is available at your local Boy Scout Service Center. It's called Venturing Leaders Training with pamphlet and CD-ROM (33491D).

The on-line Venturing Leader Fast Start Training is accessed at (www.olc.scouting.org). You will have to create an account at "My Scouting", located at the Boy Scouts of America National website before you can start on-line training at the "On-Line Learning Center".
2. New Leader Essentials: This 90 minute introductory training is designed for all new scout leaders. It is taken by Cub Scout, Boy Scout, Varsity Scout, and Venturing/Sea Scout Leaders. Once completed the leader need not do the training again, even if he moves on to a different scouting program. This training is offered by your local council, district, or in small groups. It can also be offered to an individual through personnel coaching. This training follows the program specific training outline with CD-ROM (No. 38470). The training video is

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(No.AV-02V26VG).

3. Venturing Leader Specific Training: This basic course explains the Venturing program to all new adult leaders. The 5 sessions of this training cover,

- Here's Venturing
- Understanding and Protecting Youth
- Leadership and Organization
- Awards and Recognition
- Resources and Program Planning

This training is required for all Crew Advisors and Crew Committee members, and is offered through your district or local council. This course follows the training syllabus (No. 33491).

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Advanced Training:

1. Wood Badge for the 21st. Century: This annual council training is available to all scout leaders. It has been developed for Cub Scout, Boy Scout, Varsity Scout, and Venturing leaders, as well as council and district leaders. This 6 day advanced training is built around 5 central themes.

- Living the Values
- Bringing the Vision to Life
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The scout leader must complete basic leader training for their primary scouting position before attending Wood Badge.

For more information contact your Unit Commissioner, local Council or District Training Chairman.

2. Powder Horn: This council level training course is designed to introduce and expose Venturing and Boy Scouting adult leaders to the activities and resources necessary to operate a successful outdoor/high adventure program. For more information contact your local council or District Training Chairman.

Supplemental Training:

1. Trainer Development Conference: This training is presented to all scout leaders who will be delivering training to adult leaders. This training course is offered annually through your local council.
2. Venturing Youth Protection Training: This web based training course is required for all Venturing Advisors. The training is located at the Online Learning Center, (www.olec.scouting.org). You will need to create an account through "My Scouting" on the National Boy Scouts of America web site, (www.scouting.org).
3. PowWow/University of Scouting: This council wide, annual training event offers a wide variety of training classes for all scout leaders. For the time and location of the next PowWow/University of Scouting check with your Unit Commissioner, Troop Trainer, or District Training Chairman.
4. Introduction to Outdoor Leadership Skills: The skills taught are based on the scouting skills found in "The Boy Scout Handbook". (No.33105. This training is conducted by your council, or district. Even though this is required training for Boy Scout and Varsity Scout Leaders, this is not required for the Venturing Leader, though it is encouraged .

5. Venturing Leader Roundtable: This training is offered by the district every month. It follows the Venturing Roundtable Guide (No. 34342). Check with your Crew Trainer, Roundtable Commissioner, Unit Commissioner, or District Training Chairman for the time and location of your roundtable.

6. OKPIK (Winter Camping) Training: A 2 weekend training seminar based upon the National High Adventure OKPIK training course. Topics that are covered are:

- Clothing systems
- Sleeping systems
- First aid
- Cooking
- Shelters
- Transportation
- Equipment

OKPIK Training can be presented by either the council or your district.

7. Leave No Trace: Adult leaders can use this link to help them prepare a Leave No Trace teaching session to the youth of the unit. It covers subjects from:

- Why Leave No trace
- Tips for teaching
- Background on Leave No Trace principals
- Quick concepts and activity plans

This training is for leaders to use on a unit level, but it would also work as a district training event. For the Leave No Trace link go to (www.scouting.org/boyscouts/teachingleavenotrace.aspx).

