



# SCOUT LEADER TRAINING & RESOURCES GUIDE

GREEN MOUNTAIN COUNCIL  
ETHAN ALLEN DISTRICT

## Abstract

This guide was made specifically to help guide new and current Scout Leaders to find and utilize important training and unit resources. This guide is intended to outline training guidelines for adults and youth leaders, list best practices for Scout units, and provide reference tools Scout leaders should be aware of in order to ensure the information and tools that are available to you are known.

Shawn Therrien, EA District Committee Chair

October 2020



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## Welcome to Scouting in the Ethan Allen District

Welcome Scout Leaders,

I would like to take this opportunity to welcome you as a new (or perhaps experienced and looking for assistance) Scout leader and speak to you about the program and the resources that have been outlined in this guide. By becoming involved as a Scout leader you have begun a fantastic journey that encompasses learning, skills development, fellowship with other leaders, and a program that we hope you will enjoy just as much as the youth do. By stepping up as an adult volunteer, donating your time, resources, and skill; we want to take this opportunity to express our gratitude to you. To make this program successful, we need people like you that are willing to step out in front and lead. Lead by example, put forth your best effort, and keep in mind why we are all involved in Scouting: We are teaching the next generation of leaders of our communities and our nation.

From my own experience and from speaking to other Scout leaders, one of the most rewarding parts of the Scouting program is to see your own children grow, develop skills, try, fail, learn from these experiences, and become independent young adults. You will see them at their best, make memories together, get to know their friends, and see them develop life skills that will stay with these Scouts forever.

The uncertainty and struggles of a leader can be a very real occurrence. At times we can all feel unsure on what to do, where to turn to for help, and how to proceed. As a new leader or when transitioning to a new position within Scouting, this can be challenging. *What am I supposed to do? Who do I ask? Where can I find examples? I've got this but am not good at that.* This is why we created this guide. One of the worst feelings as a leader is "I don't know what I don't know"!

Vermont and the Green Mountain Council are a small state. There is 1 council that covers Scouting throughout Vermont (the Green Mountain Council). The Council is split into 4 districts. The Ethan Allen District covers all of Addison, Rutland, and Bennington counties. Not every town has an active Scouting program, but there are several Cub Scout Packs and Scout Troops in each county (Venture Crews and Explorer Posts are also operating but in smaller numbers). The wealth of knowledge that is tied up in the individual Scouting units is staggering. In many cases, individual units have years of leadership experience that they are willing to share with a simple ask.

Beyond unit leadership is the District Committee. The committee is comprised of 1 paid professional from the Council (the District Executive) along with volunteer leaders that cover roles of District Commissioner and the Committee Chairman. These 3 positions are referred to as the key 3 for the District. In addition to these positions there are District Committee volunteers that make up several sub-committees that include Activities, Membership/Recruitment, Fundraising, Advancement, Camping, Marketing, and Training. The primary role of these sub-committees is to map out events for units to participate in, as well as to ensure that individual units and leaders have the training and resources needed in order to deliver a quality program to the Scouts and communities they serve. Council Website: <https://www.Scoutingvermont.org/>

The direct link between your unit and the District Committee are Unit Commissioners. The commissioner staff at the District level are tasked with being your go-to contact team for questions and guidance for units. These experienced leaders can help answer questions, direct you

to resources, and are tasked with meeting with the unit leadership multiple times throughout the year to assess the health and operation of the unit. Utilize these resources as their primary role is to ensure you and your unit have the resources you need to operate effectively. There is no need to struggle. **WHEN IN DOUBT, REACH OUT!!!**

As a Scout leader; training, resource planning, and knowing where to find available resources are critical to your success. As you will see throughout this resource guide, there are many locations that you can find training and assistance as a leader. The District Committee's responsibility is to support the needs of the units in our District. We are here to assist you, make sure your Scouting unit is supported and delivering a strong program to the youth. We encourage you to read through this guide, investigate your training options, and reach out to your peers for assistance.

District Facebook Page: <https://www.facebook.com/groups/EthanAllenDistrict>

Do not be overwhelmed by the list of trainings by position. Start with the basics of Youth Protection Training (YPT), Position specific training, and setting up your resource network. You are not in this alone. We succeed when you succeed.

Remember the Scouting Vision: **“The mission of the Boy Scouts of America is to prepare young people to make ethical and moral choices over their lifetimes by instilling in them the values of the Scout Oath and Law”.**

Sincerely,  
Shawn Therrien  
Ethan Allen District – Committee Chairman

## Training Tools & Events

### Adult/Leader Training & Resources

#### BeAScout.org



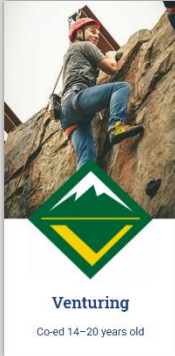


This is the website of the BSA National site. This is the site that parents should be directed to when first inquiring about joining Scouting. If parents enter their zip code they can be put in contact with the unit that is closest to where they live (depending on youth age). This is how parents can make initial contact with adult leaders.

Selecting the unit type you are associated with will direct you to a leader resources page. This includes a video introducing parents to the Scouting program.

In the Cub Scouting example; to the right, there are links to Adult Leader Training, Den Leader Resources, and Cubmaster Resources.

### Scouting Programs

The Boy Scouts of America is one of the nation's largest and most prominent values-based youth development organizations, providing programs for young people that build character.

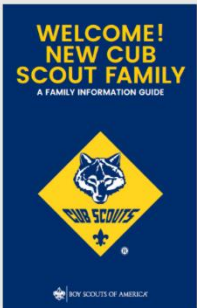



**BSA's Commitment to Act Against Racial Injustice**  
As Scouts, we must always stand for what is right and take action when the situation demands it. Read our full statement [here](#).

**National Statement on COVID-19**  
Read the National Statement on COVID-19 [here](#) and learn more about how to [continue Scouting at home](#) with support from the BSA, local councils and [ScoutShop.org](#).

**Blackbaud Data Incident**  
Learn more about how the Blackbaud data incident impacted BSA [here](#).

### For Parents New to Scouting



What are the top five questions new parents had about Cub Scouting when they first joined?

