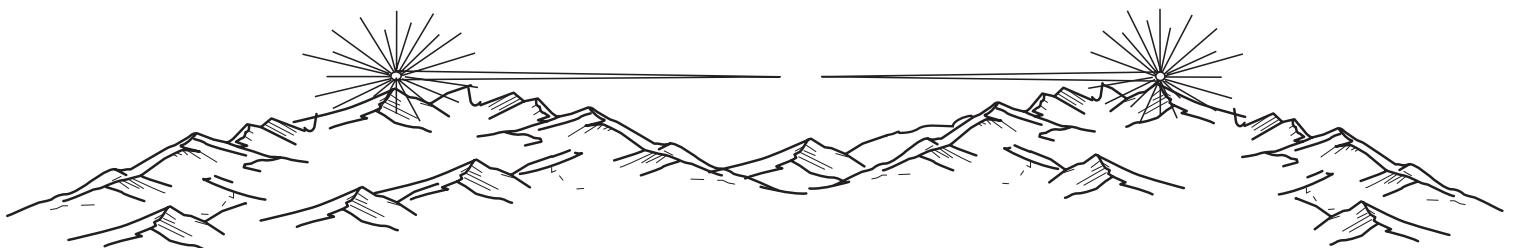


# The DISAPPEARING



## **Varsity Scout Handbook**

A Flat-Out, No Holds Barred, Downright Blatant  
Attempt To COMMUNICATE How A Varsity  
Team Operates And Keep Them...  
**ON TARGET!**



## BSA SAFETY CONCERNS

The BSA National Health and Safety Committee and the Council Services Division have developed the "sweet sixteen" of BSA safety procedures for physical activity. These sixteen points, which embody good judgment and common sense, are applicable to all district activities. Review this information at the next district roundtable.

- 1. Qualified supervision.** Every BSA activity should be supervised by a conscientious adult who understands and knowingly accepts the responsibility for the well-being and safety of the children and youth in his or her care. The advisor should be sufficiently trained, experienced, and skilled in the activity to be confident of his/her ability to lead and to teach the necessary skills, and to respond effectively in the event of an emergency. Field knowledge of all applicable BSA standards, including two-deep leadership, and a commitment to implement and follow BSA policy and procedures are essential parts of the activity advisor's qualifications.
- 2. Physical fitness.** The activity advisor should receive a complete health history for every participant. Adult participants and youth involved in higher risk activities (e.g., scuba diving) may require professional evaluation in addition to the health history. Neither youth nor adults should participate in activities for which they are unfit.
- 3. Buddy system.** The buddy system works. It is always best to have at least one other person who knows where you are and what you are doing in any outdoor or strenuous activity.
- 4. Safe area or course.** A key part of the activity advisor's responsibility is to know the area or course for the activity and to determine that it is well suited and free of hazards.
- 5. Equipment selection and maintenance.** Specialized equipment should be selected to suit participants and the activity and that includes appropriate safety and program features. Equipment must be in good condition for the activity and properly maintained.
- 6. Personal safety equipment.** The advisor must ensure that every participant has and uses the appropriate personal safety equipment. All participants need to be dressed for warmth and utility depending on the circumstances.
- 7. Safety procedures and policies.** For most activities, there are commonsense procedures and standards that can greatly reduce risk. The activity advisor must ensure compliance with these.
- 8. Skill level limits.** The activity advisor must identify and recognize the minimum skill level required and be sure that no one is at risk by attempting an activity beyond the participant's ability.
- 9. Weather check.** Weather conditions should be monitored, understood, and anticipated.
- 10. Planning.** A safe activity follows a plan that has been conscientiously developed by the experienced advisor or other competent source. Good planning minimizes risk and also anticipated contingencies that may require emergency response or a change of plan.
- 11. Communications.** The advisor needs to be able to communicate effectively with participants as needed during the activity. Emergency communications also need to be considered in advance for any foreseeable contingencies.
- 12. Permits and notices.** Any required BSA tour permits, council office registration, government and landowner authorization, and similar formalities are the activity advisor's responsibility. Appropriate notification should be directed to parents, enforcement authorities, landowners, and others as needed, before and after the activity.
- 13. First aid resources.** The advisor should determine what first aid supplies to include among the activity equipment. The level of first aid training and skill appropriate for the activity should also be considered. Take what you need.
- 14. Applicable laws.** BSA safety policies generally parallel or go beyond legal mandates, but the activity advisor should confirm and ensure compliance with all applicable regulations or statutes.
- 15. CPR Resource.** Any strenuous activity or remote trek could present a cardiac emergency. A CPR-trained person (preferably an adult) should be part of the leadership for any BSA activity.
- 16. Discipline.** No advisor is effective if he or she cannot control the activity and the individual participants. Youth must respect their leader and follow directions.

**In addition to these general rules, specific safety concerns for certain BSA activities have been addressed in more detailed guidelines. Many of these can be found in the "Guide to Safe Scouting." For these guidelines or for more information on BSA safety concerns, contact the Council Service Center.**

# PREFACE

**V**arsity Scouting is a member of the Scouting Family developed for the unique characteristics and needs of the 14 and 15 year old boy. The program of Varsity Scouting builds upon the foundation that the Troop Program has laid. Opportunities for leadership abound in the Varsity Program... if it is used to the full extent. The Varsity Letter is a tool to help develop a “balanced” program, using all of the five program areas.

Baden-Powell suggested that we as scout leaders need to carry out a program such that every boy wants to stay around to be a part of it. The longer a boy comes in contact with role models such as those in the Boy Scout movement, the better chance of instilling in him the ideals and character traits which lead to happiness in his future. This then throws the gauntlet down at our feet. We as leaders of youth need to rise to that challenge. Our time has come. We are molding the leaders of tomorrow.