National Venturing Conferences: These training conferences are offered at Philmont Training Center. Your local council will recommend individuals to receive an invitation to these conferences. These conferences are a week in length. A sample of past and present courses are:

- Delivering the Venturing Program
- High Adventure and Sports for the Crew Program
- Training Venturing Leaders
- Venturing- Council and District Administration
- Venturing Programming for Religious Groups
- Training Venturing Leaders: Youth & Adult
- How to Develop Crews That Thrive
- Incorporating Venturing Into Your Troop
- High Adventure Programs For Crews
- Kodiak and Kodiak X (This is also offered at Florida Seabase)

CHAPTER 6

COMMISSIONING AND

SEA SCOUT LEADER TRAINING

Required Training For Sea Scout Leaders

1. Fast Start Training: Venturing Leader Fast Start Training is available in several different formats. There is a Venturing Leader CD-ROM (AV-0321CD) that can be used with a downloadable Venturing Fast Start viewer guide (25-878) located at (www.scouting.org/venturing/training). The viewer guide is in a PDF format. The CD-ROM and viewer guide also comes together, and is available at your local Boy Scout Service Center. It's called Venturing Leaders Training with pamphlet and CD-ROM (33491D).

The on-line Venturing Leader Fast Start Training is accessed at (www.olg.scouting.org). You will have to create an account at "My Scouting", located at the Boy Scouts of America National website before you can start on-line training at the "On-Line Learning Center".
2. New Leader Essentials: This 90 minute introductory training is designed for all new scout leaders. It is taken by Cub Scout, Boy Scout, Varsity Scout, and Venturing/Sea Scout Leaders. Once completed the leader need not do the training again, even if he moves on to a different scouting program. This training is offered by your local council, district, or in small groups. It can also be offered to an individual through personnel coaching. This training follows the program specific training outline with CD-ROM (No. 38470). The training video is

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(No.AV-02V26VG).

3. Venturing Leader Specific Training: This basic course explains the Venturing program to all new adult leaders. The 5 sessions of this training cover,

- Here's Venturing
- Understanding and Protecting Youth
- Leadership and Organization
- Awards and Recognition
- Resources and Program Planning

This training is required for all Crew Advisors and Crew Committee members, and is offered through your district or local council. This course follows the training syllabus (No. 33491).

4. Sea Scout Officer Specialized Training: This training is required for all Skippers, Mates, Ship Committee Members, and related district and council scouters. It is composed of two 2 ½ hour sessions that introduce adults to the Sea Scout Manual (No. 33239C). The training is conducted by your local council or district. The training staff should have knowledge and background in the Sea Scouting program. Personal coaching can be performed, as long as the instructor has conducted this specialized training before. The training follows the Sea Scout Officers Specialized Training syllabus (No. 25-339).

These 4 training sessions need to be completed by the adult to be considered a trained leader.

Supplemental Training

1. Trainer Development Conference: This training is presented to all scout leaders

who will be delivering training to adult leaders. This training course is offered annually through your local council.

2. Venturing Youth Protection Training: This web based training course is required for all Venturing Advisors. The training is located at the Online Learning Center, (www.olc.scouting.org). You will need to create an account through “My Scouting” on the National Boy Scouts of America web site, (www.scouting.org).
3. PowWow/University of Scouting: This council wide, annual training event offers a wide variety of training classes for all scout leaders. For the time and location of the next PowWow/University of Scouting check with your Unit Commissioner, Troop Trainer, or District Training Chairman.
4. Sea Scouting Squadron Operations Training: This training is offered through your local council or district where there are larger number of Sea Scout Ships.
5. Basic Boating Safety Course: Required training for all adult leaders who operate any BSA boat. The following local organizations can provide the training.
 - U.S. Coast Guard Auxiliary
 - U.S. Power Squadron
 - U.S. Sailing
 - American Red Cross
 - Boating safety course qualified by your State Boating Law Administrator.
 - Equivalent training or experience gained from participating in sailing or small boat programs i.e., U.S. Navy, U.S. Coast guard, or Merchant Marine Academies