English | Spanish

### Learn More About...

- [THE CUB SCOUT PROGRAM](#)
- [CUB SCOUT ACTIVITIES](#)
- [HOW CUB SCOUTING IS ORGANIZED](#)
- [HOW TO GET INVOLVED](#)

### Resources for Leaders

- [CUB SCOUT ADVENTURE SURVEY](#)
- [NEW PREVIEW ADVENTURES](#)
- [ADULT LEADER TRAINING](#)
- [DEN LEADER RESOURCES](#)
- [CUBMASTER RESOURCES](#)
- [PACK COMMITTEE RESOURCES](#)
- [CUBHUB BLOG](#)

## Scouting.org

If you select Adult Leader Training, this will show you to the key 3 steps that you must take to get started (setting up a my.Scouting account, taking Youth Protection Training (YPT), and then beginning position specific training).

YPT is required to process an adult member application.

## Adult Leader Training



All adult leaders are first required to take Youth Protection Training. When that is completed, training for each position in Cub Scouting is available on-line. There are additional training courses available in your local area. Visit [www.scouting.org/training/](http://www.scouting.org/training/) for more details.

### Three Steps to Becoming a Trained Leader

#### STEP ONE: SET UP A MY.Scouting ACCOUNT

Visit [My.Scouting](http://My.Scouting) and create an account. Once you have an account you can access online training.

#### STEP TWO: TAKE YOUTH PROTECTION TRAINING

The Boy Scouts of America places the greatest importance on creating the most secure environment possible for our youth members.

[BSA Youth Protection](#)

#### STEP THREE: POSITION SPECIFIC TRAINING

The BSA Learning Center is at [My.Scouting](http://My.Scouting). Select your position and a learning plan will be created for you. The plan includes modules that are designed to allow you to complete them at your own pace.

## Den Leader Resources



The Den Meeting is the most important part of Cub Scouting. It is where Cub Scouts build friendships, work together to learn new things, and progress towards earning their common badge of rank. Serving as a Den Leader is providing an opportunity to make a positive life long impact on your child and others in the den.

How to Run a Den Meeting



Den Leader Resources



Selecting Den Leader Resources brings you to a page has information for each den specifically. There are links where the Den Handbooks and Den Leaders Guides can be found. This also identifies that [www.Scoutbook.com](http://www.Scoutbook.com) is the critical tool for leaders to enter and keep track of advancement items.



### Position Training

Leaders who complete Youth Protection Training and Position Specific Training earn the right to wear the trained patch on the left sleeve of their uniform, beneath the patch representing the position for which they are trained.

There is also a section called Digital Tools that includes a link to a special module within Scoutbook for Den Leaders called Den Leader Experience. This tool is only available to registered Den Leaders and acts as a guide for planning Den Meetings and includes details on what to do before, during, and after meetings along with resources you need to deliver the program. This page also includes links about different Den awards, program safety guidelines, and outdoor activities.



## Digital Tools

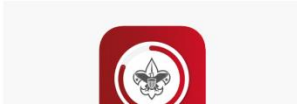


### ScoutBook

Once you are a registered Den Leader, [ScoutBook is your online resource](#) to assist you with tracking and reporting awards for the youth in your den. In addition, it provides the ability to set up calendars and reminders to parents for events and activities.

ScoutBook now features special [Den Leader experience](#) that will help you plan and prepare for den meetings. Details on what to do before, during, and after meeting along with the resources you need to deliver the program right at your fingertips.

ScoutBook is free for everyone registered in Scouting. Once you are registered, you or another leader can set up who is in your den and off you go!



### Scouting App

The Scouting App provides parents the ability to see how their child is progressing, get notifications about meetings, and inform Den Leaders when a Cub Scout has completed a requirement at home.

## My.Scouting.org

My.Scouting.org is the location you can go to complete online training modules. This is the location you must go to take Youth Protection Training as well as any position specific training courses.

Once your account is created, you can log onto the website to review your BSA status and history.

Selecting the BSA Learn Center link on the right side of the webpage will redirect you to the training center where you can complete the online courses.

Go to Training Center and choose the program you want training in (e.g. Cubs or Scouts BSA) then select the position you need training in.

You can also look at the Requirements tab and look at your registered position and it will tell you what you need. Again, take one module at a time and you will soon be trained.

The screenshot shows the My.Scouting.org website interface. At the top, it says "Empowering you to deliver the Scouting program." Below this, there are several sections:

- Learn more about Online Registration and other My.Scouting Tools** (National 09/22/2020): Includes a link to <https://www.scouting.org/resources/online-registration/>.
- Camping Data Collection Discontinued** (National 08/27/2020): A notice about the discontinuation of the national camping data collection process.
- Online Registration Updates**: A section with a search bar and filters.
- BSA LEARN CENTER**: A prominent red box with the text "CLICK HERE TO ACCESS POSITION SPECIFIC TRAINING" and images of scouts. This box is circled in red.
- SEA SCOUTS** and **COMMISSIONERS**: Two smaller boxes below the BSA Learn Center.

Below these sections, there are three main training cards:

- EXPLORING EXPLORING ADVISOR & ASSOCIATE**: Exploring Advisor Training, Learning Plan, Total time: 139m.
- EXPLORING EXPLORING COMMITTEE TRAINING**: Exploring Committee Training, Learning Plan, Total time: 117m.
- EXPLORING EXPLORING SERVICE TEAM TRAINING**: Exploring Service Team Training, Learning Plan, Total time: 122m.

At the bottom, there are three more training cards:

- SEA SCOUTING ADULT LEADER TRAINING**
- PACK COMMITTEE CHAIR**
- CUBMASTER & ASSISTANT**



In Appendix 1 you will find a list of the trainings by position (Den Leader, Cub Master, Committee Member, Scout Master, etc.). This list is accurate as of 8/3/2020 and may be updated at any time. Viewing the requirements on the my.Scouting.org website is the most up to date list you will find.

## **University of Scouting**

*(All Program Areas – Cub Scouts, Scouts BSA, Explorers, Venturing Crews)*

This training program is unlike any other training available to unit leaders. Experienced leaders and trainers will be presenting a variety of topics that are designed to give those attending both more detailed information on how Scouting works and true to life examples of how to make the program presented to Scouts, special. The University of Scouting training program follows a design similar to a real university or college. The degree program is a way to help a leader organize what level of supplemental training one pursues. The degrees are also a way for Scouters to collect one more patch, as most Scouters love collecting patches

All leaders, assistants, and committee members registered with any unit. The course selection is varied so that regardless of unit position, one will gain something to take back and implement in the unit. It does not matter if one is a first-year leader or a 40-year veteran, everyone is guaranteed to learn something new or gain a clearer understanding of the various aspects of the Scouting programs.

