

“It’s A Great Day For Scouting!”

The Commissioner & The Unit

**3 Rs of Scouting
(Recruitment, Recognition, Retention)**

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a. Abbreviations

Positions (Pack)

CO = Charter Organizations

IH = Institution Head

CR = Charter Representative

CC = Committee Chair

CM = Cub Master

CA#1 = Cub Master Assistant #1 (PineWood Derby, Scouting for Food, CO charts)

CA#2 = Cub Master Assistant #2 (Pack Operations)

CA#3 = Cub Master Assistant #3 (Membership Retention and Recruitment)

MC = Member of Committee

TL = Tiger Cub Scout Den Leader

DL = Cub Scout (Wolf and Bear) Den Leader

WL = Webelos Scout Den Leader

PT = Pack Trainer (see job description)

DC = Den Chief

Positions (District)

DC = District Commissioner (Key 3)

UC = Unit Commissioner

ADC = Assistant District Commissioner

RTBSC = Round Table Boy Scout Commissioner

DD = District Director (Key 3)
Position (District) Continued

DE = District Executive (Key 3)

DEBC = District Eagle Board of Review Chair

Training

YP = Youth Protection

NLS = New Leaders Essentials

CLS = Cub Leader Specifics

SPECIAL DELIVERY

FOS = Friends of Scouting Campaign

BL = Boy's Life

Positions (Council)

MAC = Mid America Council

CC = Council Commissioner (Key 3)

SE = Scout Executive (Key 3)

CCC = Council Committee Chair (Key 3)

DFS = Director Of Field Services

FD = Field Director

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b. Preface

Like most Commissioners, I had been a Unit Leader in Cub Packs and Troops before and during 26 years as a Commissioner. In Cub Packs, I held all positions, earning the three Den Leaders and Cub Scouter Awards. In Troops the same, earning the Training and Scout Master’s Keys. I also started a Cub Pack, and when the Scouts and leaders were ready, a new troop. As a Commissioner, I held all positions on the DC’s (Districts Commissioner’s) staff, earning the Arrowhead, Commissioner’s Key, and District Committee’s Keys, plus my Wood Badge Beads, as well as being the District Eagle Board of Review Chair. As ACC (Assistant Council Commissioner) for Retention, I earned my Bachelor’s and Master’s Degrees, as well as being the Dean of the Bachelors Degree in the College of Commissioners Sciences for two years. I also earned the council’s Distinguished Commissioner’s Award. I am also the recipient of the District Award of Merit and the Council’s Silver Beaver award. All of the above helped me start a new Cub Pack at my Church/Elementary School, chartered October 2, 2002. I became its Cub Master, the only position I hadn’t held before, earning the Cub Master Key after 40 years with the BSA. Here I will share the steps we took and tools we used that earned us after 15 months, the National Summer Activities Award, Quality Unit status with 100% Boy’s Life), the only Unit in the District 100% Trained Leaders, and our CO (Chartered Organization) was chosen as the Charter Partner of the Year. We are in line to do the same a second year in a row. What is shared here can also work for an established Unit with new Leadership or to reorganize a Unit without having to cancel the charter, a last resort.

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c. The Author & A Commissioner



Joseph E. Wherry 1st
Found in Service

Joe Wherry has been a strength to Scouting in Nebraska for 36 years. In 1970, fresh from service in the Navy, while helping at an Elementary School, he saw a Troop in progress. He was only in his 20’s, but he knew he could make a positive contribution; so he volunteered, and became an Assistant Scout Master. “Because I started young, I could still remember what felt like to be a Scout. Since 1978 he has served continuously on the District Commissioner Staff of his District, and MAC (Mid America Council). He has received the Scouter’s Training Award, Scouter’s District Committee’s Keys; and the Commissioner’s Key, and awarded with the Award Of Merit, and the Silver Beaver Awards. Joe became the MAC’s 1st James E West Fellow, and was later honored was the 1910 Society, and Founder’s Circle. He has also earned a PhD for the College of Commissioner Sciences

Joe is very active in the Catholic Archdiocese of Omaha, serving on the Religious Awards Committee. He is also a Catechist for the Confirmation Team, at his Parish, as well as the 1st Handicap EME. His Religious work in Scouting has earned him the Bronz Pelican, and St George Awards.