- USCG Operator's License

Advanced Training

1. Powder Horn: This council level training course is designed to introduce and expose Venturing and Boy Scouting adult leaders to the activities and resources necessary to operate a successful outdoor/high adventure program. For more information contact your local council or District Training Chairman.
2. Seabadge: This training is held only on a regional basis. Pre-approval by your local scouting council is required. Other training pre-requisites are being a registered scouter in the Sea Scouting Program for no less than 1 year. Having completed New Leader Essentials (No. 34-870), Venturing Leader Specific Training (No. 33-491C), and Sea Scout Officers Specific Training (No. 23-339), and is willing to apply the skills and knowledge obtained The Seabadge Conference to strengthen Sea Scouting.

CHAPTER 7

TRAINING AND THE ORDER OF THE ARROW

Training opportunities within the Order of the Arrow are available to all active Order of the Arrow members. This chapter will focus on training within the Lodge, Section, Region, and on a National level.

Lodge Training:

Lodge Leadership Development (LLD) This annual training is offered by your local lodge. It can be conducted in a day, or over a weekend. This training is recommended for active Order of the Arrow members holding or seeking office positions either as an advisor or officer in the lodge or chapter. There are over 50 training syllabuses available covering various subjects that can be downloaded and copied from (www.lld.oa-bsa.org/home). For more information on LLD Training contact your Lodge Advisor or Lodge Chief

Section Training:

Section Officer Seminar (SOS) This annual training for all section officers is held in each of the 4 regions.

- Southern
- Western
- Central
- Northeast

For more information on this training contact your Section Advisor or Section Chief.

Conclave Training Initiative (CTI) This training course is offered over a weekend on an annual basis. It is offered to any Arrowman, adult or youth, but especially lodge and section officers and advisors. The National Order of the Arrow Committee provides the training syllabuses and support material for this course. A sample of some of the CTI courses is:

- A Legacy of Servant Leadership Understanding and meeting quality lodge requirements.
- OA Troop/Team Representative “A Guide to Effective Local Program”
- An Arrowmans Induction
- The OA and Cub Scouting “The Order’s Role”
- The Lodge’s Role in Council Support
- Living The Legacy “The Order of the Arrow 2008-2012 Strategic Plan”

All these courses are available in PDF format. You can also download them for a power point presentation.

For more information contact your Lodge or Section, Advisor or Chief.

Area Leadership Training Conference (ALTC) This annual training conference is held over a weekend. An “Area” is comprised of 2 or more sections, so it is recommended that all lodge and section officers and advisors attend. For more information on time and location of your next ALTC contact your Lodge or Section Advisor or Chief. A sample of some of the training cells is:

- Jump Start
- Leadership Books
- Train the Trainer

- Year One
- Cub Scouts and the OA
- Event Marketing
- The New Quality Lodge
- American Indian Activities
- Camp Chief Program
- LLD Workshop: Beginner to Advanced
- High Adventure

National Training

National Training Seminar (NLS) This training is conducted over a weekend and is open to all Arrowmen. This training is highly encouraged for all lodge, section and regional officers and advisors. This training takes place at various locations throughout your region. Locations and dates for this training is located at (www.training.oa-bsa.org).

National Lodge Advisor Training Seminar (NLATS) This training is recommended for all lodge or staff advisors, or potential advisors, who must first be approved by your local council. This annual training is held over a weekend at various regional locations across the country. Topics covered by this training are:

- The Mission of the Lodge
- The Order's Strategic Plan
- The Lodge as an Integral Part of the Council
- Lodge and Chapter Workings
- Lodge Communications

- Lodge Finances
- Lodge Programs and Awards
- The OA in Summer Camp
- OA Troop/Team Representative Program
- OA History and Traditions
- Unit Elections
- Ordeal Inductions
- OA Ceremonies
- Working with Youth
- New Member Support and Retention
- Lodge Leadership Development Conference Overview
- National BSA/OA Program of Emphasis

Philmont Training Center Order of the Arrow Advisor Training is offered at PTC for those needing help in improving your lodge or chapter programs. Members from the National Order of the Arrow Committee will be there all week to share their experiences and knowledge on how to develop and maintain a successful OA program in your council. PTC training is available by invitation only, so contact your Lodge Staff Advisor to make arrangements to go.