Scouting Hero Vaughn J. Featherstone once said, ***“I do not believe that Varsity Scouting is on trial. It is my firm belief that... leaders, and the advisors and Team Coaches are on trial. The program will work – if they will – and become trained and put into effect the things they have been trained to do.”***

This booklet was developed in the Great Salt Lake Council, to whom we owe the credit for developing the Varsity Program. We have modified it to meet the needs of the Varsity Leaders in the Grand Canyon Council. If you have any comments or questions concerning this booklet, please get in touch with the Council Varsity Committee (your district executive will help you). They look forward to your input. Happy “Orange” Scouting. *MDH*



# TABLE OF CONTENTS

	PAGE
Instructions and Team Hero Commitment .....	6
Program Manager Concept .....	7
Team Organizations.....	8
Varsity Scout Resource List.....	9
Varsity Letter (Youth and Adult) .....	10
Varsity Leader Training Award/Coaches Key.....	11
ADVANCEMENT Program Advisor .....	12
ADVANCEMENT Program Manager.....	16
HIGH ADVENTURE Program Advisor .....	20
HIGH ADVENTURE Program Manager .....	26
PERSONAL DEVELOPMENT Program Advisor .....	30
PERSONAL DEVELOPMENT Program Manager .....	34
SERVICE Program Advisor.....	38
SERVICE Program Manager.....	42
SPECIAL PROGRAMS AND EVENTS Program Advisor .....	46
SPECIAL PROGRAMS AND EVENTS Program Manager .....	50

# **THE DISAPPEARING VARSITY SCOUT HANDBOOK**

That's right. This book will disappear right b'fore your eyes! And here's how it WORKS for you:

1. Fill out an organization chart, similar to the one on p. 22 of the Varsity Scout Leader Guidebook, and have it approved by your Chartered Organization Representative.
2. With the Team Committee Chairman, review this workbook so you both understand how it works and how the Program Manager/Advisor concept works. Give the Chairman the "Program Manager Concept Step by Step" section.
3. With the Team Committee Chairman, (separately, together, or at a Team Committee Meeting), orient each Program Advisor (PS) and give him both his and his Program Manager's section of the workbook.
4. Have him read, or tell him what is in the following orientation commitment. Key words are capitalized to help you explain what he is signing.
5. Ask him to sign the appropriate line, telling him you need his signature to fulfill your training commitments.

## **TEAM HERO COMMITMENT**

As a Program Advisor (Team Committee Member) I understand the following:

1. I am to **HELP A BOY** (Program Manager) **CREATE AND CARRY OUT TEAM ACTIVITIES IN OUR "FIELD OF EMPHASIS"** (usually 1 or 2 per quarter) to help his teammates earn their Varsity Scout Letter.
2. I have read or promise to read and **UNDERSTAND OUR SPECIFIC JOB DESCRIPTIONS** being given to me now.
3. I will **ORIENT MY PROGRAM MANAGER** (boy), review with him and **GIVE HIM HIS JOB DESCRIPTION**.
4. As a member of the Team Committee, I **WILL SHOW SUPPORT AT COMMITTEE MEETINGS** which should occur monthly but may be more or less as needed, **AND REGISTER** with the BSA as appropriate.
5. As extra credit I may even **ATTEND VARSITY HUDDLES TO LEARN PROGRAM IDEAS**. I have been told where Huddles are held every month.
6. I'm a good leader. I **WILL** be a **HERO** and I'll even sign this with John Hancock boldness!

\_\_\_\_\_  
ADVANCEMENT PROGRAM ADVISOR

\_\_\_\_\_  
SERVICE PROGRAM ADVISOR

\_\_\_\_\_  
HIGH ADVENTURE ADVISOR

\_\_\_\_\_  
SPECIAL PROGRAMS AND EVENTS

\_\_\_\_\_  
PERSONAL DEVELOPMENT ADVISOR

\_\_\_\_\_  
COMMITTEE CHAIRMAN

Now give this sheet to your Assistant District Commissioner to signify that you have completed the application phase of your Varsity Scout Basic training. When you have done this... Guess what? **POOF!!! IT DISAPPEARED!**

## **THE PROGRAM MANAGER CONCEPT**

### **A Step-By-Step Procedure**

If you are a normal unit, you probably have a group of boys, a Varsity Coach and at least one Assistant Varsity Coach. Assuming you are a registered unit, you then have a Chartered Organization Representative, a Committee Chairman and at least 2 other committee members. Here is how to get organized:

1. The Team Captain, with help from the Team Coach will determine which boys would best fulfill the PM (Program Manager) assignment in each field of emphasis.
2. Committee Chairman or Chartered Organization Representative selects capable adults who would be willing to:
  - A. "Supervise" overall calendar activities in each field of emphasis.
  - B. Work closely with the boy Program Manager.
  - C. Be a resource to the Program Manager and the Team
3. The Committee Chairman or Chartered Organization Representative assigns an adult to serve on the Varsity Scout Team Committee as a Program Advisor in each field of emphasis.
4. Have Chairman hold a Team Committee Orientation meeting:
  - Give overview of Varsity Scouting (Use the Fast Start Video or ask your Commissioner to train you)
  - Explain Job Descriptions
  - Give idea banks and other resources (Activity Books)
  - Give them the dates and time frames (activity night, overnights, Saturdays etc.) they are to fill in. (Planning done at Team Leaders Meeting prior to Committee Meeting)
5. The boy and adult should meet and work out details of activities. The boy PM gets feedback and assistance during "Strategy Session" of Team Meetings.
6. The boy (and adult if necessary) is responsible for and carries out the activity.
7. After the activity, the Program Manager and the Program Advisor and the Team Coach and the Team Leadership evaluate the activity.

# VARSIITY SCOUT TEAM ORGANIZATION

## ♣ WHAT ARE WE TRYING TO DO:

### RESTATEMENT OF PURPOSE OF THE BOY SCOUTS OF AMERICA

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

1. Are **physically, mentally, and emotionally fit**,
2. Have a high degree of **self-reliance** as evidenced in such qualities as **initiative, courage, and resourcefulness**,
3. Have personal and stable **values firmly based on religious concepts**,
4. Have a **desire** and the **skills to help others**,
5. **Understand** the principles of the **American social, economical, and governmental systems**,
6. Are knowledgeable about and take pride in their American Heritage and understand **America's role** in the world,
7. Have a keen **respect** for the basic **rights** of all people,
8. Are prepared to fulfill the varied responsibilities of **participating in and giving leadership to American society** and in the forums of the world.