## **Pow Wow (Cub Scouts)**

POW WOW is a Council-wide adult training for everyone interested in Cub Scouting. A Scouting “convention” and learning extravaganza. It’s a time for parents as well as experienced, new, and prospective leaders to learn, share ideas, and see what other packs are doing. Spread the word!

POW WOW is designed to help leaders learn and understand their specific positions in the pack. In addition, it provides resources to improve your unit’s programs by providing a broad range of ideas, as well as address some of the problem areas that arise when working with young Scouts and their parents.

## **BALOO Training**

BALOO stands for Basic Adult Leader Outdoor Orientation. It’s the introductory training Cub Scout leaders should complete before taking Cub Scouts on an overnight camping trip.

*Who should take BALOO?*

The BSA requires that you have at least one BALOO-trained adult on every Cub Scout den or pack overnight outdoor event. That includes pack camping and Webelos den overnights.

A BALOO-trained leader should be at any overnights regardless of whether it is a pack, district or council event.

Having at least one BALOO-trained adult will make your Cub Scouts’ camping experience as awesome as it can be.

*Why should I take BALOO?*

Leaders that participate in and complete BALOO training are better prepared to plan overnight events for Cub Scouts Packs or Den outings.

You’ll learn how to make camping activities and outings fun. You’ll discover how to keep your Cub Scouts safe and entertained. And you’ll learn how to plan an event that’s rooted firmly in Cub Scouting’s principles.

### **Introduction to Outdoor Leadership Skills (IOLS)**

Outdoor skills are critical to the success of the Scouting program, and Introduction to Outdoor Leader Skills will provide the expertise needed to plan, execute, and enjoy a successful and fun outdoor program. This hands-on course provides adult leaders the practical outdoor skills they need to lead Scouts in the outdoors. Upon completion, leaders should feel comfortable teaching Scouts the basic skills required to obtain the First-Class rank.

Introduction to Outdoor Leader Skills is required for all Scoutmasters, Assistant Scoutmasters, and Varsity Scout Coaches in order to be considered trained. Completion of this course, along with Youth Protection and Scoutmaster Specific trainings, will enable direct contact leaders to be rechartered in your unit as a Scoutmaster or Assistant Scoutmaster. This training is also recommended for second year Webelos leaders and Troop Committee members too.

Instructors will provide hands-on knowledge of setting up camp, outdoor cooking, working with wood tools, knot tying and lashings, first aid techniques, planning campfire programs, orienteering, hiking and backpacking techniques, nature identification, as well as Leave No Trace principals.

### **OKPIK**

Winter camping has been described as “bug free camping.” Those who participate regularly also know that it is more than “summer camping with more clothes on.”

Okpik was originally started in Green Mountain Council by the late Don Gray as “Operation Quinzhee” in order to provide Scout leaders with the proper preparation and training to enable them to understand the nuances of taking Scouts camping in cold weather. By understanding the physiology and psychology of the human response to cold weather and the adaptations these require, the Scout leader (that would be *you!*) can prepare yourself and the Scouts in your charge for a challenging, safe and rewarding experience that might be outside the boundaries of your normal experience.

#### **Who Should Attend?**

- Scoutmasters
- Assistant Scoutmasters
- Committee Chairs
- Any other adult leader who wants to take the challenge of getting Scouts out in the winter.
- Senior Patrol Leaders
- Junior Assistant Scoutmasters
- Troop Guides
- Instructors

Youth must be age 14 or older and accompanied by their unit Leader(s).

### **Wood Badge**

Wood Badge is Scouting's premier adult leader training course. It's the ultimate leadership training experience designed to meet the leadership needs for all Cub Scout, Boy Scout, Varsity Scout, and Venturing leaders as well as Council and District leaders and Scouting professionals.

Lord Baden-Powell originally designed it so that Scouters could learn, in as practical a way possible, the skills and methods of Scouting. It is first and foremost, learning by doing.

Baden-Powell took the first steps in the training of Scouters by organizing a series of lectures for Scouters in 1911. He made great strides by devising and instituting Wood Badge Training in 1919. Wood Badge recipients now number more than 100,000 throughout the world.

The object of the Wood Badge course is to demonstrate, as practically as possible, the aims and methods of Scouting. Upon successful completion of the course the participant receives a certificate and the Wood Badge - two wooden beads worn on a leather thong around the neck. These beads replicate the beads found by Baden-Powell during a campaign in Africa in 1888. They belonged to Dinizulu, an African chieftain. In searching for a suitable recognition for those who completed the first course in 1919, Baden-Powell remembered the beads and decided to present a bead to each participant. At that time, the course was called Wood Badge.

Wood Badge is advanced leadership training for adult leaders in all of Boy Scouting's program areas - Cub Scouting, Boy Scouting, Varsity Scouting and Venturing - as well as Council and District leaders. This includes assistant leaders, committee members, and "just parents" in all areas.

All leaders are encouraged to attend Wood Badge, there is no minimum tenure requirements. Since it is advanced training, though, there are some important requirements. You must:

- Be a registered as an adult leader of the Boy Scouts of America, and active in a Cub Scout pack, Boy Scout troop, Varsity team, Venturing crew, or a District or Council position.
- Have not previously attended a [Wood Badge for the 21st Century](#) course.
- Have completed basic training for the position you currently hold.
- Have completed the outdoor skills training programs appropriate to your Scouting position.
- Be capable of functioning safely in an outdoor environment and have a BSA Class 3 physical valid through the beginning of the course.

### **District Roundtable Meetings**

The District Roundtable is a great place to meet other Scout leaders and share information, ask questions and learn about the latest changes to the Scout program.

#### **Every meeting has three main parts:**

Announcements - we try to make these as quick as possible.

Presentation - Usually on a timely topic. It may be refresher training or news about changes to the Scout program. If there is a topic that you would like to hear about, or if you have information that you need to present, please contact the Commissioner so that he/she may schedule it in advance.

Roundtable Discussion - This is where you can talk about the issues and share information.

Sometimes the presentation will spawn a discussion about its topic. We typically announce this topic in advance. This is a true "roundtable" discussion in that everyone has an equal say and no one person leads the conversation. This is a good opportunity to share your ideas and concerns about your troop and to hear what other leaders are doing about these same issues. We usually get

into some very interesting discussions and most of the leaders attending walk away with some great ideas.