National Order of the Arrow Conference (NOAC) This 6 day conference is held at either Michigan state University, Iowa State University, or Indiana University. The 2nd largest National Event is held every other year, and is open to all active Arrowmen. This conference has well over a hundred training cells, work shops, and other forms of training, covering all interests. This is highly recommended for all

officers and advisors to attend. For more information on NOAC contact your Lodge Advisor or Lodge Chief.

CHAPTER 8

ON-LINE TRAINING

Introduction: The Boy Scouts of America has an official website devoted entirely to web based training. This is a convenient way for the new adult leader or youth to start their scout training.

Getting Started: The initial step a leader/youth takes to get started is to first go to the Boy Scouts of America website at (www.scouting.org).

If you have a “my scouting” account, then you can go directly to the logon page by clicking on the “my scouting” logo on the toolbar.

If you are new, you’ll need to create an account from the “my scouting logon” page. From there you will create your profile and password. If you are a current member of the Boy Scouts of America, and have a membership card, your member I.D. number will need to be entered. This way as you complete courses, the pocket certificates will have your member I.D. printed on it. It is important that you receive credit for completed courses.

Once you have created your account, then you can begin to start the E-Learning courses. You can access the Online Learning Center by going to (www.olc.scouting.org). The E-Learning page is broken into 4 categories, with sub-categories.

The following categories are:

1. Cub Scout

- Fast Start: Cubmaster
- Fast Start: Tiger Cub Den Leader

- Fast Start: Webelos Den Leader
- Fast Start: Wolf/Bear Cub Scout Den Leaders
- Fast Start: Pack Committee

2. Boy Scout

- Fast Start: Boy Scout
- Supplemental Training: Troop Committee Challenge

3. Venturing

- Fast Start: Venturing
- Youth Protection Training-Venturing Version

4. General

- Orientation Training: Staffing the District Committee
- Supplemental Training
 - Safe Swim Defense
 - Safety Afloat
 - Weather Hazards
 - Youth Protection Training

5. Other Training Courses

- Generational Diversity
- Venturing Crew Orientation

Under the heading of “Other Resources” you will find:

- National Commissioner’s pod cast
- Soccer and Scouting Basic Training
- Courses at Philmont Training Center

Under the heading of “Supplemental Training” you will find training modules.

These training modules are provided to offer orientation beyond Boy Scout basic training. They are used on a unit level, for personal coaching, or self study. The modules take about 1 hour to complete and no training credits are associated with completion of these studies. They can be down loaded at

(www.scouting.org/boyscouts/supplemental). Some of the subjects are:

- Mentoring
- Chain Saw Safety
- Merit Badge Counselor Instructors Guide
- Board of Review Training
- Geocaching to Promote Scouting
- The Order of the Arrow and your Troop
- Orientation for New Boy Scout Parents
- Planning and Conducting a Safe Scout Outing
- Recruiting Quality Training Staff
- Scoutmaster Conference Training
- Selecting Quality Leaders
- Bullying: Prevention and Intervention Tips for Scout Leaders and Parents

CHAPTER 9

YOUTH LEADERSHIP

TRAINING

Cub Scouts: Probably the first opportunity for a leadership position for Cub Scout/Webelos age boys are the Cub Scout Denner, Cub Scout Assistant Denner, Webelos Scout Denner, and Webelos Scout Assistant Denner.

These elected positions within the Cub Scout/Webelos Den, is to give the scout a sense of leadership and responsibility. These responsibilities are determined by the Den Leader and the Den Chief. It is the responsibility of the Den Leader and Den Chief to instruct the new Cub Scout/Webelos Denner in the job requirements. For more information refer to the Cub Scout Leader Handbook (No. 33220).