### \* PUT YOURSELVES IN THE SHOES OF A BOY

WHAT THINGS WILL INFLUENCE YOUR INTERESTS, DESIRES, AND ATTITUDES?  
(Friends, Leaders, Activities, Family, Church, School, TV, etc.)

### \* OVER WHICH OF THESE DO WE HAVE SOME CONTROL AS ADULT LEADERS? (Primarily Friends, Youth and Adult Leaders, Activities.)

SO... We want to provide an environment for him where

1. He is with good wholesome FRIENDS
2. Associating with and being influenced by youth and adult LEADERS of the highest caliber
3. DOING THINGS that teach HIM the VALUES of:
  - Helping others
  - Developing his skills and character and fitness
  - Citizenship and patriotism

AND... 4. TEACH HIM LEADERSHIP.

SO... For that period of time when we have him involved in Scouting, let's create for him an organized habitat--his own little "community" where he is exposed to these influences which we can control. We'll call it the TEAM. And appropriately, since the word implies TEAMWORK--Helping each other! Now we must define clearly WHAT it is we want to do, HOW we want to do it and WHO is responsible for doing whatever parts in those overall objectives. This is ORGANIZATION.

First let's organize the people. Then we'll organize the things we want to do. And naturally, they're related.

Now see "Team Organization" (p. 17 Varsity Scout Leader Guide Book) and then "Youth Leadership" (p. 37-71 Varsity Scout Leader Guide Book).

# RESOURCES ON VARSITY SCOUTING

## Varsity Program Books (Sports Related)

1. Basketball
2. Bowling
3. Roller hockey
4. Shooting Sports
5. Cross Country Skiing
6. Soccer
7. Softball
8. Swimming
9. Tennis
10. Triathlon
11. Volleyball
12. Waterskiing
13. Operation On Target (from Great Salt Lake Council)

## Venture Program Books (High Adventure)

1. Backpacking
2. Canoe Camping
3. Caving
4. Cycling
5. Discover Adventure
6. Fishing
7. Freestyle Biking
8. Frontiersman
9. Mechanics
10. Orienteering
11. Rock Climbing & Rapelling
12. Snow Camping
13. Whitewater
14. Wilderness Survival

## Varsity Scout Leader Guide Book

### Varsity Scout Leader Huddle Planning Guide

**Supplement:** Covers Mechanics, Backpacking, Freestyle Biking, Shooting Sports, Tennis, Triathlon and Whitewater.

### Varsity Scout Leader Huddle Planning Guide

**Supplement II:** Covers Bowling, Caving, Canoe Camping, Rock Climbing and Rappelling, Swimming and Waterskiing.

**Varsity Scout Leader Fundamentals:** ISBN 0-8395-3443-4; No. 33443. The manual for Varsity Scout adult leader training.

## PASSPORT TO HIGH ADVENTURE

A guidebook to enable older Scouts and Explorers (Ventures), with guidance from their adult leaders, to plan and safely carry out council and unit high adventure treks using "Leave No Trace" techniques.

## University of Scouting

This training course is provided in the Council each February on the third or fourth Saturday. Held at the Heard Pueblo, it includes an entire section on Varsity Scouting and its activities.

## Gathering of the Orange

This conference on Varsity Scouting is convened in the GCC each August on the third or fourth Saturday. Held at the R bar C or Camp Geronimo, it is a gathering of Scouters from throughout the council who are deeply committed to Varsity Scouting. Everyone and their spouse are invited to the conference for good food, fun, and Varsity Scouting.

## National Muzzleloading Rifle Association's Western National Competition

This annual event is not a BSA event, but with the fun we have with Mountain Man Rendezvous, this event proves to be a lot of fun. It also provides resources on trader's row for making accouterments. The rifle shooting is fun too!

YOUTH

Varsity Scout Letter  
Scorecard Requirements

Name \_\_\_\_\_  
Team \_\_\_\_\_ Sponsor \_\_\_\_\_

1. Be a registered Varsity Scout.

Signed by \_\_\_\_\_  
Coach Date

2. While a Varsity Scout actively participate in or accomplish:

A. Advancement

Advance one rank toward Eagle or be an Eagle Scout

\_\_\_\_\_  
Rank  
Signed by \_\_\_\_\_  
Captain or Program Manager Date

B. High Adventure

Activity \_\_\_\_\_  
Signed by \_\_\_\_\_  
Captain or Program Manager Date

C. Personal Development

(1) Leadership Position or Course:

\_\_\_\_\_  
Signed by \_\_\_\_\_  
Captain or Program Manager Date

(2) Spiritual Activity: \_\_\_\_\_  
Signed by \_\_\_\_\_  
Captain or Program Manager Date

(3) Citizenship Activity: \_\_\_\_\_  
Signed by \_\_\_\_\_  
Captain or Program Manager Date

(4) Social or Cultural Activity: \_\_\_\_\_  
Signed by \_\_\_\_\_  
Captain or Program Manager Date

(5) Physical Development Activity: \_\_\_\_\_  
Signed by \_\_\_\_\_  
Captain or Program Manager Date

D. Service

Service Activity \_\_\_\_\_  
Signed by \_\_\_\_\_  
Captain or Program Manager Date

E. Special Programs or Event

Activity \_\_\_\_\_  
Signed by \_\_\_\_\_  
Captain or Program Manager Date

3. SCOUT SPIRIT

A. Attendance

75 percent or more attendance at Varsity Scout Activities.  
From \_\_\_\_\_ To \_\_\_\_\_  
Signed by \_\_\_\_\_  
Coach

B. Ideals

Know and live by the Scout Oath, Law, Motto, & Slogan.  
Signed by \_\_\_\_\_  
Coach

