

A COMMISSIONER POCKET

RESOURCE CARD FILE

**A THESIS WRITTEN BY
CHARLES STEPHEN BROWN
SCOUT ID NUMBER: 5558897
FOR THE DOCTORATE OF COMMISSIONER SCIENCE**

Contents

Chapter 1	In the Beginning	1
Chapter 2	How Scouting Works	3
Chapter 3	Mission Statement	5
Chapter 4	Aims and Methods	7
Chapter 5	What We Expect	11
Chapter 6	Scouting is for Adults and Families	13
Chapter 7	Your Scout Troop	15
Chapter 8	100 Scouts	17
Chapter 9	Worth Ranch Grace	19
Chapter 10	Youth Protection Training and Certification	21
Chapter 11	Conclusions	22
Bibliography		24

Chapter 1 – IN THE BEGINNING

When an individual, either a scouting volunteer or a non-scouter agrees to become a Commissioner, the initial information given to them is that their responsibilities will be to visit with the unit and their leader, or to visit with the leader (to be a friend and coach) (1) by phone and to complete a visit report in the data system provided in My.scouting.org under Commissioner Tools. This description is normally enough to leave the new Commissioner thinking that there is not much to the job. Without training or being coached, the individual develops a basic attitude that influences their performance during the balance of their time as a Commissioner. At some point, they hopefully begin taking online courses and eventually take Commissioner Basic Training at a Commissioner College, usually held once a year.

Hopefully, Commissioner Basic Training is taught more than once a year. Failure to offer this training, allows the individual to have their initial thought of an easy job reinforced repeatedly, until they are approaching a point where they may never be a good Commissioner, and may result in their dropping out of the Commissioner tram. The Basic Commissioner Training, if they attend, will present them with some more responsibilities that will challenge their view of Commissioner Service, such as:

- Coaching
- Problem Solving
- Unit Leader Evaluation
- Unit Performance Evaluation
- Communication of District and Council Goals and Schedules
- Many other courses that cannot all be attended in one day

Unfortunately, these subjects are incomplete. Either the new Commissioner continues their training with counseling from their fellow Commissioners or District Training Commissioner (all of whom have little or no time due to their own Scouting workloads) or begin to think that they don't know enough about being a Commissioner and usually quit.

A good Commissioner becomes "trained" by experiencing many of the following additional situations:

- Filling in for a unit leader who leaves Scouting or is sick or injured
- Negotiating disagreements between leaders or leaders and Chartered Institutions or parents
- Be prepared to be a trainer in many different subjects
- Being self-confident enough to handle large crowds

- Being knowledgeable of Scouts BSA policies and procedures
- Being able to assist with the charter renewal process at the unit and District levels
- Being willing and able to interact with youth members of Scouts BSA
- Being willing and able to sit on Eagle Boards of Review and being familiar with Advancement policies and procedures
- Knowing about the Council camps and the National High Adventure Camps
- Knowing about the proper Scout uniform and insignia
- Knowing about the Order of the Arrow
- Knowing about the National Youth Leadership Training (NYLT) and the National Advanced Youth Leadership Experience (NAYLE) programs
- Knowing about and participating in the Wood Badge program
- Knowing about flag etiquette
- Knowing about the District Committee and serving as an at-large member
- Knowing how to approach institutions not in Scouting and asking for them to volunteer their time or sponsor a Scout unit
- Being ready and able to lead a public prayer
- Knowing awards available for adults and where to get the applications
- Striving to demonstrate the significance of adult awards for training by participation in training events and pursuing any square knots Scout leaders can earn by participation
- Being able to say a few words with only a few minutes to prepare, when asked
- Knowing when the Commissioner needs to call for help and who to call

These are just a few of the areas that Commissioner Basic Training and Commissioner College do not cover in much detail, if at all, that a Commissioner needs to develop skill in handling.

The objective of this thesis is not to address all these areas. The objective of this thesis is to provide every Commissioner a Pocket Resource that will enable them to feel more confident in situations where they may not be prepared to participate. These cards are easily carried in the uniform shirt pocket and are brief enough to present ideas but are too short to contain an entire presentation. They should be totally laminated (on both sides) which will protect them from any form of moisture.

Chapter 2 – HOW SCOUTING WORKS

The history of the Boy Scouts is interesting reading and every volunteer scouter, and especially Commissioners, should read Scouting for Boys (2), written by Sir Robert Baden-Powell, founder of the world movement. When an individual understands that the Scout movement is designed to train boys so that they develop character, the skills of citizenship and a relationship with God, honest men with a value system will be the result, and the experience is more than worth whatever effort it takes to insure the continuance of this program (3).