#### **Who should attend the Roundtable?**

Anyone involved in your unit's program. Scouting is constantly changing and evolving, and every leader needs to keep on top of these changes. If you have little experience, then this is the place to learn about how the Scout program really works. If you have a lot of experience, then you can share what you know with others. ***Every unit should be sending at least one of its leaders (or committee members) to the monthly roundtable meeting.***

#### **When: Second Tuesday of each month**

6:30 PM VIA Zoom Call

The Ethan Allen District Roundtable Commissioner is Peter Niles: [pkniles@comcast.net](mailto:pkniles@comcast.net)

If you would like the zoom meeting information please send an email to  
Contact: [SarahLynne@PittsfordScouting.net](mailto:SarahLynne@PittsfordScouting.net)

### Youth Leadership Training

#### **Introduction to Leadership Skills for Troops (ILST)**

##### *What is ILST?*

ILST is a unit-level training program designed to be led by the Scoutmaster and the Senior Patrol Leader. It is designed to improve the leadership skills of youth leaders within a Troop. Training Scouts to be leaders is an ongoing process that begins immediately when a Scout accepts a leadership position in their troop. Leadership experiences can be frustrating and disappointing for a Scout who is not given the knowledge, skills, and encouragement that they must have to fulfill their leadership assignment. It is the Scoutmaster's responsibility to make sure the Scout has all the necessary tools and to coach and mentor the Scout to be successful. The purpose of the ILST course is to teach Scouts with leadership positions about their new roles and the organizational and leadership skills needed to reach success most effectively in that role. Completion of ILST is a prerequisite for Scouts to participate in the more advanced leadership course National Youth Leadership Training (NYLT).

More information can be found on the BSA Youth Training webpage.

<https://www.Scouting.org/training/youth/>

#### **National Youth Leadership Training (NYLT)**

##### *What is NYLT?*

NYLT expands upon the skills taught in ILST in an exciting six-day course presented by youth leaders from the Green Mountain Council.

Content is delivered in an outdoor setting with an emphasis on immediate application of learning in a fun environment. Interconnecting concepts and work processes are introduced early, built upon, and aided using mnemonics (memory aids), which allows participants to understand and employ the leadership skills much faster.

Elements like demonstrating the Teaching EDGE by finding waypoints with a GPS make learning fun for staff and participants alike.

The skills of visualizing success, setting goals to accomplish that vision, and developing a plan to get there are core to the leader's role. Other key course elements include leading yourself, communicating, developing a patrol, applying a leadership style that fits the patrol's stage of development, and teaching skills to others. Sessions on problem-solving, making ethical decisions, and valuing people are added as elements of a leader's toolbox.

The six-day course schedule parallels the program month of a typical Scouting unit. Three model unit meetings, a group leadership meeting in the round followed by daily leadership patrol operating sessions, and an instructional campfire are coupled with Explanation, Demonstration, and Guided practice to create an Enabled, productive unit program. Throughout the week, the Scoutmaster models his or her role in delivering that program in an adult-led, youth-run unit. The NYLT syllabus integrates the best of modern leadership theory with the traditional strengths of the Scouting experience. Through activities, presentations, challenges, discussions, and audiovisual support, NYLT participants will be engaged in a unified approach to leadership that will give them the skills and confidence to lead well. Through a wide range of activities, events, games, and adventures, NYLT participants will work and play together as they put into action the best that Scouting has to offer.

The course content of NYLT parallels the skills taught in Wood Badge, the adult leadership course offered by BSA. Adults trained with Wood Badge and youth trained at NYLT will work together well as they will be practicing the same skills and using the same terminology.

More information can be found on the BSA Program Resources page and the Green Mountain Council NYLT page.

<https://www.Scouting.org/programs/Scouts-bsa/resources/nylt/>

<https://www.Scoutingvermont.org/nylt.html>

## Unit Best Practices Guidelines

For unit reference, new leaders, or new adult members; the training guidelines identified above are there to help outline the program structure, leadership positions & responsibilities, and to act as guidelines to follow so adult volunteers don't feel lost or overwhelmed. Adult volunteers are the backbone of the Scouting program and are critical to the function and success of a unit.

It is important to first understand how the leadership structure of a unit works and is organized. The following online courses are recommended to be reviewed to provide initial perspective by unit type:

### **For Cub Scout Packs**

Online course # SCO\_451 Aims and Methods of Scouting

Online course # SCO\_455 Conducting a Den Meeting (recommended for Den Leaders)

Online course # SCO\_458 Conducting a Pack Meeting (recommended for Cubmasters)

Online course # SCO\_463 Pack Structure

Online course # SCO\_467 Finance Planning (Pack Committee)

Online course # SCO\_468 Annual Program Planning (Pack Committee and Leaders)

## **For Scout Troops**

Online course # SCO\_472 Aims and Methods of Scouting

Online course # SCO\_473 Annual Troop Program Planning

Online course # SCO\_479 Role of the Unit Key 3

Online course # SCO\_480 Role of Scoutmaster and Senior Patrol Leader

Online course # SCO\_482 Troop Committee

Online course # SCO\_483 Troop Committee Meetings

**NOTE:** *There are of course more courses than these, but it is recommended that leaders review these first as these provide a strong foundation in how the programs are intended to operate.*

## **Calendar and Unit Planning**

All units are encouraged to participate in active unit programs all year. Some units tend to take time away or not meet at their regular meeting intervals during late summer & after typical summer camp times July through early August. This is dependent on the adult leadership of the unit and with your annual program planning and leader availability.

Most units start kicking their Scouting season into high gear between Late August and Mid-September to coincide with the start of the school year. Many units hold recruiting or sign up events throughout the month of September. This is a great time to get new Scouts interested in Scouting as Scouts sign up and have friends that can join at the same time. Having youth that have friends in the program is a critical step to ensure that Scouts are engaged, having fun, and stay with the program.

Typically, unit Committees and Adult Leaders begin their events planning long before September. It is recommended to begin talking about this in the spring of the year to ensure that plans on signup times and events are clear for the fall season as school restart and changes in schedules create their own challenges in September through mid-October.

### Items that should be discussed at the unit level:

- When planning your event calendar, are you going to plan 1, 3, 6, or 12 months at a time for your events?
- When will you meet and how far ahead of time to ensure that larger scale events are planned and executed?
- How will you organize and conduct advancement celebrations? This can be very different between Cub Scout Packs and Troops and by the rate of advancement of the youth. For example: Cub Scouts typically advance on an annual basis, where Troops can advance throughout the year.
- What will the unit plan on participating in for unit fundraising? If fundraising in the fall, how far ahead will you need to plan this to make it successful? Will you conduct more than 1 fundraiser? How does this tie into your unit budget for supplies, awards, and outings?
- Adult Leadership and Positions: When should you discuss leadership succession? For example: in May do you know who your leaders will be and in what positions in October?
- Do you have someone in a key unit position moving or leaving the unit in the next 6-12 months? Do you need to develop a recruiting or training plan for their replacement?