ALL REQUIREMENTS COMPLETE

Signed by \_\_\_\_\_  
Coach Date

ADULT

Varsity Scout Leader Letter  
Scorecard Requirements

Name \_\_\_\_\_  
Address \_\_\_\_\_  
City \_\_\_\_\_  
Position \_\_\_\_\_  
Team No. \_\_\_\_\_ District \_\_\_\_\_

1. TRAINING

a. Varsity Scout Leader Fast Start

Signed by \_\_\_\_\_  
ADC or UC Date

b. Varsity Scout Leader Fundamentals

(Approved by training committee)

Signed by \_\_\_\_\_  
Member of Training Committee Date

2. HUDDLE ATTENDANCE

Huddle 1 \_\_\_\_\_  
Huddle Commissioner or Training Committee Date

Huddle 2 \_\_\_\_\_  
Huddle Commissioner or Training Committee Date

Huddle 3 \_\_\_\_\_  
Huddle Commissioner or Training Committee Date

Huddle 4 \_\_\_\_\_  
Huddle Commissioner or Training Committee Date

Huddle 5 \_\_\_\_\_  
Huddle Commissioner or Training Committee Date

Huddle 6 \_\_\_\_\_  
Huddle Commissioner or Training Committee Date

Activity \_\_\_\_\_

3. TENURE

Complete a minimum of 6 month as a registered Varsity Scout Leader

Dates of Service:  
From: \_\_\_\_\_

To: \_\_\_\_\_

Committee Action

The committee responsible for leadership training accepts this applicant's certification and approves the awarding of his Varsity Scout Leader Letter

Signed by \_\_\_\_\_  
Approved Signature Date

**VARSITY LEADER TRAINING AWARD REQUIREMENTS**

**TENURE:**

Complete a total of 2 years as a registered adult Varsity Scout leader

Signed by \_\_\_\_\_  
ADC or UC Date

**TRAINING:**

Complete Varsity Scout Fast Start Training

Signed by \_\_\_\_\_  
ADC or UC Date

Complete Varsity Scout Leader Fundamentals

Signed by \_\_\_\_\_  
ADC or UC Date

**PERFORMANCE - DO ANY FIVE OF THE FOLLOWING:**

Participate in a team leader seminar

Signed by \_\_\_\_\_  
ADC or UC Date

Help with two annual unit and/or district sustaining membership enrollments

Signed by \_\_\_\_\_  
ADC or UC Date

Serve as a Varsity Scout program instructor or training staff course member

Signed by \_\_\_\_\_  
ADC or UC Date

Participate actively in three team parents' nights or courts-of-honor

Signed by \_\_\_\_\_  
ADC or UC Date

Coordinate at least one team money-earning project

Signed by \_\_\_\_\_  
ADC or UC Date

Serve for at least one year as team committee person assigned to one of the five program fields of emphasis

Signed by \_\_\_\_\_  
ADC or UC Date

Participate in six Varsity Scout leader huddles

1  2  3  4  5  6

Signed by \_\_\_\_\_  
ADC or UC Date

Serve as an approved merit badge counselor for at least five Varsity Scouts

Signed by \_\_\_\_\_  
ADC or UC Date

Serve for at least one year as chairman of a Varsity Scout team committee

Signed by \_\_\_\_\_  
ADC or UC Date

Serve for at least one year on the Varsity Scout huddle staff

Signed by \_\_\_\_\_  
ADC or UC Date

Help organize or reorganize a Varsity Scout team.

Signed by \_\_\_\_\_  
ADC or UC Date

**REQUIREMENTS FOR VARSITY COACH'S KEY**

**TENURE:**

Complete at least 3 years of registered tenure as a Varsity Scout Coach within a 5-year period.

Signed by \_\_\_\_\_  
ADC or UC Date

**PERFORMANCE:**

At least twice during the 3-year period, serve as Coach of a Varsity Scout Team that earns the National Quality Unit Award.

Signed by \_\_\_\_\_  
ADC or UC Date

**TRAINING:**

Complete Varsity Scout Fast Start Training

Signed by \_\_\_\_\_  
ADC or UC Date

Complete Varsity Scout Leader Fundamentals

Signed by \_\_\_\_\_  
ADC or UC Date

Conduct youth leader introduction to leadership training twice

Signed by \_\_\_\_\_  
ADC or UC Date

Participate twice in a team leader seminar

Signed by \_\_\_\_\_  
ADC or UC Date

Participate in one training course beyond Varsity Scout Leader Fundamentals

Signed by \_\_\_\_\_  
ADC or UC Date

Earn the Varsity Scout Leader Training Award

Signed by \_\_\_\_\_  
ADC or UC Date

Attend at least eight huddles during each year (for three years)

Month	Year 1	Year 2	Year 3
January			
February			
March			
April			
May			
June			
July			
August			
September			
October			
November			
December			

\*Huddle Staff certifies attendance for at least eight huddles during each year.

## ADVANCEMENT PROGRAM ADVISOR

The Varsity Scouting program is centered around encouraging balance in a boy's activities. Thus the program features five "Fields of Emphasis". They are:

**ADVANCEMENT  
HIGH ADVENTURE  
PERSONAL DEVELOPMENT  
SERVICE  
SPECIAL PROGRAMS AND EVENTS**

The Varsity Team Committee is comprised in part of five adult "Program Advisors" each having a boy "Program Manager" counterpart over each of the five "Fields of Emphasis".

### THE IDEA

Divide up the activities.

Let a boy leader be responsible for the planning and follow-through of his particular field.

Give him the resource of an "adult advisor" to:

- \*Help him with workable ideas and suggestions
- \*Solve his bigger-than-boy problems such as transportation, equipment, contacts, etc.
- \*Assure his follow-through (not by doing it for him, but) by encouragement, assistance and letting him know the rest of the team is counting on him.

Attached are some ideas to help as you two brainstorm for your customized activities. Please get from the Team Coach, the number of team meetings, overnight or Saturday, etc. time periods that he wants you to fill, then get with the boy, and...create the program.