The first resource card gives the commissioner a summary of the basic Boy Scout program. It describes who we are and who we serve (4) and how the Boy Scouts will serve them. This is great information for almost any kind of talk that a Commissioner may want or be asked to provide. This card should provide the Commissioner with a lot of background that will enable them to make many comments on many occasions. This card should always be the first card reviewed when a speaking situation arises.

How Scouting Works (4 and 5)

OUR CUSTOMERS–The BSA Serves

Community-based organizations

OUR CONSUMERS–Those Who Benefit Are

Children, youth, adults, families

OUR PRODUCT–The BSA Offers

An educational resource program based on “Duty to God and Country.”

CHARTERS ARE GRANTED–The BSA issues

Annual “Charters” to community-based organizations and their local councils, which provide program, literature, training, support materials, and direct professional service.

WE SERVE–Packs, Troops, Ships and Posts are owned, operated, and administered by

Community-based organizations whose objectives, mission, and methodologies are compatible with those of the BSA.

VOLUNTEERS AND PROFESSIONALS

Work together in a team effort. Scouting is led by over a million volunteers and nearly 6,500 professionals.

CHARTERS ARE GRANTED

To local councils and to community-based organizations to operate the Scouting program for one year (renewable annually).

Chapter 3 – MISSION STATEMENT

When a Commissioner hears, reads or repeats the Scout Oath and/or the 12 points of the Scout Law, the concept of a mission should come to their conscience mind immediately. In just a simple oath and law, the whole purpose of the Boy Scouts should be clear to anyone. The task of serving others by training the young boys and girls of this nation in values and teaching them to make ethical decisions when they become adults prepares them to achieve their full potential.

This training mission explanation should be a part of any comments that a Commissioner may make to any group, volunteer Scouters, educators or other citizens. Too often, Scouters and citizens forget that it is their responsibility to teach these characteristics to their Scouts, students and children.

Two other concepts need to be included with any discussion of this mission. They are simply the Scout Motto, which is **BE PREPARED**, and secondly the Scout Slogan which is **DO A GOOD TURN DAILY**. These two concepts were taught to the first Boy Scouts, but too often, it is not possible to find them included in the Scout literature today. Somewhere along the way, these concepts have gotten lost and they are too often never heard in any Scout gathering. Commissioners need to lead the way in getting these concepts re-energized in Scouting today.

Does this mission work? Just look at the results on the resource file card entitled: DID YOU KNOW? SCOUTING'S IMPACT, on the next page. These are some results that should catch the attention of anyone a Commissioner may have the opportunity to talk about Scouting.

Mission Statement (6)

It is the mission of the Boy Scouts of America to serve others by helping to instill values in young people and in other ways prepare them to make ethical choices over their lifetime in achieving their full potential. The values we strive to instill are based on those found in the Boy Scout Oath and Law

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 Law

A Scout is:
Trustworthy, Loyal, Helpful, Friendly
Courteous, Kind, Obedient, Cheerful,
Thrifty, Brave, Clean, and Reverent

Scout Motto
Be Prepared

Scout Slogan
Do a Good Turn Daily

DID YOU KNOW? SCOUTING'S IMPACT (7)

A study of the records of Scouts in high schools and colleges reveals that they bear a large amount of responsibility.

Eighty-nine percent of senior class presidents, 80% of junior class presidents, 71% of football captains, 75% of business managers of school publications, 85% of student council presidents, 88% of school newspaper editors, 77% of editors of school annuals and 65% of basketball captains were Scouts.

Counted among the alumni of Boy Scouts of America are 64% of the graduates of the Air Force Academy, 68% of West Point graduates, 72 percent of Rhodes scholars, 85% of FBI agents and 26 of the first 29 US astronauts.

Another study shows that of each 100 boys in Scouting, only rarely will one appear in juvenile court² will receive their first church contact through Scouting, five will receive church religious emblems, one will enter the clergy due to his Scouting relationships, 18 will develop hobbies that will give them lifelong interest, eight will find their future life vocation, one will use Scout skills to save another's life, two will reach Eagle Scout rank and 17 will later become leaders in Scouting and will pass on their skills, inspiration and leadership to countless other youth.