Joe’s record is impressive, but seen over obstacles, it’s heroic. Born to alcoholic ended him on the streets of Chicago, at age 12, in 1961, end up at Boystown, where he was a Scout for 3 years, earning the Ad Altari Dei Award. After 2 tours in Vietnam, his health would deteriorate, ending in 8 comas, hooking up to IV Feeding, through a permanent catheter. because he has no stomach, and minimum bowel left, weighing only 118 pounds. Joe finds a special therapy, in Volunteering with youth. His natural optimism is reinforced by his work with youth **“I have been so blessed by these young people; they’re going to do great things”** He still works with youth in a Pack, and as an ACC (Assistant Council Commissioner) for Retention, and Ad Sales Mngr. for a BSA paper.

“I have been so blessed by these young people; they’re going to do great things”



I. The Charter Organization

In June 2002, a call came from a DE (District Executive) about paper work that was started in the Spring for a new Cub pack at St. Patrick's in Elkhorn, Nebraska, a Parish of which I am a longtime member. She wondered if I could find out why the documents hadn't been turned in. I reached the contact she gave me who told me he didn't have the time needed to start a new Pack. So, I decided to take it over by preparing for a "School Night for Scouting," in September, because the DE of five years had already received a commitment from our Pastor and School Principal to be a CO (Charter Organization), or so thought. With their support, we did everything possible in preparing for that event, and I expected a great turnout. That is why I invited our District's New Unit Team to help with registrations. This was when I learned that the DE, who recently resigned, had our Pastor and principal believing that to be a CO was only to have a place for us to meet. So I met with both gentlemen, letting them know that they were responsible for a meeting place, Leadership, supporting BSA sanctioned Fund Raiser, promoting our Unit, and because of the Patriot Act, a signature on our financial accounts, using their Federal ID number. Once they knew all of the requirements, they had no problem becoming a CO. On the day of the event, we had six boys,, one girl, and seven parents show up. The New Unit team shared so much information, that no one was ready to make a decision that night; so I set two more meetings: one for parents only, and the other a first pack meeting.

At the first meeting, the principal stopped by for a moment to tell us he would support whatever our decision would be. Besides me in uniform as the Cub Master, there was a former confirmation student of mine, a senior in High School who became my CA (Cub Master Assistant), and five parents who represented six

boys in first through third grade. Our parent agreed to be our Cub Scout DL, and she volunteered her husband as our Tiger Cub TL. The original contact, an Eagle Scout, agreed to be our Treasurer. We had two checks from a parishioner and our Knights of Columbus Council for \$100.00, each for a new pack. One parent, a transfer, became our Popcorn Chair; one became our Pack Secretary; and we chose the principal as our IH (Institutional Head)/CR (Charter Rep) as well as our CC (Committee Chair), the only positions one person can hold at the same time, while not recommended, but allowed for in the Carter.

At our first pack meeting, we picked up two more Scouts plus two Leaders. We chartered our Unit on October 2, 2002, with eight scouts in seven families and seven leaders in nine positions. We also locked in a Committee meeting each month as well as our Pack and Den meetings that we added to our Parish's calendar. We also decided to use the budget system for our fees, with the help of those from other Units and those of us with previous Scouting experience. We started the Popcorn Fundraiser a week late with eight Scouts, who sold enough to earn our pack \$750.00. We used some of the funds to purchase Pine Wood Derby Kits for our Scouts at Christmas.