## Unit Fundraising

Fundraising is an essential part of a Scout being thrifty, setting and accomplishing goals, and earning their way to participate in the benefits and adventure of Scouting. There are a variety of fundraisers units can participate in. As Girl Scouts are known for selling their cookies, our Scouting units are known for selling popcorn. In the fall of each year (typically starting as early as August for adult planning), the council begins planning and training work for the council as well as unit Popcorn Kernels (see what they did there)?

The training for adult leaders is to make sure units are familiar with the company we will be selling the products from, how the sales will work (in person and online options), start of sale dates, ending dates, pickup and delivery items, and to clarify profit margins for units and prizes available for the Scouts that participate.

Popcorn is not the only option. There are many other fundraising opportunities that units participate in. These include selling Christmas trees and wreaths in the fall, community dinners, bottle drives, car washes, etc.

It is important for units to consider their financial budgeting and operating expenses as part of the unit and committee planning. What events do you plan on participating in? How will your unit cover the costs for participation? Food/Snacks for outings? Operating supplies, admission costs for events? Awards and Recognition earned by the Scouts?

It is critical to have a functioning committee to assist with the planning and oversight of these items as well as planning your unit calendar of events. This is to ensure that your fundraising plan can cover your costs and that you have the supplies available to provide a program that both you and the youth can enjoy. Your individual unit outings, schedule, and events are up to you!!!

### Resources:

National Reference for Fundraising:

<https://troopleader.Scouting.org/fundraisers/>

Planning your Unit's Annual Program Budget:

<http://www.Scouting.org/filestore/boyScouts/pdf/510-275.pdf>

Unit Operating Budget Worksheet:

[http://www.Scouting.org/filestore/boyScouts/pdf/510-277\\_WB.pdf](http://www.Scouting.org/filestore/boyScouts/pdf/510-277_WB.pdf)

For questions or assistance on fundraising, contact the Green Mountain Council office or your District Committee.

## Youth Advancement

Scout advancement is the cornerstone of the Scouting program. This is when you develop and demonstrate proficiency in new skills. Historically it took a mountain of paperwork to keep track of youth advancement, event attendance, skill awards, rank advancement and merit badges. This

has been simplified with the introduction and wide-spread adoption of the web application [Scoutbook](https://Scoutbook.com) (<https://Scoutbook.com>).

[Scoutbook](https://Scoutbook.com) is the BSA's online unit management tool and helps Scouts, parents and leaders track advancement and milestone achievements along the Scouting trail.

As of January 1, 2019, Scoutbook subscriptions are free to all Scouting units.

Scoutbook user guides are available at: <http://bit.ly/Scoutbook>

Scoutbook Video: [https://youtu.be/dNr\\_mIHxDi8](https://youtu.be/dNr_mIHxDi8)

### Unit Rechartering

If you are reading this, you probably have just been asked to recharter your unit and are full of questions. You also may be a little anxious, wondering "what in the world have I gotten myself into?" because everyone else was so relieved when you agreed to do it.

RELAX. Unit recharter has earned a reputation as being difficult... but it doesn't have to be. If there are hard parts, those parts are that some rules must be followed for each member and that you have to finish on time. Need step by step instructions? Read this.

Units should plan to login into the internet recharter system and complete the following tasks:

Log into the recharter system and download the council's version of your unit's roster.

Compare the council roster to your unit's "working" roster. We recommend that you collect applications for ALL who are not included on the council roster and get them to the council office as soon as possible. Once these applications post, you can download the council roster again to refresh it.

Update addresses, phone numbers, and email addresses for all unit registrants.

If position changes are required for adult leaders, now is the time to make them. For example, if one of your Den Leaders is going assume the role of Cubmaster for 2021, that change can be made during the online recharter process without submitting an adult application. This is the only time this type of change can be made without applying.

Don't forget minimum adult leader training. ALL leaders must have up to date and valid Youth Protection Training completed or your rechartering can be delayed. **Rechartering cannot be completed if leaders you are trying to register with do not have this minimum training completed.**

If I have a question or need help completing recharter for my unit, who can I ask? Your Unit Commissioner or District Commissioner can help, or check out the BSA website for clarification: <https://www.bsacac.org/resources/rechartering/>

Note: Starting in the fall of 2020, ALL rechartering will be performed electronically.

BSA Online Rechartering: <https://Scoutnet.Scouting.org/ucrs/UI/home/default.aspx>

## Camping & Outdoor Activities

### Resident Summer Camps

In the Green Mountain Council, we are blessed with 2 summer camps that serve Scouting throughout the state of Vermont. For Cub Scouts (Grades K-5); Camp Sunrise in Benson, VT is an amazing place. This camp has been operating since 1923 and offers a multitude of activities for Scouting including resident overnight camping in the months of July and August. This is quite rare as many summer camps for Cub Scouting only offer a day program that requires drop off and pick up each day.

**Camp Sunrise Video:** <https://youtu.be/8AUQGhQsKWM>

For older Scouts (ages 12-18) Mt. Norris Scout Reservation in Eden Mills, VT is also open in the months of July and August. This camp is home to more advanced Scouting skills options that are not readily available to scouts all year long or at the individual unit level. These activities include: shooting sports, rock climbing, wilderness survival, water sports, and hands on opportunities to demonstrate scouting skills. This Scout camp tailors their program to the older Scouts and offers adventure and skills training opportunities in the form of merit badges that the Scouts earn towards rank advancement.

**Mt. Norris Video:** <https://youtu.be/pEf9CrNBdZU>

Summer camps are critical to the success of the Scouting program. They offer a retreat from daily life, a chance to envelop the Scout within the Scouting program during this dedicated time and offers the chance to teach more hands-on skills that are not always available at the unit level. Water sports and shooting activities are an example of these items that are not readily available to individual units (Shotgun Shooting or Lifesaving/Swimming) are not activities that individual units can pursue or have access to or the resources to teach on their own.