Chapter 4 – AIMS AND METHODS

With the Scout Oath and Scout Law in mind, the next consideration should be what are the Boy Scouts doing to train the young boys and girls who become Scouts. The first consideration should be how these concepts are going to be accomplished. The answer is to examine the three aims of the Boy Scouts. One, is growth in moral strength and character. This may be defined as what the youth is themselves. Such things as personal qualities, values and outlook. Second, is their involvement in citizenship. This may be defined as how they behave in groups, how they react to other people in positions of leadership and how they view their role in our democracy. Third, is development of physical, mental and emotional fitness. This may be defined as an active concern about their own physical health and plans to address the maintenance of current conditions in a growing body and plans to continue and increase their exercise of their physical, mental and emotional capacities into adulthood.

This may sound easy, or something that a boy or girl would not accomplish during their youth. The methods used to accomplish the aims just discussed, are a possible solution to this situation, if used by the Scout leaders in their program. A good Scout leader has heard it said in their Basic Training: PROGRAM! PROGRAM! PROGRAM! The Commissioner needs to remind every Scout leader that their unit needs to use these methods and every parent and Commissioner needs to be looking for these methods, to instill the aims of the Boy Scout movement. The discussion of these methods is always a good topic, especially if a lengthy discussion is anticipated. The methods are as follows:

Ideals: This discussion could include how the unit is managed, how the youth are addressing life in the unit, how often the unit goes camping, how the unit raises money and how it is handled. It could address compliance with the Scout oath and laws, uniforming. It is a great opportunity to see the youth, and their parents, exercising citizenship. The possibilities are endless for open discussion among the unit members and could exclude the parents.

Patrols: These are the basic building blocks of the Scouting program. This is where Scouts apply the Scout oath, Scout law, motto, slogan and the aims and methods being taught to them, generally by example and experience. This is where they learn citizenship by example and experience. This is a group of boys or girls living and working together in a small group.

Outdoors: Youth are exposed to nature and learn how to enjoy the birds, animals, plants and weather. They learn how to protect themselves, as well as everything that is found in the outdoors, including rocks and rivers. They learn their responsibilities to nature and everything found in that environment.

Advancement: Youth learn that in order to get promoted, there are required skills and projects that must be accomplished, and the results must meet the expectations of another person who is a superior in the troop and signs off upon completion. This is like the real job world in which they will spend most of their lives.

Adult Association: Youth learn to socialize with people who are older, wiser and expect respect for their position in society. This may be in a unit setting with unit leaders, or parents, visitation with a Merit Badge Counselor, or a member of his/her church. Whatever the situation, the youth learns how to carry on a conversation, in an adult manner.

Personal Growth: This method allows the youth to develop their own goals and objectives. Perhaps most importantly, it allows the youth the space and time to experiment and experience the concepts they are learning thru the aims and methods taught in Scouting. Again, this is a great subject for a Commissioner talk.

Leadership Development: As was mentioned in the Patrol method, leadership must be learned and experimented with if a youth is inclined to be a leader. For some, leadership is natural, but for many youths, it must be learned through actual experience, with the planning, execution and the review of results. Scouting is a great environment in which this process can be applied to small groups and then larger groups as a youth member matures and is ready for greater challenges.

Uniform: The uniform sets a Scout apart from everyone else and shows other Scouts his accomplishments by what he wears on it. Sir Baden-Powell spent multiple pages of writing, in Scouting for Boys, to address the importance of the uniform. The Chief Scout said:

"The Scout Uniform is very like the uniform worn by my men when I commanded the South African Constabulary. They knew what was comfortable, serviceable, and a good protection against the weather. So, Scouts have much the same uniform."

Sir Baden-Powell also said: "... the original Scout Uniform has met the ideas of Scouts around the world and has been universally adopted."

Sir Baden -Powell added: "The Scout kit, through its uniformity, now constitutes a bond of brotherhood among boys (and eventually girls) across the world."

"The correct wearing of the Uniform and smartness of tum out of the individual Scout makes him (and/or girls) a credit to our movement."

"I can show you one who has not grasped the true Scouting spirit and who takes no pride in his (or her) membership of our great Brotherhood" by the way they wear their uniform and when they wear it. (2)

It is one of the responsibilities of Commissioner service to conduct uniform inspections. Since someone *else* (besides the youth) usually sews the patches on the uniform, it is critical that they know, or be told, where all the patches belong. Regular uniform inspections will teach the youth where the patches belong, or else refer to a copy of

GUIDE TO AWARDS AND INSIGNIA.