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II. Recruitment

One thing I had learned over the years, relating to Recruitment is, most Eagle Scouts, began their Scouting experience, in Cub Scouts, and why this chapter begins with it. In the Pack’s New Family packet is, a short history of the Pack, Pack meetings for the year, an Organization Chart, a Parent information pamphlet, and Unit By-Laws. Then come forms to fill out, which includes the youth registration form, a Family History form, and the Vehicle information form. The History form includes entering, all Family members, their Birth Dates, home and e-mail addresses, and emergency numbers, which includes a disclaimer, that states, “we will only give out, their home/e-mail addresses, and home phone, to other Pack members”, unless they disagree. For any one else that needs more, like Den Leaders, that only the Family can give it out. Also included are a Leader’s registration form, a list of positions available, and a job description form. The history form shows us the skills, that Family has to offer, which we can then match to, the positions that need those skills. That form is also available on-line, so they can fill it out, on-line. Any Unit can get the Unit Organizational Chart, and the History and Vehicle forms on-line, which allow them to then, change the headings, to fit their Unit. It also allows Districts, and Councils to, change the headings, to fit them. On the new Web Site, it is in pdf, but anyone can get the Forms, on Word, to be able to use them, to fit their needs. Using the right tools, when Recruiting, helps with the successes, in all aspects of Scouting, as I will share next, by using one successful Unit.

When I decided to start Cub Pack #650, in 2002, I made 2 promises, to be their CM (Cub Master), for 2 years, and we would offer a Family/Faith based program. I also made another commitment, to myself that; our Scouts, and Leaders would get their Awards, when they earned them. I also decided to be the CM, because it was the only position, I had not yet held, in my 43 years, of Scouting, and with an experienced CM, encourages Families, to put their son(s) in our Pack. My main goal was that the Pack, be run by Families in it. I then decided, I would go through the current Training, for that position, and that every Leader I recruit, they will also be completely Trained, including, on an average, 2 a year, going to, Wood Badge Training. I also encourage them to, do the things needed, to earn the Square Knot Award,

available for their position. By doing this, they would also be doing the things; they are suppose to do, with their Scouts, which are why, over 85% of our Scouts, advanced each year. This also allowed our Pack, after our 1st 15 months, and each year since, earn every Award available to us, such as the National Summer Activities, and Quality Unit Award, with 100% BL, because we also use the Budget system, we also earned the DC's 100% Trained. Leader's Award, and the 1st year, our CO earned the Charter Partner of the Year Award. This has also allowed us to Retain our Scouts, and because of a good succession plan, we Retain our Leaders too. Then, this year, we were one of 115 Units, in our Council, to earn the 1st Great Expectations Award. I have since, sent my Retirement, as a Unit Leader, to our CR/IH, for June 2007, 5 years since making the decision to, take over, creating Pack #650, because my goals with the Pack, have been reached. However, I will then become their UC, along with other Units, in Elkhorn Nebraska, where we haven't had a Commissioner for almost 10 years.

It was in 1978, after being a Family Teacher, at Boys Town, where I was also raised, and a Scout, that I restarted Troop 49, as it's SM, which I then became it's UC, then filling every position, on the DC's staff, before becoming the DC. At the end of my term, my oldest son became a Tiger Cub, in the 1st Tiger Cub Den, in Pack #475, that I reorganized, as it's CC. Becoming a Unit Leader again, and taking the current training, in each position I held, while in that Pack, it gave me a chance to see, how the work I did as Commissioner, effected our Scouts, Leaders, and Units. I continued as a Commissioner at large, while a Unit Leader. Then, when my youngest son was old enough, to be a Tiger Cub, I started Pack #753, at the Elementary School; all of my children went to. Then, when his 2nd year Webelos Den was ready to Cross Over, we started Troop 357, while a SA, at Troop #91, where my other 2 sons, finished Scouting. Not long after that, I became an ACC, and in 2002 is when I finally started Pack #650. The key to my successes was to continue taking Training, for each position I held, plus going to Continuing Education, at the University of Scouting, and Advanced Training at the College of Commissioner Sciences. As a Unit, District, and Council Leader, I still went to Roundtables, so I would be aware of the current needs, for our Scouts, and how, the decisions we made, at every level affected them. Then, when new programs are instituted, we learn how best to promote them, within the Council, District, and Unit level. One last reason is, when our Council has a new project, they come to me 1st, because they know, if I say yes, it will get done, and I will do it today.