For Cub Scouting, summer camps are at times the first opportunity for a Scout to be away from family for an entire week. This builds independence and confidence as a Scout, helps develop friendships within the program, and build memories that will last a lifetime. Many Scouts come home from camp for the first time singing the camp song, or with stories they cannot wait to share. For Boy Scouts on their way to the Eagle Scout Rank, it is extremely difficult for a Scout to earn the merit badges required to obtain this rank without spending time at summer camps. For the most experienced Scouts, summer camp is also the time they can practice, be coached, and develop leadership skills as the Scouts that are elected to youth leadership positions will need to practice these skills during these outings.

### Frontiers Camp

Frontiers Camp is the Green Mountain Council's unique specialty resident summer camp for Scouts ages 12-18. It is recommended that participants complete a prior BSA resident camp experience. It is conducted before the regular summer camp season at Mt. Norris Scout Reservation located at the northern end of Lake Eden in Vermont. Frontiers Camp provides four separate and differently structured year-of attendance programs. Each year has a separate focus, activities, and staff. It is "provisional" meaning home troop leadership is not required - the camp staff provides all the leadership necessary. This camp is formed around a program theme that

includes traditional BSA summer camp activities, while also including the fun, excitement and adventure of the participants becoming “mountain men” at an 1830’s-style fur trapper’s rendezvous (on the American Frontier), and participating in the many activities of that time. The program is modeled on events (as is a novel or Hollywood movie) on the activities of American Frontiersmen of the 1830s to provide a unique experience promoting the values of the Scout Oath and Law while including frontier skills and rendezvous lifestyle into its theme.

**Frontiers Camp Video:** <https://youtu.be/FEFsZ9P0f10>

### Camporees

Camporees are held on a council or district basis. They may be held at any time of the year. Camporee programs may include contests and demonstrations of outdoor Scouting skills as well as campfires, games, and field events. These activities can show Scouting at its best. Camporees can help councils and districts meet part of their goals. They stimulate overnight camping; they help units to attain part of the minimum annual 10 days and nights of camping; and they help prepare units for long-term camping.

### Klondike Derby

A Klondike derby is an annual event held by some Boy Scouts of America and Scouts Canada districts during the winter months and is based on the heritage of the Klondike Gold Rush. BSA units have been running Klondike derbies since 1949.

The event varies by district, but the typical Klondike derby consists of several stations where patrols/units must test their Scoutcraft skills and their leadership abilities, earning points towards a total score. Often, one or more races are included while the Scouts navigate between stations. The unit must transport their gear on a homemade sled pulled by the Scouts. Districts may have specific guidelines for the construction of sleds.

### Order of the Arrow (OA)

For over 100 years, the Order of the Arrow (OA) has recognized Scouts and Scouters who best exemplify the Scout Oath and Law in their daily lives. This recognition provides encouragement for others to live these ideals as well. Arrowmen are known for maintaining camping traditions and spirit, promoting year-round and long-term resident camping, and providing cheerful service to others. OA service, activities, adventures, and training for youth and adults are models of quality leadership development and programming that enrich and help to extend Scouting to America's youth.

The Order of the Arrow was founded in 1915 to serve a useful purpose: to cause the Scout Oath and Law to spring into action in all parts of the nation. To this day, the Order is dedicated to this high purpose. The OA has a rich history spanning 100 years, from its beginnings at a Boy Scout summer camp to its present role as a part of the Scouting program.

The Order of the Arrow has over 150,000 members nationwide. Although the OA is a thing of the spirit, there are several layers of organization, each with its own role. The OA is led by youth leadership (national chief, national vice chief), the national Order of the Arrow chairman, the OA director and the OA specialist. In addition, the national Order of the Arrow committee provides direction for the yearly program.

## Council Resources

Green Mountain Council Service Center  
PO Box 557  
Waterbury, VT 05676  
802-244-5189  
Fax – 802-244-5250

Mark Saxon, Scout Executive/CEO **(see photo)**  
Mark.saxon@Scouting.org

Laurie Sneed, Office Manager  
laurie.sneed@Scouting.org

Arlene Matheson, Unit Service Coordinator  
Arlene.matheson@Scouting.org

Judy Dodge, Scout Store Clerk  
judy.dodge@Scouting.org

Gordie Moulton, Mt Norris Scout Reservation Ranger  
gordiem@aol.com

Rick Galarneau, Camp Sunrise Camp Caretaker  
rangerrick2072@gmail.com



## Ethan Allen District Resources



**Billy Gillam**, *Ethan Allen District Executive*

[Billy.Gillam@Scouting.org](mailto:Billy.Gillam@Scouting.org)

Billy Gillam has been serving as the Ethan Allen District Executive since January 2019. In his younger years, he was, and his family was in scouting during the '70s. He and 3 brothers were members of Troop 117 IHM, Rutland, and his and his Dad (Bill Sr.) was the Scoutmaster. Was on Camp staff, Camp Plymouth, and Sunrise. The third generation in the Hospitality Industry served as an industry leader and after 45 years is now retired and serving the community in civic and charitable organizations, and children organizations and now full time in Vermont Scouting. Billy is willing and eager to serve the units in our district. Billy provides support to the units in several ways including delivering items purchased from the Council Store to the unit leaders. If you have a question just give Billy a call, if he doesn't know the answer, he will find it and get back to you. Need something, call or text 802.353.8798



**Shawn Therrien**, *Ethan Allen District Committee Chair*

[Stherrien8601@gmail.com](mailto:Stherrien8601@gmail.com)

Shawn Therrien took on the role of Committee Chairman of the Ethan Allen District in January of 2020 and has been a District Committee member since 2018. With 25 years of experience in Scouting as a youth Scout and adult leader, he has a wide background in Scout skills. Shawn currently lives in Vergennes with his family and holds roles as an Assistant Scoutmaster in Troop 539, a unit committee member, and merit badge counselor. Shawn achieved the rank of Eagle Scout as a youth, and his son joined him as an Eagle in 2019. Shawn completed Wood Badge in 2017, has taught courses at the University of Scouting, and has completed stills training for all District Committee positions.



**Dr. Simon Drew**, *Ethan Allen District Commissioner*

[simondrew@comcast.net](mailto:simondrew@comcast.net)

Dr. Simon Drew has been our District Commissioner since 2018 and was the Roundtable Commissioner since 2015. He has been involved in Scouting since the mid-1970s and attained the rank of Life Scout in the Binghamton, NY area. He has been involved in the Green Mountain Council since 2008 when his oldest son joined Troop 353 in Bennington. He has served as Assistant Scoutmaster, Committee Member and Committee Chair for the troop. He has also served as a Webelos Den Leader for Pack 353. Memorable accomplishments include obtaining a bachelor's degree at Commissioner College, Woodbadge in 2013, and being selected as a Vigil member of Ajapeu Lodge. All three of his sons have attained the rank of Eagle and are also Vigil members.