Your role with the boy may best be illustrated by this statement of Oriental Philosopher Lao Tzu over 2000 years ago:

*"A leader is best when people barely know he exists. When his work is done, his aim fulfilled, they will say, 'We did this ourselves.'"*

Now from a more recent man of wisdom:

"Boys need lots of heroes like Lincoln and Washington. But they also need to have some heroes close by. They need to know some man of towering strength and basic integrity, personally. They need to meet them on the street, to hike and camp with them, to see them in close-to-home, everyday, down-to-earth situations; to feel close enough to them to ask questions and to talk things over man-to-man with them."

- Pres. Spencer W. Kimball

**On behalf of the boys, we thank you...HERO!**

## ADVANCEMENT GOALS

- The full Scout advancement program is available as written for regular Scouting. This is a chance for each boy to earn Scout advancement all the way to Eagle.
- The personal inventory and challenge are important to make sure each youth knows exactly what he must do to achieve Eagle. His own personal achievement schedule should be drawn up. Remember, the requirements for Eagle are established by the Boy Scouts of America. Each boy must fully and honestly meet these requirements. Since each boy traveled a different route, each will require a different, or individualized schedule of advancement experience to complete his Eagle requirements.
- Progress reviews for all progress awards except Eagle can be conducted by the Advancement Program Manager under the direction of the Advancement Advisor and other Team Committee members. The Eagle progress review is conducted by the District Advancement Committee.
- Varsity Scouts may or may not attend regular Courts of Honor for younger scouts. Special quarterly Varsity Scout Awards nights could also be planned. These may be on a Team or District basis.
- Varsity Scout advancement follows well established Scouting advancement principles, namely: learn by doing, testing review, and recognition.
- Advancement is an integral part of the Varsity Letter Program.

For details of special advancement activities, see chapter 7 of the VARSITY SCOUT LEADERS GUIDEBOOK.

In addition to these regular progress awards leading to Eagle, Varsity Scouts can participate in Scouting advancement and recognition by qualifying for national achievement programs leading to such awards as Eagle Palms, the 50 Miler, Mile Swim, BSA Lifeguard, conservation awards etc.

Some Varsity Scouts may receive national recognition for outstanding service in the form of the Medal of Merit from the National Court of Honor, or the Honor Medal for saving (or attempting to save) a life at the risk of his own.

Resources: The Boy Scout Handbook  
The Scoutmaster Handbook  
Varsity Scout Leader Guidebook  
Advancement Guidelines No. 3087B  
Grand Canyon Council Advancement Manual  
Advancement Requirements No. 33217  
District Advancement Committee

## **JOB DESCRIPTION**

### **Advancement Program Advisor**

**GENERAL OBJECTIVE:** Build boy's character by helping them on their trail to the Eagle Rank.

**V.S. LETTER REQUIREMENT:** The V.S. Letter Award and subsequent Letter Bars require one Progress Award each.

**METHOD:** This Letter requirement is a subtle step-at-a-time impetus in bites manageable to the desires and limited time available to V.S. aged boys. The program centers around earning the Letter and cannot function without it.

**YOUR ASSIGNMENT:** Help and see that your boy Program Manager does his job! Which is:

---

### **Advancement Program Manager**

1. **Inventory and keep track of advancement progress of the Team.**  
Update Trail to Eagle Chart or Computer Data Base. Information of boy's advancement history is available for your perusal at council headquarters. This may take an hour or two, but this must be done if local records have not been kept and the boys don't know where they are (often this is the case). Update and keep current the Team's Letter Record Chart.
2. Participates in boards of review for Tenderfoot, Second Class, First Class, Star, and Life for his fellow team members.
3. Assists in coordinating recognition ceremonies and courts of honor.
4. Communicates constantly with his fellow team members to determine advancement needs.
5. Develops a personalized advancement plan for new team members. Works to assure activities are planned to fulfill Letter (and Eagle) requirements, ideally in a three month cycle
6. Coordinates advancement activities such as merit badge clinics or special classes to promote advancement. Suggest, help organize, and carry out group seminars where a number of boys need the same merit badge
7. Motivates Team members toward advancement.
8. Works with the Team committee and the Advancement Program Advisor.
9. Alert Team Coach of requirements the Team is generally deficient in so he can get these activities on the calendar.
10. What else would help your buddies up the Trail to Eagle?

**RESOURCES:** Boy Scout Handbook, Varsity Scout Leader Guide Book, Varsity/Venture Activity Books, V.S. Game Plan,

# TEAM LEADER JOB DESCRIPTION—ADULTS

## TEAM COACH ASSISTANT TEAM COACH

1. "Supervise" (direct and inspect performance, oversee) all VS activities
2. Reports to Team Committee.
3. Instruct, guide and support boy leaders.
4. Personally administer Letter Program and assure each boy's involvement in the Five Fields of Emphasis.
5. Develop concern for and rapport with each boy.
6. With the Team Captain, evaluate the Team at least monthly.
7. Utilize Varsity Basic, Wood Badge, and other ongoing VS Training

## TEAM COMMITTEE CHAIRMAN

"AN ACTIVE, DEDICATED, REGISTERED SCOUTER, GENERALLY WITH CONSIDERABLE EXPERIENCE."  
THE KEY TRAIT: INITIATIVE

1. Responsible for overall implementation of the Varsity Scout Program in the sponsoring institution.
2. Organize an active Team Committee assigning "Program Advisors" for each of the five Fields of Emphasis to work with youth "Program Managers". Give attention needed to finances, transportation, equipment, etc.
3. Plan and conduct Team Committee Meetings monthly or as needed.
4. See that the Varsity Scout Team functions successfully by seeing that:
  - a. There is a dedicated and effective Team Coach and that
  - b. He has the needed assistants and materials, financial and parental resources.
5. Utilize Basic, Wood Badge and other ongoing Varsity Scout training.
6. Renew the BSA charter, on time, annually.
7. Attend Huddles.