The above is a shorten version, on, Recruitment, and it not only works in a New Unit, but also in established ones, and one that needs to be reorganized, before it's Charter is cancelled. The one weak point, for our Commissioners is, they tend not to make Unit visits, for Units that are doing fine. The title is the same one, as my Thesis, for my Doctorate, at the College of Commissioner Sciences, which is done in book form, with the hope someday, that will be turned into a handbook, for Commissioners. I hope, until then, that this will help someone, when given the chance to start, improve, or reorganize a Pack, Troop / Varsity, Venture Crew, or Sea Scout Ship, which there are New Family Packets, for each of them.

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III. The Trained Leader

In our first year, our Cub Scout Den Leader and I took the current YP (Youth Protection), NLE (New Leaders Essentials), and CLS (Cub Leaders Specifics), training for our positions and earning our Trained Patch. Then, in May, several of our parents were ready to become DLs, and a transfer, a Deputy Sheriff, became one of our WLs (Webelos Den Leader). We brought the YP and NLS training to our CO's facilities. In August, we also brought the CLS training for their positions to them too. In September, after our second “School Night for Scouting,” we recruited the one WL's wife as our PT (Pack Trainer), and our Activities Chair, who, after returning from Iraq, became our CA#2, (Cub Master Assistant) for our Pack Operations. His wife, the Interim Activities Chair, became our Advancement Chair, and our first TL became our CA#1 as our Pine Wood Derby/Scouting for Food Chairs.

Along with our PT, they all went through their training to earn their trained patch, and shortly later we recruited two couples each with two sons--one old enough for

scouting, as our TLs for two Tiger Cub Dens, and they earned their trained Patch also. Our PT then made sure all new Leaders knew what training they needed, and when it was available. She also facilitated some of that training. Then she kept track of what all Leaders needed, like four Roundtables or “University of Scouting,” to earn their Square Knot for their position. Her husband, the WLs and our CA#2, both went to the “University of Scouting,” taking five classes, three shy of earning their bachelor’s degree. They both went through Wood Badge training in the Spring of 2004, with several more planning to do the same. Six of our leaders earned their first Square Knots, and several are in line for theirs.

At the end of the first 15 months, we were the only Unit in our District of 77 who received the DC’s 100% Trained Leader Award. One key to this is that our CC, CM, and CAs, and all of our Den leaders are uniformed leaders. We also have the one WL, his wife, and our PT, who are on the District’s Roundtable staff. Our advancement chair is on the District’s Religious Award Committee, after she first went through training on her own. These, plus our CA #2’s family, were transfers from other Units, where none of them were leaders in those other Units, and they were without any Scouting experience. Now, both couples are trained Leaders.

If we, as Commissioners, take all of the training available to us and do the things we need to earn our Arrowhead, Commissioner’s Key, and the College of Commissioner Sciences, we will have all the tools we need to help our Units be a success. Our own success comes when we help those around us become a success. Then, if you have another opportunity, like I have, to start your own Unit, it will do as good as Pack #650 has done these past two years. First, take the current leader training that is available at the time.

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IV. Our First 15 Months

St. Patrick’s Church/Elementary School in Elkhorn, Nebraska chartered our pack on October 2, 2002, which was also our first pack meeting. We picked up two more scouts in two more scout families, our Transportation/Health Chair, and our Advancement Chair, as well as our fees through December 2003. This would be the first 15 months and our first time to re-charter our pack. I made two promises that evening: first to offer a Family/Faith based program, and second, I would be their CM (Club Master) for two years.