The Aims and Methods are another critical aspect of Scouting. If a Scout leader is not familiar with these tools, he or she will never achieve a good Scout unit. Their youth members will be short changed for the time and expense incurred for membership. If a scout leader uses these tools and their unit is still not performing, they need to call for help: their Commissioner, other Scout leaders they meet at Scout Roundtable, the District Committee or their professional Scout Field Director. Perhaps they need more training or more time reading Scout literature.

The Aims and Methods are another excellent resource for the Commissioner to use in making talks. Obviously, all the comments included in this chapter cannot be entered on a pocket resource card. In fact, there are so many thoughts on these subjects that a book could be written on these ideas. The Commissioner should consider adding resource cards of their own or expect to learn more from actual experience that they can incorporate into their thought process.

Purpose-Scouts BSA-AIMS and Methods A copy of these cards is being included in this chapter because it does a good job of summarizing the concepts discussed in the previous section of Aims and Methods. It might give a Commissioner a little different opinion than expressed previously or perhaps fill in any gaps of opinion given above. It is certainly another resource card that should be included in a pocket resource file.

AIMS (8)

Scouts BSA works toward three aims. One is growth in *moral strength* and character. We may define this as what the boy or girl is themselves: their personal qualities, their values, their outlook.

A second aim is *participating citizenship*. Used broadly, citizenship means the youth's relationship to others. They come to learn of their obligations to other people, to the society he lives in, to the government that presides over that society.

A third aim of Scouts BSA is *development of physical, mental, and emotional fitness*. Fitness includes the body (well-tuned and healthy), the mind (able to think and solve problems), and the emotions (self-control, courage, and self-respect).

The methods are designed to accomplish these aims. Thus, it is important that you know and use the methods of Scouts BSA. Other methods are good, but they may bring different results – results quite different than we are seeking.

Methods (9)

Ideals

Patrols

Outdoors

Advancement

Adult Association

Personal Growth

Leadership Development

Uniform

Chapter 5 – WHAT WE EXPECT

This chapter is rather short in discussion, because it is concise. The Boy Scouts of America has been a youth organization for over 100 years. The BSA is the only youth organization that has been chartered by the United States Congress. There have been, and still are, a lot of other organizations, including private companies and political groups, who regularly attack this youth organization for various reasons. Some of those attacks have ended in court, and the BSA has lost a number of these cases, which have resulted in some superficial changes to our programs. But the bottom line is that it is nearly impossible to go anywhere and not find current and/or former members of our organization.

Members and former members include Presidents of the United States, United States Congressmen, astronauts, military leaders, doctors, inventors, film makers and movie stars, inventors, and to save the best for last, fathers and grandfathers. All these people expected and still expect that Scout leaders will teach the same values to our current members. (A current list of these people would be a great asset but is not within the purposes of the Boy Scouts.) The question should be asked: **What Do We Expect?**

The following list comes directly off the resource card included in A Commissioner Pocket Resource File card. A very few of the statistics may have changed since 1993, but the actual results for 100 youth is still impressive!

"Twelve will have their first contact with church or synagogue.

Five will earn their religious emblem.

One will enter the clergy.

Eighteen will develop hobbies that will last through their adult life.

Eight will enter a career that was learned through the merit badge system.

One will use their Scout BSA skills to save a life.

One will use their Scout BSA skills to save their own life.

Seventeen will become Scouting volunteers.

Two will become Eagle Scouts." (9)

A Commissioner should review this list before they make a call on a potential new

sponsor or an existing charter organization that might be ready to end their sponsorship. Sometimes it may take a reminder before they know or remember why a Scout BSA unit is a real plus for their organization.

This list is a real sparkler when a Commissioner is asked to say a few words. It belongs in the shirt pocket of every Commissioner.

WE PREDICT THAT FOR EVERY 100 YOUTHS WHO JOIN A SCOUT BSA TROOP: (10)

- Twelve will have their first contact with a church or synagogue.
- Five will earn their religious emblem.
- One will enter the clergy
- Eighteen will develop hobbies that will last through their adult life.
- Eight will enter a career that was learned through the merit badge system.
- One will use their Scout BSA skills to save a life.
- One will use their Scout BSA skills to save their own life.
- Seventeen will become Scouting volunteers.
- Two will become Eagle Scouts

PURPOSE –SCOUTS BSA (11)

It is the purpose of the Boy Scouts of America to provide for an effective program designed to build desirable qualities of character, to train in the responsibilities participating citizenship, and to develop in them personal fitness, thus to help in the development of American citizens who:

Are physically, mentally, and emotionally fit.