Some of the Cub Scout Denner, and Webelos Scout Denner responsibilities are:

1. Setting up the den meeting place and cleanup.
2. Helping with games
3. Ceremonies
4. Leading a song
5. Acting as a den cheerleader
6. Tricks and puzzles
7. Preparing equipment

Boy Scouts:

1. Troop Leadership Training: (T.L.T.)

This leadership training is given primarily by the Scoutmaster and the Senior Patrol Leader. All Boy Scout troops should conduct a T.L.T. course whenever there is a change in troop and patrol leadership. It is also recommended for new patrol members. T.L.T. covers these 3 topics:

- Introduction to Troop Leadership
- How to Fulfill Your Position
- What is Expected of Me

The training resources for T.L.T. are:

- Patrol Leader Handbook (No. 32502A)
- Senior Patrol Leader Handbook (No. 32501A)
- Scoutmaster Handbook (No. 33009C)
- Troop Leadership Training (No. 34306A)
- Troop Leadership Training Position Description cards (No. 30521)

2. Den Chief Training:

This annual training is made available through your local council, district, or more than one pack can join together to put a training session on. It can be offered in a one day class, or held over a weekend.

If your council or district is unable to provide Den Chief Training, then it is the responsibility of the Cubmaster and/or Cub Scout and Webelos den leader to conduct the training.

Ideally Cub Scout/Webelos Den Chiefs should be a 1st. Class Scout, be selected by their Scoutmaster, and Senior Patrol Leader, and then approved by the Cubmaster and Pack Committee for recommendation to the Den Leader. The Den Chief must be registered with a troop or team.

Resources available are Den Chief Handbook (No. 33211B) and Den Chief Training Conference (No. 34450C).

3. National Youth Leadership Training: (N.Y.L.T.)

This annual, council level, youth training is recommended for any troop leader who is at least 13 years of age, and a 1st Class Scout. N.Y.L.T. is a 6 day training course usually held at a council camp or other outdoor setting. The scout must first be recommended by his scoutmaster before attending N.Y.L.T.

The 8 key elements of N.Y.L.T. are taught by youth staff with a few adult advisors. The 8 key elements are

- A Month in The Life of a Troop
- Four Stages of team Development
- Leadership Requires Vision, Goals, and Plans
- Toolbox of Leadership skills
- Consistent Leadership Modeling
- Scout Oath and Law
- Have Fun!
- Traditions

4. National Advanced Youth Leadership Experience: (N.A.Y.L.E.)

This National level, weeklong, “extreme leadership” training takes place at Philmont’s Rocky Mountain Scout Ranch. This training is open to all troop leaders, 14 years old and older, with T.L.T., N.Y.L.T. experience but not yet 18 years old. The scout must first be recommended by his Scoutmaster before attending N.A.Y.L.E. The objective of N.A.Y.L.E. is:

- Encourage others to a Life of Leadership Service.
- Act as a Servant Leader who shares the skills of N.Y.L.T. and helps develop other leaders through their enhanced understanding of the material.
- Institutively use the Leadership skills in all aspects of the lives.
- Be an advocate for T.L.T. and N.Y.L.T. in their local environment.
- Use Positive Reinforcement to help others do their best.

5. The Order of the Arrow and Youth Leadership Training:

For details of training opportunities for youth leaders who are active in the Order of the Arrow see Chapter 7.

Varsity Scouts:

Varsity Scouts and Boy Scouts are both similar and dissimilar in many ways.

When it applies to youth leadership training, they both share a common goal and means to accomplish this.

Varsity Scouts are encouraged to participate in youth leadership training that Boy Scout youth leaders also attend. The leadership skills they obtain will be a benefit to the Varsity Team, even though the Varsity Scout program differs from the Boy Scout program.

1. Den Chief Training:

This annual training is made available through your local council, district, or more than one pack can join together to put a training session on. It can be offered in a one day class, or held over a weekend.