Our Popcorn Chair then passed out the popcorn packets, showing all the prizes our scouts could receive according to how much they sold. We started a week late, but our pack still earned \$750.00. We used a portion of the profits to purchase Pine Wood Derby Kits to give our Scouts for Christmas. Our Cub Scout DL had activities for our scouts that evening, and she scheduled two den meetings a month after school. Our scouts were okayed to wear their uniforms to school on those meeting days. This also heled us get new scout families on a regular basis, and our scouts could earn a recruiter patch when a friend of theirs became a scout. One of our parents, whose family was a transfer, agree to be our Activities Chair, but after receiving his registration, was called up by his Army Reserve Unit to go to Iraq. I wasn’t sure what to do about this situation, but his wife generously agreed to help with the troop after we turned in his registration. This became a great decision. Besides getting Pine Wood Derby kits for our scouts, an unknown donor bought pizzas for our pack when our popcorn money came.

In February 2003, we had our first “Blue and Gold Banquet”, where our main speaker, my boss, the Council Commissioner, presented me with a plawue for 25 years on the Commissioner Staff. One of my longtime friends, John Gottschalk,

who is a BSA national Board Member, only one of four persons in our Council since 1926, who has received the Silver Buffalo, the CEO and publisher of the Omaha World Herald, and whose name is on our Council's scout shop, showed up to congratulate me. We presented our Cub Scout DL the Den Leader of the year award, and we had an FOS (Friend Of Scouting) presenter, whose over \$500.00 was collected giving us a ribbon for our pack flag.

We had our first Pine Wood Derby with another pack, where several of our scouts won ribbons. Our TL (Tiger Cub Den Leader) arranged everything. It was the same time that our DL and I went to YP (Youth Protection), NLE (New Leaders Essentials), and CLS (Cub Leaders Specifics), training for our position, thereby earning our Trained patch. In preparing for our "Spring Into Scouting" in April, we put forms for Kindergarten boys' families on the counter in the school office, and the school staff also sent the same forms home with the boys. Our interim Activities Chair had scheduled three summer activities in time for our April pack meeting, where we picked up five new scouts in four new scout families. At our first graduation in May, we had thirteen scouts cross over to the next level, receiving from our pack their new neckerchiefs and slides. Also in May, we had three parents, who had assisted our DL that year, decide they were ready to be den leaders also. We had one parent, a Deputy Sheriff, whose family was a transfer, become our second WL (Webelos Den Leader), so we then put YP and NLS training on in our CO's facilities. After our last summer activity, we earned the National Summer Activities award, which our four dens and 13 scouts qualified for. This allowed the dens to receive a ribbon for their totem and the scouts a pin for their uniform.

At the beginning of the summer, St. Patrick's had a joint committee meeting where we had to provide our mission statement and schedule our monthly committee, pack, and den meetings on their calendar. This also included our fixed activities, which most were in a bigger space than we had before. Three activities,

the 2004 “Blue and Gold Banquet”, Pinewood Derby, and Graduation, were scheduled in our Parish Center. Even though our pack wasn’t chartered until October 2002, we still used the “Ideal Year In Scouting,” for our theme, minus a couple of months. We still had our committee, pack, and den meetings on the calendar.

I also had a daily log that I started from the beginning of our pack to use at our first planning meeting in August 2003, showing what worked or what didn’t work for us. With the themes each month, we could then award related achievements to the scouts and share them with the scout families.

Our first TL agreed to be our CA #1 (Cub Master Assistant), who replaced the first one who left for the military. Our new CA #2 would be responsible for behind the scenes needs, like our Organization Charts, the Pinewood Derby, as well as the Scouting for Food drive. Our first Advancement Chair, and his family dropped out of scouting and two parents re-agreed to be TLs, but after the training in May, changed their minds. So, our new leaders and change of position leaders went through CLS training, which we again brought to our CO’s facilities and they earned their Trained Patch.