## TEAM COMMITTEE MEMBERS "INDIVIDUALS OF GREAT RESOURCE"

1. Generally same responsibilities and training as the Committee Chairman as appropriate
2. Specifically as Program Advisors, develop a supportive relationship with the youth Program Manager in his assigned Field of Emphasis, and together share responsibility for assuring that field is actively pursued by Team members.
3. Attend activity and help with transportation, etc., if needed and appropriate.
4. Familiarize himself with and promote District and Council functions in his Field of Emphasis.
5. Attend Huddles for program ideas.

## **JOB DESCRIPTION**

### **Advancement Program Manager**

1. Inventory and keep track of advancement progress of the Team. Update Trail to Eagle Chart or Computer Data Base. Information of boy's advancement history is available for your perusal at council headquarters. This may take an hour or two, but this must be done if local records have not been kept and the boys don't know where they are (often this is the case). Update and keep current the Team's Letter Record Chart.
2. Participates in boards of review for Tenderfoot, Second Class, First Class, Star, and Life for his fellow team members.
3. Assists in coordinating recognition ceremonies and courts of honor.
4. Communicates constantly with his fellow team members to determine advancement needs.
5. Develops a personalized advancement plan for new team members. Works to assure activities are planned to fulfill Letter (and Eagle) requirements, ideally in a three month cycle
6. Coordinates advancement activities such as merit badge clinics or special classes to promote advancement. Suggest, help organize, and carry out group seminars where a number of boys need the same merit badge
7. Motivates Team members toward advancement.
8. Works with the Team committee and the Advancement Program Advisor.
9. Alert Team Coach of requirements the Team is generally deficient in so he can get these activities on the calendar.
10. What else would help your buddies up the Trail to Eagle?

RESOURCES: Boy Scout Handbook, Varsity Scout Leader Guide Book, Varsity/Venture Activity Books, V.S. Game Plan,  
... and your Program Advisor.

## TEAM LEADER JOB DESCRIPTION--YOUTH

### TEAM CAPTAIN

TOP BOY PEER LEADER (6 - 12 months TENURE)

1. Conducts Team Meeting under Coaches supervision.
2. With Coach, leads team leadership meetings to produce Team and Activity Meeting Agendas.
3. With Team Coach, selects, appoints, and helps train boy Team leaders.
4. Stewardship for his peers.
5. Develop and keep high Team esprit de corps.
6. With Team coach, evaluates Team at least monthly.
7. Sets the ideal Varsity Scout example.
8. Studies Junior Leader Handbook, etc., and eagerly pursues leadership training and know-how.

### SQUAD LEADERS

ELECTED FROM WITHIN EACH SQUAD

1. Similar on Squad level as Captains responsibilities on Team level, including holding squad meetings as purposeful, getting the word out concerning activities, and showing concern for each squad member.

### PROGRAM MANAGERS

SPECIALTY LEADERS (3 TO 6 MONTHS TENURE)

1. Determine desires, needs and experience of each Team member relating to the Field of Emphasis he manages.
2. Represent these wishes and needs at the Team Leadership Meeting.
3. Form a cooperative partnership with (Adult) Program Advisor and together provide worthwhile and exciting activities in their field.
4. Promote, originate and arrange for activities in his field in which all team members can and will participate.

***Other Team leadership positions such as Secretary, Treasurer, Music Director, Equipment Manager, Transportation Officer, Social Director, Chaplain, Scribe, Historian, Team Photographer, etc., can be created and filled on either a permanent or temporary basis as needed.***

## ADVANCEMENT GOALS

- The full Scout advancement program is available as written for regular Scouting. This is a chance for each boy to earn Scout advancement all the way to Eagle.
- The personal inventory and challenge are important to make sure each youth knows exactly what he must do to achieve Eagle. His own personal achievement schedule should be drawn up. Remember, the requirements for Eagle are established by the Boy Scouts of America. Each boy must fully and honestly meet these requirements. Since each boy traveled a different route, each will require a different, or individualized schedule of advancement experience to complete his Eagle requirements.
- Progress reviews for all progress awards except Eagle can be conducted by the Advancement Program Manager under the direction of the Advancement Advisor and other Team Committee members. The Eagle progress review is conducted by the District Advancement Committee.
- Varsity Scouts may or may not attend regular Courts of Honor for younger scouts. Special quarterly Varsity Scout Awards nights should be planned. These may be on a Team or Stake basis.
- Varsity Scout advancement follows well established Scouting advancement principles, namely: learn by doing, testing review, and recognition.
- Advancement is an integral part of the Varsity Letter Program.

For details of special advancement activities, see chapter 7 of the VARSITY SCOUT LEADERS GUIDEBOOK.

In addition to these regular progress awards leading to Eagle, Varsity Scouts can participate in Scouting advancement and recognition by qualifying for national achievement programs leading to such awards as Eagle Palms, the 50 Miler, Mile Swim, BSA Lifeguard, conservation awards etc.

Some Varsity Scouts may receive national recognition for outstanding service in the form of the Medal of Merit from the National Court of Honor, or the Honor Medal for saving (or attempting to save) a life at the risk of his own.

Resources: The Boy Scout Handbook  
The Scoutmaster Handbook  
Varsity Scout Leader Guidebook  
Advancement Guidelines No. 3087B  
Grand Canyon Council Advancement Manual  
Advancement Requirements No. 33217  
District Advancement Committee



## HIGH ADVENTURE PROGRAM ADVISOR

The Varsity Scouting program is centered around encouraging balance in a boy's activities. Thus the program features five "Fields of Emphasis". They are:

**ADVANCEMENT  
HIGH ADVENTURE  
PERSONAL DEVELOPMENT  
SERVICE  
SPECIAL PROGRAMS AND EVENTS**

The Varsity Team Committee is comprised in part of five adult "Program Advisors" each having a boy "Program Manager" counterpart over each of the five "Fields of Emphasis".

### THE IDEA

Divide up the activities.

Let a boy leader be responsible for the planning and follow-through of his particular field.