Have a high degree of self-reliance as evidenced in such qualities as initiative, courage, and resourcefulness.

Have personal and stable values firmly based on religious concepts,

Have the desire and skills to help others.

Understand the principles of the American social, economic, and government systems.

Are knowledgeable about and take pride in their American heritage and understand America's role in the world.

Have a keen respect for the basic rights of all people.

Are prepared to fulfill the varied responsibilities of participating in and giving leadership to American society and in the forums of the world.

The Boy Scouts of America accomplishes this purpose by making its program available in Partnership with existing groups having comparable goals; this includes religious, educational, civic, fraternal, business, labor, and government bodies.

Chapter 6 – SCOUTING IS FOR ADULTS AND FAMILIES

Sir Baden-Powell was a prolific author and a constant reference to God was common in his work. The twelfth Scout Law is Reverent, and the Scout Oath says, "On my honor I will do my best for God ..." He was a very religious man and always included God in whatever he was involved in. This relationship with God is still a major part of the Boy Scout program. "The Boy Scouts of America offers its education program, based on a belief in God, to community-based organizations to use as an additional resource to reach out to children, youth, adults and families." (12)

In addition to a religious aspect, the Boy Scout program offers a program of activities and learning experiences for youngsters, while offering a great deal of opportunities for adults. These opportunities include leadership training and experiences, building self-esteem and self-concepts, role modeling, teaching skills, adventure and fellowship, to name a few. These may carry over into social and career aspects that can impact the remainder of the adult life. Now that women have come into Scouting, with more to come, these skills will impact both men and women. This event will make better families for the youth and Scouting will really become Family Scouting.

Scouting "has always recognized the importance of the family's influence on a child's development." (12) The Scouting program includes many opportunities to strengthen and enrich family life, such as quality time together, improvement of communication skills, fellowship with other Family Scouting participants, outdoor experiences, problem solving as a family unit, adult role modeling, to list a few.

The Commissioner and the Scout unit will really need to reach out to the entire family when it is registration time and again when it is re-charter time. These are the two main events where the family makes a commitment to become a Scout Family. Refer to the resource card for conversation topics to begin a registration presentation. Also, a Commissioner should watch [Scouting Magazine](#) for good information on Scouts BSA. The District Commissioner is also a good source of information being sent to the councils by the national council.

SCOUTING IS FOR ADULTS (12)

The Scouts BSA offers its education program, based on a belief in God, to community-based organizations to use as an additional resource to reach out to children, youth, adults, and families. While generally thought of as a program of activities and learning experiences for youngsters, the Scouts BSA has much to offer the adult in a local organization. Among the benefits are:

- * Leadership training
- * Building self-esteem
- * Values sharing
- * Mentor Relationships
- * Activities
- * Recognition
- * Improving mind, body, person
- * Responsibility
- * Role modeling
- * Teaching skills
- * Adventure
- * Insignia and uniform
- * Fellowship

To obtain more information about how the Scouting program can be used to impact the lives of adults as well as children, youth, and families in your organization call the local Scouting council. It is listed in the white pages under Boy Scouts of America or Scouts BSA.

SCOUTING: A RESOURCE FOR FAMILIES (13)

The Scouts BSA has always recognized the importance of the family's influence on a child's development.

Ample opportunities can be found in the program of the Scouts BSA to strengthen and to enrich family life.

Chartered organizations can use Scouting as a resource to impact families. Participation offers opportunities for:

- Quality time together as a family unit.
- Increasing communication skills
- Learning new skills together
- Sharing values
- Fellowshiping with other families
- Outdoor Experiences
- Networking to solve problems
- Adult role models

Chapter 7 – YOUR SCOUT TROOP

Every youth wants to be an adult. It is through the example and leadership of good men and women that Scouting helps to mold ADULTS. For centuries, youth have tried to become adults by “fighting dragons” (in literature), lying about their age so they could become soldiers, fighting with smaller, younger youths, taking risks beyond their skills to handle, becoming knights and any number of other childish behaviors.

Many had no good role models and other youths had no role model at all. Examples were poor, and leadership was frequently totally absent. The same could be said about the world today, except for the Scouting program.