The best event in August was when our first Activities chair came home from Iraq, and he retired from the Army Reserves as a Master Sergeant. He then agreed to be our CA #2, responsible for pack operation, while his wife agreed to be our new Advancement Chair. The two of them also set up monthly activities each month for our Tiger Cub Scouts/Adult Partners in time for our “School Night for Scouting”. On that evening, we recruited the balance of 16 Tiger Cub Scouts/Adult Partners. One of the new parents, the Plant Manager of 3M, became our new Activities Chair. Also out of those new scout families we recruited two couples to be our TLs for our two Tiger Cub dens and the one WL’s wife became our PT (Pack Trainer). All those

who changed positions and our new leaders went through all the training needed to earn their Trained Patch, except our Advancement Chair and one DL because of their schedule, so they waited until November 1, 2003.

Our pack was very busy with events including our councils First Jubilee, which we hadn't had since 1985, the BSA 75th Anniversary when I was the Camporal Chief for the Frontier District, because I was also the district's DC (District Commissioner) at the time. Also in October, we had our Popcorn fundraiser and would get 50% over what we sold the past year of \$2,800.00, earning the pack \$750.00 with only eight scouts. We ended up with 33 scouts that sold \$9,800.00, earning our pack a little over \$4,000.00. Again, some of the money we used for Pine Wood Derby Kits to give to our Scouts for Christmas. Our scouts also received Scout Bucks for the next summer's camp. Our committee recommended we put some of the money away for camp and some to loan a troop that we might start in 2005. Our one WL is being groomed to be the troop's first Scout Master and his wife, our PT, as well as the other WL, to be leaders also of that troop.

Our DL, and Advancement Chair went to the CLS Training on November first, but the trainer did not show. So we had a training class at our CO's facilities in December of 2003, with three other units represented. December 203 was our first re-chartering month, our 15-month minimum period to be eligible for different awards, and the time when we collected our annual fees. However, our committee recommended that we change when we collect fees, moving this to August to help families with costs associated with December. We then needed to figure what it would cost per scout to run our pack. With a full year of moneys spent to have scouting at St. Patrick's, including what was spent at the Scout Shop, beads, belt loops, advancements, registrations, BL (Boy's Life), den activities, leader registrations, and training, etc., it came to \$72.00 per scout. We collected what it

would cost until August of 2004. We re-chartered 38 scouts, in 34 families, and 23 trained leaders.

After 15 months, we earned the National Summer Activities Award, the Quality Unit Status with 100% BL, the only unit in our district to receive the DC's 100% trained leaders, and our CO was chosen Charter Partner of the Year. One error was the first Treasurer did not choose to follow the recommendation by the BSA to have two signatures on a check. He threatened to resign when I confronted him about this issue; I left it alone when the Council said it wasn't worth losing a leader. He continued to make decisions on his own like buying three CDs with \$3,000.00 without first presenting it to the committee for approval.

In early 2004, we created a finance committee that would then make recommendations at our Committee/Unit Leader meetings, giving all our leaders a vote. Then, when St. Patrick's required our accounts be in the same bank as theirs so our pastor would have a signature on our account, to use their Federal ID Number because of the Patriot Act, he resigned. One of our TLs, a Sr. VP for investment bank, became our new Treasurer, giving our committee, and St. Patrick's a monthly statement and report.

At the end of two years, we are in line to do the same as after our first 15 months. We also have two Tiger Cub Dens, two Wolf Dens, a Bear Den, and First and Second Year Webelos Den, with 48 scouts in 42 scout families, and 23 trained leaders. I also, finally after 40 years with the BSA, have earned my Cub Master's Key, and our CA #2 will replace me in January 2005. With much anticipation our Second ear Webelos, which are seven, will be going to an established troop, where advancement is ongoing. It is best for our Scouts, who come first.

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V. “Ideal Year of Scouting”

One would think that our CO, St. Patrick’s Church/Elementary School was using the same format as the “Ideal Year of Scouting,” because every June all of other committees, some that are new like our pack, meet with forms already turned in with our Mission Statement, what our moneys are used for, and our first, second, etc. choices of where we want to meet, plus which day for our committee, pack, and dens to be put on our CO’s calendar.