If your council or district is unable to provide Den Chief Training, then it is the responsibility of the Cubmaster and/or Cub Scout and Webelos den leader to conduct the training.

Ideally Cub Scout/Webelos Den Chiefs should be a 1st. Class Scout, be selected by their Scoutmaster, and Senior Patrol Leader, and then approved by the Cubmaster and Pack Committee for recommendation to the Den Leader. The Den Chief must be registered with a troop or team.

Resources available are Den Chief Handbook (No. 33211B) and Den Chief Training Conference (No. 34450C).

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The 8 key elements of N.Y.L.T. are taught by youth staff with a few adult advisors. The 8 key elements are

- A Month in The Life of a Troop
- Four Stages of team Development
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- Toolbox of Leadership skills
- Consistent Leadership Modeling
- Scout Oath and Law
- Have Fun!
- Traditions

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- Encourage others to a Life of Leadership Service.

- Act as a Servant Leader who shares the skills of N.Y.L.T. and helps develop other leaders through their enhanced understanding of the material.
- Institutively use the Leadership skills in all aspects of the lives.
- Be an advocate for T.L.T. and N.Y.L.T. in their local environment.
- Use Positive Reinforcement to help others do their best.

4. The Order of the Arrow and Youth Leadership Training:

For details of training opportunities for youth leaders who are active in the Order of the Arrow see Chapter 7.

5. Varsity Scout Leadership Training Continuum: This training is designed to be the premier Varsity Scout Team level training currently available in the nation.

The courses available are:

- Introduction to Leadership Initial briefing of newly selected Team youth leaders. It is facilitated by the Team Coach using the Varsity Scout Leaders Guidebook (No. 34827A).
- Team Leadership Meetings Further development of the Varsity Scout youth leaders is provided by the coach and other adult leaders. The Varsity Leaders Guidebook is used for this training (No. 34827A).
- Team Leaders Seminar A weekend experience conducted by the coach and Captain as basic training for their own youth leaders. It uses the Varsity Scout Leaders Guidebook for the training (No. 34827A).

6. On Belay: This council level, “hands-on” training for adults and youth is used for planning and conducting successful Varsity Scout programs and outdoor

activities. It reinforces, but does not duplicate adult Wood Badge training. This is a full week of fun and learning specifically for Varsity Scouts and Leaders. For more information contact your District or Council training Chairman.

Venturing Scouts:

1. Venturing Crew Officers Orientation: This web based training is found at the Boy Scouts of America, On Line Learning Center (www.olg.scouting.org).

This training offers the much needed support to crews and their officers. The sections that are covered are:

- Crew Officers Roles and Responsibilities
- Resources Crew Officers Need and Use
- Working with Advisors and Older Adults
- How to Plan Your Crews Annual Program
- Planning Resources

2. Nature Of Leadership (N.O.L.)

PHASE # 1- Venturing Leadership Skills Course (V.L.S.C.)

This is the first step a Venturer takes towards leadership development. It is designed for use by the Crew Advisor to teach leadership skills to all members of the crew. There are 4 leadership modules that start with an activity, and ends with a reflection. This training follows the syllabus found in Venturing Leadership Skills Course (No. 34340C). The 4 leadership modules are:

- Vision
- Communication
- Organization
- Synergism

PHASE #2- Kodiak Training

This is the second step in Venturing Youth Leadership Training. It is offered

as a 6 day, or 2 weekend high adventure trek-oriented course. This is conducted by your local council, or on a National level at Philmont Training Center. Kodiak covers 5 basic leadership concepts:

- Effective Teams
- Values/Vision
- Communication
- Decision Making
- Planning

PHASE #3- Kodiak X Training

This is the third and final step in Venturing Youth leadership Training. It is offered by your local council, or at a National level at Philmont Training Center. Kodiak X is a weekend leadership challenge designed to test a Venturer's leadership skills learned in Kodiak.