Scouting offers deep satisfaction to those adults who give of themselves for youths to grow in self-reliance and concern for others. It is the purpose of the Boy Scouts of America to provide an effective program for youths designed to build desirable qualities of character, to train in the responsibilities of participating citizenship, and to develop in them personal fitness, to help in the development of American citizens.

The following pocket resource card contains a list of traits that all Americans should strive to incorporate in their lives. This list gives the Commissioner a great basis for comments at holidays, veteran gatherings, retirement homes and any patriotic gatherings. Scout troops are no exception to hearing these words.

Your Scout Unit (14)

This booklet has been produced with the expressed hope and desire that you, who have accepted – not a task – an opportunity to work for and with boys and/or girls to have a clearer understanding of Scouting.

Scouting offers to the home, church, school and community an educational program for boys. Every boy/girl yearns for adulthood and it is through the example and it is through the example and leadership of good men and women that Scouting helps to mold youths into ADULTS.

Use this booklet as you assemble the manpower of your sponsor and community. Challenge the best of men and women to active participation in the Scouting program in your unit. Scouting offers deep satisfactions to those who give of themselves for boys and/or girls to grow in self-reliance and concern for others

It is the purpose of the Scouts BSA to provide for boys and/or girls an effective program designed to build desirable qualities of character, to train in the responsibilities of participating citizenship, and to develop in them personal fitness, thus to help in the development of American citizens who:

Are physically, mentally, and emotionally fit
Have a high degree of self-reliance as evidenced in such qualities as initiative, courage, and resourcefulness.
Have personal and stable values firmly based on religious concepts.
Have the desire and skills to help other people.
Understand the principles of the American social, economic and governmental systems.
Are knowledgeable about and take pride in their American heritage and understand Americas role in the world.
Have a keen respect for the basic rights of all people.
Are prepared to fulfill the varied responsibilities of participating in and giving leadership to American society and in the forums of the world.

The Scouts BSA accomplishes this purpose by making its program available in Partnership with existing groups having compatible goals; this includes religious, educational, civic, fraternal, business, labor, and governmental bodies.

Chapter 8 – 100 SCOUTS

This resource card contains a piece of the Eagle Scout ceremony. If a Commissioner is ever honored to be asked to be part of this ceremony, they may be asked to read this part. It contains much of the same or similar statistics as supplied in Chapter 5, plus some additional verbiage about the "golden pebble" which can serve as the basis for comments about the impact of Scouting on its surroundings. Scouting, in general, has an impact beyond the details contained in these resource cards. It is up to the Commissioner to understand this impact and be able to communicate their knowledge about the subject to a specific audience when the opportunity presents itself. Entire books could be written about this impact, from uniforming to saving lives, to the political struggles facing the Scouts BSA. Sir Baden-Powell wrote many books on the subject, and many other authors, including such people as the Governor of the State of Texas, with a foreword by Ross Perot (15), have made their contributions on the subject. A competent Commissioner should never stop reading about Scouting.

100 Scouts

Of any 100 youths who become Scouts, it must be confessed that thirty will drop out in their first year. Perhaps this may be regarded as a failure, but in later life all of these will remember that they had been Scouts and will speak well of the program.

Of the one hundred, only rarely will one ever appear before a juvenile court judge. Twelve of the one hundred will be from families that belong to no church. Through Scouting, these twelve and many of their families will be brought into contact with a church and will continue to be active all their lives. Six of the one hundred will become pastors.

Each of the one hundred will learn something from Scouting. Almost all will develop hobbies that will add interest throughout the rest of their lives. Approximately one-half will serve in the military, and to varying degrees profit from their Scout training. At least one will use it to save another person's life and many will credit it with saving their own. Four of the one hundred will reach Eagle Scout and at least one will later say that he values his Eagle above his college degree. Many will find their future vocation through merit badge work and Scouting contacts. Seventeen of the one hundred boys will later become Scout leaders and will give leadership to thousands of additional boys and girls.

Only one in four boys in America will become Scouts, but it is interesting to know that of the leaders of this nation business, religion and politics, three out of four were scouts. This story will never end. Like the "Golden Pebble" of service dropped into the human sea it will continue to radiate in ever-widening circles, influencing the characters of adults down through unending time.