At our first planning meeting in August 2003, our meetings were already scheduled. Then our leaders were asked to share the Achievements and Activities each month that corresponded with the monthly themes. Our CA #2 (Cub Master Assistant), responsible for pack operations, had each den scheduled to do certain parts of each pack meeting, for example opening flag ceremony, skits, and songs. After our “School Night for Scouting,” was held in September, each Tiger Cub TL asked each Tiger Cub Scout family to choose which monthly activity they would handle related to that month’s theme, finalizing our year calendar.

Another part of the “Ideal year of Scouting,” has to do with recruitment for scouts, which is scheduled in September’s “School Night for Scouting,” and “Spring Into Scouting,” in April, targeting boys in kindergarten. To prepare for these, our CO allows us to put up posters, put fliers in the bulletins given out at all Masses the weekend before the events, as well as announcing them at each Mass. In addition, our school office sends out notes to all of the boys and their families.

They also support our BSA sanctioned Fund Raisers, which moneys earned by our pack are for summer camps and other activities. One of our district’s “Great Expectations” is using some of that money also to bring down the costs of scouting. Our CO also is involved in the leadership of our pack, where we match the skills of

our scout families with the positions that use those skills. That is why we created the position of CA #3 who is responsible for Membership Retention and Recruitment, the latter we do year around with the help of our scouts by wearing their scout uniform to school on meeting days. This can possibly help a scout earn a Recruiting Strip when a friend joins our pack. Our PT (Pack Trainer) is responsible for making sure our new leaders are trained, letting them know when the training they need is available, and which she sometimes facilitates some of the training, or I do. However, it doesn't end there; she also lets our leaders know what they need to do, in earning the certificate, and Square not for their position, such as four Roundtables, or one "University of Scouting," held at Girls and Boys Town every November. By following those needs, our leaders do certain things expected of them in service to our scouts and scout families.

In 2003, one of our WLs (Webelo Den Leader), and our CA #2 went to the "University of Scouting" taking five classes, three shy of earning their Bachelor's Degree in Scouting Sciences, and they both went to Wood Badge training, earning their beads, in the fall of 2004. Because of them, we have several other leaders planning to go to both training programs by the spring of 2005. We have six of our leaders who have already earned their first Square Knot, and several more are close to it now.

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VI. Learning One’s Faith

This is the second part of the BSA’s Family/Faith based program offered to all eligible youth and their families. Religious awards are offered by all recognized Religious Organizations that are Christians, Jews, Arabs, Buddhist, etc. in Cub Scouts (first through fifth grade boys), Boy Scouts (sixth through twelfth grade boys), an Venturing (boys and girls ages 14-20). The religious awards are similar to the BSA’s oaths to honor God, and are age appropriate. These awards are earned by our scouts, assisted by their adult partner, parents or guardians, as well as their Pastor, and appointed trained counselors. At each level they increase their knowledge about their faith. It increases the relationship between them, God, and their families while working on these awards. When they have earned the appropriate award, they receive a medal and a Square Knot for their uniform, which there are only two Square Knots that a scout can earn and wear as a scout, the other being the Eagle Scout Square Knot. Both, plus the Arrow O Light, can be worn as a scout leader. The scout’s pastor, the local BSA Council, and the Religious Award Committee, presents these awards.

For those scout leaders that practice their faith openly in and out of scouting, being an example to others, are recognized by their church leaders, and the BSA with Religious Awards of their faith, which they also receive in most cases a medal and a Square Knot as well. There are units of one faith and others with many faiths, which through the BSA and those Religious Organizations, we learn that we can all live together, living our faith as we see fit.