Sea Scouts:

1. Venturing Crew Officers Orientation: This web based training is found at the Boy Scouts of America, On Line Learning Center (www.olg.scouting.org).

This training offers the much needed support to crews and their officers. The sections that are covered are:

- Crew Officers Roles and Responsibilities
- Resources Crew Officers Need and Use
- Working with Advisors and Older Adults
- How to Plan Your Crews Annual Program
- Planning Resources

2. Nature Of Leadership (N.O.L.)

PHASE # 1- Venturing Leadership Skills Course (V.L.S.C.)

This is the first step a Venturer takes towards leadership development. It is designed for use by the Crew Advisor to teach leadership skills to all members of the crew. There are 4 leadership modules that start with an activity, and ends with a reflection. This training follows the syllabus found in Venturing Leadership Skills Course (No. 34340C). The 4 leadership modules are:

- Vision
- Communication
- Organization
- Synergism

Since Sea Scouts is a program of Venturing, Sea Scouts would benefit from this training. This is offered either by a Venturing Crew, district, or council.

3. Quarterdeck Seminar: This training is conducted annually by the adult leaders of a Ship. It teaches the youth officers their position responsibilities, program planning, and leadership skills. The seven parts to this training are:

- Welcome
- Duties
- Leadership
- Activities
- Scheduling
- Meetings
- Bylaws
- Closing

4. Sea Scout Advanced Leadership Training (S.E.A.L.):

This training is for youth Petty Officers leadership, and is offered by the National Sea Scouting Committee. This regional, annual training is open for all registered Sea Scouts who have earned the Seaman Ordinary rank prior to the course. They need to have a thorough working knowledge of chapter 4 of the Sea Scout Manual (No.33239C) This course is a week in length and covers leadership skills, and is not seamanship course. Topics covered in this training are:

- Preparation
- Goal Setting
- Organizing
- Supervising

- Commanding
- Communication
- Training
- Motivating

CHAPTER 10

COMMISSIONING AND CHARTERED
ORGANIZATION REPRESENTATIVE TRAINING

Required Training for the Chartered Organization Representative:

1. New Leader Essentials: This 90 minute introductory training is designed for all new scout leaders. It is taken by Cub Scout, Boy Scout, Varsity Scout, and Venturing/Sea Scout Leaders. Once completed the leader need not do the training again, even if he moves on to a different scouting program. This training is offered by your local council, district, or in small groups. It can also be offered to an individual through personnel coaching. This training follows the program specific training outline with CD-ROM (No. 38470). The training video is (No.AV-02V26VG).

2. Training the Chartered Organization Representative: This 2 ½ hour training course devoted entirely to the Chartered Organization Representative (COR), can be conducted by your council, district, or by a unit if they have qualified leaders who can facilitate the training syllabus. The training syllabus can be downloaded as a PDF file from this web page,
(www.scouting.org/Media/Relationships/TrainingtheCOR.aspx).

It is recommended that the COR has completed New Leader Essentials prior to the training. The training is broken down into the following segments:

- Overview of the BSA
- Charter Concept

- Your job as a COR
- When you need unit leadership
- Other opportunities/questions

Following the training and New Leader Essentials, the COR would be considered “trained”. For more information contact your Council or District Training Chairman, Unit Commissioner, or District Executive.

CONCLUSION

We as Commissioners need to make every attempt to keep up to date on our units needs when it concerns training. Adult, as well as youth training opportunities need to be made available to the leadership of each unit. By providing them with current training dates, and identifying individuals who would benefit from training, is just one of the Commissioners responsibilities. With annual revisions of training records for each of the Commissioners' units, so many unit based problems could be avoided. Because the Commissioner staff's focus is unit service, training for district, council, or National positions, whether as a volunteer or professional was purposely omitted; as was training, such as Youth Staff Development Course (Y.S.D.C.), and Wood Badge Development Training, for the individual who is, or is going to be an instructor for various scout training. Hopefully with the information found within this thesis, the Commissioner will find the answers to training questions that cover all aspects of scouting.

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