Give him the resource of an "adult advisor" to:

- \*Help him with workable ideas and suggestions
- \*Solve his bigger-than-boy problems such as transportation, equipment, contacts, etc.
- \*Assure his follow-through (not by doing it for him, but) by encouragement, assistance and letting him know the rest of the team is counting on him.

Attached are some ideas to help as you two brainstorm for your customized activities. Please get from the Team Coach, the number of team meetings, overnight or Saturday, etc. time periods that he wants you to fill, then get with the boy, and...create the program.

Your role with the boy may best be illustrated by this statement of Oriental Philosopher Lao Tzu over 2000 years ago:

*"A leader is best when people barely know he exists. When his work is done, his aim fulfilled, they will say, 'We did this ourselves.'"*

Now from a more recent man of wisdom:

"Boys need lots of heroes like Lincoln and Washington. But they also need to have some heroes close by. They need to know some man of towering strength and basic integrity, personally. They need to meet them on the street, to hike and camp with them, to see them in close-to-home, everyday, down-to-earth situations; to feel close enough to them to ask questions and to talk things over man-to-man with them."

- Pres. Spencer W. Kimball

**On behalf of the boys, we thank you...HERO!**

## **JOB DESCRIPTION**

### **High Adventure Program Advisor**

**GENERAL OBJECTIVE:** Build a boy's character by instilling in them a love and respect for God's creations and the self-worth and confidence that comes from experience in the Great Outdoors.

**V.S. LETTER REQUIREMENT:** Participate in a recognized High Adventure activity.

**METHOD:** Provide at least every three months (preferably monthly) a Saturday or overnight High Adventure. One or two per year should be a 3 to 6 day "Biggie".

**YOUR ASSIGNMENT:** Help and see that your boy Program Manager does his job! Which is:

## **JOB DESCRIPTION**

### **High Adventure Program Manager**

1. Find out from your Team Coach approximately how many High Adventure (or preparation for High Adventure) activities you are expected to manage (Number of activity nights, Saturdays, "overnighters", or 3-6 day adventures). OR tell your Team Coach your proposed activities for him to calendar as appropriate.
2. With the Program Advisor and Team Coach, determine the kinds of High Adventure activities that you feel would best benefit and be most exciting for your particular Varsity Scout Team.
3. Propose these ideas to your team during the "Strategy Session" of your regular Team Meetings. Get feedback and revise as necessary. Report the status of upcoming events at each Team Meeting Strategy Session.
4. Maintain a list of experts to serve as specialists or consultants for High Adventure activities. Work out details, make assignments, and consider related activities that will enhance the High Adventure. Example: You may prepare for a 5 day fishing trip in the White Mountains by lining up such Team Meeting highlights as backpacking, survival or fly tying.
5. Carry out and conduct (be in charge of) the actual activities you plan.
6. Encourage Teammates to continue their Trail to Eagle by providing and reminding them of Merit Badge opportunities in the activities you plan.
7. Assure a High Adventure activity is planned to fulfill the Varsity Letter requirement ideally in a three-month cycle. Consider other High Adventure related scouting awards such as the Historic Trails Award or the 50 Mile Afoot or Afloat.
8. Whatever else will help your buddies up the Trail to Eagle.

**RESOURCES:** Boy Scout Handbook, Varsity Scout Leader Guide Book, Varsity/Venture Activity Books, V.S. Game Plan,  
... and your Program Advisor.

## TEAM LEADER JOB DESCRIPTION—ADULTS

### TEAM COACH ASSISTANT TEAM COACH

1. "Supervise" (direct and inspect performance, oversee) all V.S. activities
2. Reports to Team Committee.
3. Instruct, guide and support boy leaders.
4. Personally administer Letter Program and assure each boys involvement in the Five Fields of Emphasis.
5. Develop concern for and rapport with each boy.
6. With the Team Captain, evaluate the Team at least monthly.
7. Utilize Varsity Basic, Wood Badge, and other ongoing V.S. Training.
8. Attend Huddles

### TEAM COMMITTEE CHAIRMAN

"AN ACTIVE, DEDICATED, REGISTERED SCOUTER, GENERALLY WITH CONSIDERABLE EXPERIENCE."  
THE KEY TRAIT: INITIATIVE

1. Responsible for overall implementation of the Varsity Scout Program in the sponsoring institution.
2. Organize an active Team Committee assigning "Program Advisors" for each of the five Fields of Emphasis to work with youth "Program Managers". Give attention needed to finances, transportation, equipment, etc.
3. Plan and conduct Team Committee Meetings monthly or as needed.
4. See that the Varsity Scout Team functions successfully by seeing that:
  - a. There is a dedicated and effective Team Coach and that
  - b. He has the needed assistants and materials, financial and parental resources.
5. Utilize Basic, Wood Badge and other ongoing Varsity Scout training.
6. Renew the BSA charter, on time, annually.
7. Attend Huddles.
1. Generally same responsibilities and training as the Committee Chairman as appropriate

### TEAM COMMITTEE MEMBERS "INDIVIDUALS OF GREAT RESOURCE"

2. Specifically as Program Advisors, develop a supportive relationship with the youth Program Manager in his assigned Field of Emphasis, and together share responsibility for assuring that field is actively pursued by Team members. Attend activity and help with transportation, etc., if needed and appropriate.
3. Familiarize himself with and promote District and Council functions in his Field of Emphasis.
4. Attend Huddles for program ideas.

# HIGH ADVENTURE

Varsity Scout programs should include plans for a special High Adventure activity each year. It should not be the same each time. Perhaps a team would like to go to a council High Adventure camp one year and on a back pack trip the second year. The high activity should be especially designed and appropriate for VS-aged youth.

Planning, preparation and participation (the three P's) for a High Adventure experience should be in the program of every VS team. Pick a great High Adventure activity with all the team members helping make the choice. Outdoors experience such as local council VS camp, winter rendezvous, military base exploration, weekend mini High Adventure, etc., as well as activities outside the district and council are appealing as High Adventures for youth of this age.