**Sarah-Lynne Carrara**, *Ethan Allen District Activities Committee Chair*

[SarahLynne@PittsfordScouting.net](mailto:SarahLynne@PittsfordScouting.net)

Sarah-Lynne took on the role of Ethan Allen District Activities Committee Chair in January 2019 and has been serving as a District Committee Member since 2017.

Other Scouting roles she holds includes: Cubmaster Pack 110, Charter Organization Representative for Troops 110 & 2019, and Webmaster for the Green Mountain

Council. Sarah-Lynne participated in the 2019 Wood Badge Course.

**Brock Quesnel**, *Ethan Allen District Advancement Committee Chair*

## **District Unit Commissioners**

### **Bennington County**

Dave Nichol - [orngcelthealer59@aol.com](mailto:orngcelthealer59@aol.com)

Barry Pardee - [barry.m.pardee@gmail.com](mailto:barry.m.pardee@gmail.com)

Rich Lederer - [richlvt@gmail.com](mailto:richlvt@gmail.com)

### **Rutland County**

Dean Silloway - [Dean@silloway.net](mailto:Dean@silloway.net)

Craig W. Knapp - [drCraigknapp@gmail.com](mailto:drCraigknapp@gmail.com)

Paul Wells (Assistant District Commissioner) - [buffalo.paul51@gmail.com](mailto:buffalo.paul51@gmail.com)

### **Addison County**

Russ Baker - [rusbaker@gmavt.net](mailto:rusbaker@gmavt.net)

James Bachand - [jrbcooks@yahoo.com](mailto:jrbcooks@yahoo.com)

Jim Rivers - [jlivers@accessvt.com](mailto:jlivers@accessvt.com)

### **Roundtable Commissioner**

Peter Niles - [pkniles@comcast.net](mailto:pkniles@comcast.net)

## **District Committee Members**

John Dyer

Bruce Faller

Ed Gelbar

Nick Michael

Dave Nichol

Peter Niles

Barry Pardee

Rob Peters

Brock Quesnel

Bob Treat

Josh Williams

## **Eagle Scout Resources**

### **Bennington County**

Rich Lederer (Eagle Board Chairperson)- [richlvt@gmail.com](mailto:richlvt@gmail.com)

### **Rutland County**

Dean Silloway (Eagle Project Review/Aprovals)- [Dean@silloway.net](mailto:Dean@silloway.net)

Carriean Wolcott (Eagle Board Chairperson) - [clgw5@aol.com](mailto:clgw5@aol.com)

### **Addison County**

Connie LaRose (Eagle Board Chairperson) - [connielarose@gmail.com](mailto:connielarose@gmail.com)

# Appendix 1: Position Specific Training Requirements by Position (as of 8/3/2020)

## Cub Scouts

<b>CUBMASTER &amp; ASSISTANT CUBMASTER</b>		
<b>BEFORE 1ST MEETING</b>		
SCO_450	WELCOME	2:02
SCO_451	AIMS AND METHODS OF CUB SCOUTING	6:17
SCO_453	ADVANCEMENT	10:25
SCO_454	CUB SCOUT UNIFORMS	4:49
SCO_457	DEN MANAGEMENT	5:27
SCO_458	CONDUCTING A CUB SCOUT PACK MEETING	12:05
SCO_462	INVOLVING ADULTS IN CUB SCOUTING	8:46
TOTAL TIME: 49 MIN		
<b>BEFORE FIRST OUTDOOR ACTIVITY</b>		
SCO_460	PREPARING FAMILIES FOR OUTDOOR	5:19
SCO_461	KEEPING CUB SCOUTING SAFE	4:35
SCO_800	HAZARDOUS WEATHER TRAINING	31:00
TOTAL TIME: 41 MIN		
<b>EARNING YOUR TRAINING STRIP</b>		
SCO_463	PACK STRUCTURE	8:02
SCO_464	DENNERS AND DEN CHIEFS	7:54
SCO_465	CHILDHOOD DEVELOPMENT	7:28
SCO_466	CONTINUE THE JOURNEY	4:09
TOTAL TIME: 28 MIN		

<b>DEN LEADER &amp; ASSISTANT DEN LEADER</b>		
<b>BEFORE 1ST MEETING</b>		
SCO_450	WELCOME	2:02
SCO_451	AIMS AND METHODS OF CUB SCOUTING	6:17
SCO_452	BOBCAT	7:08
SCO_453	ADVANCEMENT	10:25
SCO_454	CUB SCOUT UNIFORMS	4:49
SCO_455	CONDUCTING A CUB SCOUT DEN MEETING	8:14
SCO_456	RESOURCES	5:14
SCO_457	DEN MANAGEMENT	5:27
TOTAL TIME: 49 MIN		
<b>BEFORE FIRST OUTDOOR ACTIVITY</b>		
SCO_460	PREPARING FAMILIES FOR OUTDOOR	5:19
SCO_461	KEEPING CUB SCOUTING SAFE	4:35
SCO_800	HAZARDOUS WEATHER TRAINING	31:00
TOTAL TIME: 41 MIN		
<b>EARNING YOUR TRAINING STRIP</b>		
SCO_462	INVOLVING ADULTS IN CUB SCOUTING	8:46
SCO_463	PACK STRUCTURE	8:02
SCO_464	DENNERS AND DEN CHIEFS	7:54
SCO_465	CHILDHOOD DEVELOPMENT	7:28
SCO_466	CONTINUE THE JOURNEY	4:09
TOTAL TIME: 37 MIN		

**CLASSROOM OPTION**

THE ONLINE TRAINING PLANS LISTED BELOW ARE ALSO AVAILABLE IN A CLASSROOM FORMAT:  
 Cubmaster & Assistant Cubmaster: C40 Cubmaster & Asst. Cubmaster Position Specific Training  
 Den Leader: C42 Cub Scout Den Leader & Asst. Den Leader Position Specific Training  
 Committee Chair & Pack Committee: C60 Pack Committee Challenge

**NOTE: DEN LEADER INCLUDES LIONS THROUGH WEBELOS.**

## PACK COMMITTEE MEMBER

### BEFORE YOUR FIRST MEETING

SCO_450	WELCOME	2:02
SCO_451	AIMS AND METHODS OF CUB SCOUTING	6:17
SCO_454	CUB SCOUT UNIFORMS	4:49
SCO_459	CONDUCTING A PACK COMMITTEE MEETING	9:00
SCO_462	INVOLVING ADULTS IN CUB SCOUTING	8:46
SCO_463	PACK STRUCTURE	8:02