“Finding Courage”

by Joseph E. Wherry 1st PhD

In the BSA's (Boyscouts Of America's) Family / Faith based program, we don't lack for, "Finding Courage", nor do we, for Models of Courage. A great example of, the latter, is * St. George, whose former Feast Date was April 23rd, who is the Patron Saint of, England, Portugal, Venice, Genoa, and most noteworthy, for Soldiers, and Others in uniform, for Service Organizations, including BSA, GSA, etc. George lived in the 2nd, and 3rd Centuries, as a Soldier for the Roman Emperor Diocletian, who sent him on expeditions to Persia, and England, which he didn't become the Patron Saint of the latter, until the Battle of Agincourt, in 1415, by King Henry V. In 298, the emperor required all Soldiers, to worship the Roman Gods; so George left the Army. Later, the emperor outlawed Christianity, and George confronted the emperor, to plead for his fellow Christians. He became the unidentified hero, who tore up the edict, against the Christians, which caused him to be tortured, and eventually beheaded. For Centuries, after his passing, the Legend, "George, and the Dragon", was popular. Although, it is fictional, it characterized, the real St. George, who valiantly fought evil. Note: The Legend is available, upon request.

* Even though the St. George Award is the highest Religious Award, for the BSA's Catholic Leaders, it is not limited to

VII. Retention/Who Comes First

In 1993, the new CC (Council Commissioner) created a new position, the ACC (Assistant Council Commissioner) for retention, and he chose me to fill that position, which I am still today. He then asked me to find the district that lost the most scouts and find out why. I didn’t need the time to find out why, having been a Unit Leader since 1970, and also being a commissioner since 1978, I already knew why youth drop out of scouting. It is either they didn’t like the programs being offered, or there was no program being offered at all. I then went to the DCs and asked them to find the leaders that offered good programs by looking at units that have advancements on a regular basis, and find a special way to recognize them. I then contacted our Council’s FID (Field Director) to go with me to that one district that lost the most youth, DC’s monthly staff meeting, on a hunch.

At that meeting the FD and I out-numbered the commissioners that were there, because the DC didn’t make that meeting mandatory for fear of losing them. I remember when I became the DC for the Frontier District in the 1980’s, I made my staff meeting mandatory, many members left their position not because they were mad about my decision, but because of their careers, they couldn’t go to the meetings, which also would be true about unit visitations. I then had two longtime UCs who admitted they had not done unit visitations because they felt those units were self-sufficient. SO, I promoted one to ADC, and I then assisted him in recruiting UCs and in making unit visits, which he saw how to be a friend of the unit, and not as someone looking for problems. Then with the help of our DE (District Executive) and the District Training Chair, we develop a training program for our new UCs. That ADC and several UCs are still involved in scouting today. I knew then and still do today that we have to first retain leaders with good programs

to retain our scouts.

“It’s A Great Day For Scouting”

d. Resources

- 1) Cub Scout Leaders Book: 33221-BISBN-8395-3221-0
- 2) Ceremonies for Dens, Pack: 3321-BLISBN-8395-3212-1
- 3) Cub Scout Academics and Sports: 34299-AISBN-83895-4299-2
- 4) MAC’s Annual Cub Camping Guide for Leaders
- 5) MAC’s Annual Cub Scout Tours and Guide
- 6) BSA’s The District: ISBN-8395-3070-6
- 7) Commissioners Field Book for Unit Service: 33617-1990
- 8) Commissioners Helps for Packs, Troops, Crews 2001
- 9) MAC’s Bugle Monthly Council and 12 District Calendar of Events
- 10) MAC’s Official New Family Packets (Packs, Troops / Varsity, Venture Crews Sea Scouts) available on pdf, through Web Site below, or on Word from me, Through e-mail below.

Training

YP, NLE, CLS, BALS, University of Scouting, Wood Badge, Commissioners Basics, College of Commissioner Sciences, Monthly Roundtable

e. Appendix

- 1) Unit Leader Succession Plan: Packs, Troops, Venture Crew’s Sea Scouts (Job Description)
- 2) Family History / Emergency Phone Numbers, for Packs, Troops, Venture Crews, Sea Scouts
- 3) St. Patrick’s Cub Pack #650’s Organization Chart
- 4) MAC’s Kindergarten Boys Family Form

Note: All the above on pdf at Web Site: (www.retentioninscouting.org)
or on Word at E-Mail: (jewherry1@yahoo.com)