Source: Eagle Scout Court of Honor Ceremony (15)

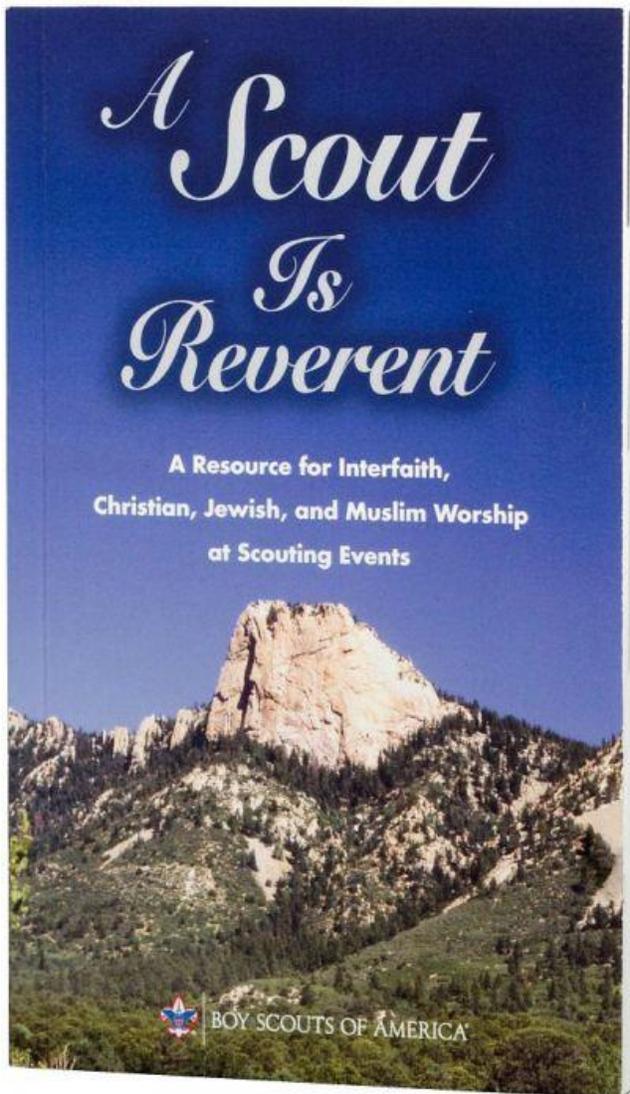
Chapter 9 – WORTH RANCH GRACE

A Commissioner is frequently asked to lead a prayer in public. A lack of confidence or a lack of knowledge of the particular religion often interferes with the acceptance of the request. Whatever the reason, a Commissioner should be prepared to respond positively. There are books written by the Boy Scout organization that contain prayers for most situations. Sir Baden-Powell "understood religion to be life itself that every Scout should profess a faith and know his duty in it. He believed the Scouting movement would fail if Scouts did not learn to recognize God in their everyday lives."
(16)

It is an important skill to be able to pray in public. With the thoughts of the Chief Scout in mind, this resource card contains what is known as the Worth Ranch Grace. There are some Scouters who believe that this prayer was copied and taken to Philmont and is known as the Philmont Grace. It is repeated before every meal at Worth Ranch. Since most prayer requests precede a meal, a Commissioner should find this resource card a valuable tool.

Worth Ranch Grace (17)

For food,
For raiment,
For life,
For opportunities,
For friends and this fellowship,
We thank thee, oh Lord.
Amen



Chapter 10 – YOUTH PROTECTION TRAINING CERTIFICATION

For an adult to become a Scout leader and their unit to charter or re-charter, all adults must go through Youth Protection Training (YPT) (17), as mandated by the State of Texas and the Scouts BSA. As of 2018, the curriculum was rewritten and has gone through a review and approved by the State of Texas. All this training became necessary several years ago because of the increasing volume of child related sexual abuse. The current revisions reflect other child abuse issues such as physical abuse, camera phones, computer harassment, bullying and other such offenses. It is a real shame that we have this kind of behavior in Scouting, but if it is not here now, it will arrive quickly.

The Commissioner must be part of the front line in watching that this kind of behavior is not present and cannot be allowed to happen. Therefore, Commissioners, Merit Badge Counselors, District and Council individuals must also be trained. Commissioners must constantly remind leaders that any new leader recruits must be trained before they can be registered with the unit. At re-charter, a copy of the training certification of every leader should be attached to the application. It is also a good policy for the unit to keep a file with a copy of training certificates for anyone registered with the unit. YPT sessions are available online, and periodically, in face-to-face sessions. Commissioners should know how to find the online classes and know about face-to-face classes and be able to guide the unit in acquiring the YPT certification. Commissioners should always carry their YPT card. In fact, a good habit is to include their certification with all the other resource file cards described in this thesis.