TOTAL TIME: 39 MIN

### BEFORE YOUR FIRST OUTDOOR ACTIVITY

SCO_460	PREPARING FAMILIES FOR OUTDOOR	5:19
SCO_461	KEEPING CUB SCOUTING SAFE	4:35

TOTAL TIME: 9:54 MIN

### EARNING YOUR TRAINING STRIP

SCO_466	CONTINUE THE JOURNEY	4:09
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TOTAL TIME: 4:09 MIN

## PACK COMMITTEE CHAIR

### BEFORE YOUR FIRST MEETING

SCO_450	WELCOME	2:02
SCO_451	AIMS AND METHODS OF CUB SCOUTING	6:17
SCO_454	CUB SCOUT UNIFORMS	4:49
SCO_459	CONDUCTING A PACK COMMITTEE MEETING	9:00
SCO_462	INVOLVING ADULTS IN CUB SCOUTING	8:46
SCO_463	PACK STRUCTURE	8:02

TOTAL TIME: 39 MIN

### BEFORE YOUR FIRST OUTDOOR ACTIVITY

SCO_460	PREPARING FAMILIES FOR OUTDOOR	5:19
SCO_461	KEEPING CUB SCOUTING SAFE	4:35

TOTAL TIME: 9:54 MIN

### EARNING YOUR TRAINING STRIP

SCO_453	ADVANCEMENT	10:25
SCO_465	CHILDHOOD DEVELOPMENT	7:28
SCO_467	PACK FINANCE	7:46
SCO_468	ANNUAL PROGRAM PLANNING	17:34
SCO_469	ANNUAL CHARTER RENEWAL	6:36
SCO_530	JOURNEY TO EXCELLENCE	12:46
SCO_466	CONTINUE THE JOURNEY	4:09

TOTAL TIME: 1 HOUR 6:45 MIN

#### Pack Trainer Position Required Courses

- Pack Committee Challenge
- Fundamentals of Training

# Scouts BSA

SCOUTMASTER & ASSISTANT SCOUTMASTER		
BEFORE 1ST MEETING		
SCO_481	SCOUTING ORGANIZATION	12:20
SCO_472	AIMS & METHODS OF SCOUTS BSA	8:30
SCO_479	ROLE OF THE UNIT KEY 3	7:00
SCO_480	ROLES OF SCOUTMASTER & SP LEADERS	13:00
SCO_484	TROOP MEETING	10:10
TOTAL TIME: 50:30 MIN		
FIRST 30 DAYS		
SCO_478	PATROL METHOD	10:00
SCO_471	ADVANCEMENT	10:00
SCO_477	PATROL LEADERS COUNCIL MEETING	11:00
TOTAL TIME: 31 MIN		
FIRST 60 DAYS		
SCO_476	OUTDOOR PROGRAMS	10:00
SCO_482	TROOP COMMITTEE	14:00
SCO_485	SCOUTS BSA UNIFORMS	11:30
TOTAL TIME: 35:30 MIN		
POSITION TRAINED		
SCO_473	ANNUAL TROOP PROGRAM PLANNING	14:00
SCO_474	INTRODUCTION TO MERIT BADGES	8:00
SCO_475	OUTDOOR ETHICS	7:30
SCO_800	HAZARDOUS WEATHER TRAINING	31:00
SCO_530	JOURNEY TO EXCELLENCE	13:00
TOTAL TIME: 1 HOUR 13:30 MIN		

MERIT BADGE COUNSELORS		
BEFORE 1ST MEETING		
SCO_472	AIMS & METHODS OF SCOUTS BSA	8:30
SCO_474	INTRODUCTION TO MERIT BADGES	8:00
SCO_486	WHAT IS A MERIT BADGE COUNSELOR	7:00
TOTAL TIME: 23:30 MIN		
POSITION TRAINED		
SCO_471	ADVANCEMENT	10:00
TOTAL TIME: 10 MIN		

TROOP/TEAM COMMITTEE MEMBERS		
BEFORE 1ST MEETINGS		
SCO_481	SCOUTING ORGANIZATION	12:00
SCO_472	AIMS & METHODS OF SCOUTS BSA	8:30
SCO_482	TROOP COMMITTEE	14:00
TOTAL TIME: 34:30 MIN		
SCO_476	OUTDOOR PROGRAMS	10:00
SCO_471	ADVANCEMENT	10:00
SCO_485	SCOUTS BSA UNIFORMS	11:30
SCO_473	ANNUAL TROOP PROGRAM PLANNING	14:00
SCO_474	INTRODUCTION TO MERIT BADGES	8:00
SCO_530	JOURNEY TO EXCELLENCE	13:00
TOTAL TIME: 1 HOUR 6:30 MIN		

TROOP/TEAM COMMITTEE CHAIRS		
BEFORE 1ST MEETING		
SCO_481	SCOUTING ORGANIZATION	12:00
SCO_472	AIMS & METHODS OF SCOUTS BSA	8:30
SCO_479	ROLE OF THE UNIT KEY 3	7:00
SCO_482	TROOP COMMITTEE	14:00
SCO_483	TROOP COMMITTEE MEETINGS	6:00
TOTAL TIME: 47:30 MIN		
POSITION TRAINED		
SCO_476	OUTDOOR PROGRAMS	10:00
SCO_471	ADVANCEMENT	10:00
SCO_485	SCOUTS BSA UNIFORMS	11:30
SCO_473	ANNUAL TROOP PROGRAM PLANNING	14:00
SCO_474	INTRODUCTION TO MERIT BADGES	8:00
SCO_530	JOURNEY TO EXCELLENCE	13:00
TOTAL TIME: 1 HOUR 6:30 MIN		

S11 - Introduction to Outdoor Leader Skills (IOLS) is an outdoor classroom training required for Scoutmaster and Assistant Scoutmasters to be classified as position trained.

<b>CLASSROOM OPTION</b>	<b>THE ONLINE TRAINING PLANS LISTED ABOVE ARE ALSO AVAILABLE IN A CLASSROOM FORMAT:</b>
	Scoutmaster & Assistant Scoutmaster: S24 Scoutmaster Specific Training
	Merit Badge Counselor: D76 Merit Badge Counselor Orientation Training
	Troop/Team Committee Chair & Committee: WS10 Troop Committee Challenge