An important part of YPT is knowing who to contact when an incident occurs. Every commissioner should have the telephone number (24/7) of the Scouts BSA Council Executive with them at all times.

Chapter 11 – CONCLUSIONS

As has been said, and/or implied, throughout this thesis, the Commissioner must get trained, remain trained, and remember that their job is a service job. The more well trained the Commissioner becomes, the more obvious it becomes that even more training is needed. As this training continues, the more likely that a great many points of training will get lost or confused with other points of training. As this Commissioner gets older, the more difficult it becomes to recall a lot of details. This is the reason that the Commissioner Resource Card File was created and has continued currently. Also, the amount of literature continues to grow and the difficulties of learning new and retaining old information relating to becoming and remaining an efficient Commissioner complicates the training of new Commissioners. For these reasons, the Commissioner Resource Card File is being made available to all Commissioners. It will never be complete because new ideas will need to be added to the existing files and totally new files will need to be added to the collection.

Wood Badge appears to be aggressively pursuing changes that impact their program. The list of leadership skills seems to be a constant part of their program. In the Spring of 1989, the list of skills included the following:

- Communicating
- Controlling the group
- Counseling
- Effective Teaching
- Evaluation
- Knowing and Using the Resources of the Group
- Planning
- Representing the Group
- Setting the Example
- Sharing Leadership
- Understanding the Characteristics of the Group (17)

These skills fit very well into the model Sir Baden-Powell created and they are easily remembered. It's a comfort to know that some Commissioner training material is still being retained with little or no changes.

It is rewarding to know that as this thesis goes through review and hopefully, approval, at least one of the classes at this Commissioner College is being used to introduce the Commissioner Resource Card File, and hopefully, it will be a very useful tool for their service efforts. When this author was a District Commissioner, the resource card file was distributed to the Commissioner staff and at least one of them, this year, thought that it was so useful a tool, that it is the subject for at least one class this year at the Commissioner's College.

Commissioner College is a great event and this student really appreciates all the presenters and their preparation time. Also appreciated is all the planning that has resulted in such a fine training product! May the Commissioner Colleges to be held in the future use past history to create even better courses in the future.

The Leadership Skills are:

- Communicating
- Controlling the Group
- Counseling
- Effective Teaching
- Evaluating
- Knowing and Using the Resources of the Group
- Planning
- Representing the Group
- Setting the Example
- Sharing Leadership
- Understanding the Characteristics of the Group

Wood Badge SC-377, Spring 1989

Bibliography

- (1) **Administration of Customer Service** Page 1
BSA* ISBN: 978-0-8395-4501-9
- (2) Baden-Powell, R. **Scouting for Boys** Page 3
1932 Printing
World Scout Brotherhood, France
ISBN: 2-9523075-0-4
- (3) Baden-Powell, R. **Scoutmastership: A Handbook for Scoutmasters on the Theory of Training** Page 3
1923 Printing, BSA*,
ISBN: IVOWWOs-192902415
- (4) **How Scouting Works** Page 4
BSA*, 1981 Printing
- (5) **How Scouting Works** Page 4
BSA*, 1987 printing
- (6) **Mission Statement** Page 6
BSA*
- (7) **Did You Know? Scouting's Impact** Page 6
BSA*
- (8) **AIMS** Page 10
BSA*
- (9) **Methods,** Page 10
BSA*
- (10) **We Predict That For Every 100 Youths Who Join A Scout Unit** Page 12
BSA*
- (11) **Purpose-Boy Scouts of America** Page 12
BSA*
- (12) **Scouting for Adults** Page 14
BSA*, 1984 Printing, No: 4-415
- (13) **Scouting: A Resource For Families** Page 14
BSA*, 1985 Printing, No: 4-419

- | | | |
|----------------|--|---------|
| (14) | <u>Your Scout Unit</u>
BSA* | Page 16 |
| (15) Perry, R. | <u>On My Honor: Why the American Values
Of the Boy Scouts Are Worth Fighting For</u>
Stroud & Hall Publishers, 2008
ISBN: 978-0-9796462-2-5 | Page 17 |
| (16) | <u>100 Scouts</u>
BSA* | Page 18 |
| (17) | <u>Worth Ranch Grace</u>
BSA* | Page 20 |

Boy Scouts of America, Irving, TX=BSA*