Correlation of High Adventure activities, encouragement of each Varsity Scout to participate, and stimulation of all concerned regarding High Adventure experiences constitute the chief responsibilities of the VS High Adventure Manager. He is assisted in this task by the High Adventure Program Advisor.

## SUGGESTED HIGH ADVENTURE ACTIVITIES INCLUDE:

- **Cold Weather Encampment.** Invite local experts to teach cold weather camping and survival skills.
- **Applied Camping Experiences.** Camp while fishing, mountain climbing, or backpacking. The emphasis is on practical application of advanced outdoor skills rather than teaching the basics.
- **Hike Historic Trails.** The council provides a trails guide with information on historical trails, and includes patches that can be earned. Trails all over the state including the Grand Canyon trails and many local trails are included. See the service center for more information.
- **Canoeing or Boating at a Lake.** Teach Safety Afloat and have fun.
- **Contact the Forest Service** for ideas of interesting places to hike or camp.
- **White Water Rafting.** Contact a local outfitter and go white water rafting on the upper Salt River. This is serious white water and is close at hand.
- **Horseback or Muleback Trail Rides.** Contact local or other outfitters for opportunities. Fees can be quite reasonable.
- **Have a Fishing Derby.** Contact an expert for training and after a successful fishing trip, treat your parents to a fish fry.
- **Marksmanship Meet.** Follow approved guidelines, and have an NRA certified Rangemaster. Include .22 rifles, Black powder, shotguns and archery.
- **Lots of Ideas are** available at Huddles and Roundtables. Bring your successful activities to share.
- **LOCAL COUNCIL ACTIVITIES:**
- **VARSITY TRIATHLON**  
Yearly, in April, the Gila and Coronado Districts sponsor a triathlon and invite all Varsity Scouts in the Grand Canyon Council. Attend a dance on Friday night and be ready for running, swimming and bicycling in the finest tradition of triathlons. Nominal fee covers awards and T-shirts. Look for more information at huddles.
- **RENDEZVOUS**  
Travel back in time to the days of the great Mountain Man Rendezvous. Take your team and try the Colter run. Test your skills at the Dutch oven cook-off. Rappelling and black powder shooting are among the many challenging activities available.
- **KLONDIKE RENDEZVOUS**  
Dead of winter camping in the snow will test your advanced scouting skills and provide an igloo full of fun. Try your hand at making snowshoes; build a snow dome and sleep in it overnight; games will give an opportunity to challenge other Varsity/Venture teams;

- **COUNCIL HIGH ADVENTURE BASES**

Many councils sponsor High Adventure programs. Council High Adventure Bases are usually run at local scout camps and are less expensive than National Bases. High Adventure expeditions are limited and plans should be made in the fall of the year preceding your planned High Adventure. The local council service center should be contacted for more information on each on these programs.

- **BEAVER HIGH ADVENTURE BASE (UTAH NATIONAL PARKS COUNCIL 801-373-4185).**

This base operates in the Fish Lake National Forrest in Southern Utah. The elevations are in the 9K' to 10K' elevation range. The base is 25 miles out of Beaver Utah on I-15. The treks are usually in July and last five days.

- **CAMP DEL WEBB (BOULDER DAM AREA COUNCIL 702-736-4366).**

This base operates in the southern Wasatch Mountains neighboring Zion National Park in southern Utah. The elevations are in the 9K' range. The base includes rappelling, canoeing kayaking, swimming, mountain biking, black powder shooting and more.

- **MAINE NATIONAL HIGH ADVENTURE**

**AREA (PO Box 312, Hallowell, Maine 04347; 207-622-7570).** Explore 6 million acres of Maine's forests, lakes and rivers with canoeing, backpacking, camping and fishing.

- **PHILMONT SCOUT RANCH (Cimarron, New**

**Mexico 87714; 505-376-2281).** Backpack through 137,000 acres of the Sangre de Cristo Mountains. This challenge means rugged wilderness adventure in the tradition of the mountain man, the Indian, the fur trapper and the lumberjack. Philmont also offers rock climbing, wilderness survival, horseback riding, burro racing, search and rescue, archaeology and more. See your local council service center for more details.

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- In addition to council High Adventure programs, there are a number of national High Adventure expeditions. Your local council service center should be contacted for more information on each on these programs.

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**33036).** Choose year round aquatics programs unique to Florida.

- **NORTHERN TIER NATIONAL HIGH ADVENTURE BASE (PO Box 509, Ely,**

**Minnesota 55731; 218-365-4811).** Located in Northern Minnesota near the town of Ely, this base offers high adventure in the world's finest canoe country.

- **Okpik**, a winter program, is conducted from December through March in skiing, snowshoeing, and snow crafts.



## **JOB DESCRIPTION**

### **High Adventure Program Manager**

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### TEAM CAPTAIN

TOP BOY PEER LEADER (6 - 12 months TENURE)

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## PERSONAL DEVELOPMENT ADVISOR

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**ADVANCEMENT  
HIGH ADVENTURE  
PERSONAL DEVELOPMENT  
SERVICE  
SPECIAL PROGRAMS AND EVENTS**

The Varsity Team Committee is comprised in part of five adult "Program Advisors" each having a boy "Program Manager" counterpart over each of the five "Fields of Emphasis".

### THE IDEA

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Give him the resource of an "adult advisor" to:

- \*Help him with workable ideas and suggestions
- \*Solve his bigger-than-boy problems such as transportation, equipment, contacts, etc.
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- Pres. Spencer W. Kimball

**On behalf of the boys, we thank you...HERO!**

## **JOB DESCRIPTION**

### **Advancement Program Advisor**

**GENERAL OBJECTIVE:** Help boys look within themselves, to see the kind of character traits they are acquiring and see the kind of person they are becoming.

**V.S. LETTER REQUIREMENT:**

Participate in or accomplish each of the following Personal Development activities: (1) Hold a leadership position for at least three months (or complete the Varsity Scout Leadership course.) (2) A spiritual activity. (3) A citizenship activity. (4) A social or cultural activity. (5) A personal Physical Development activity (or play an accumulated 20 minutes of athletic competition at school or in a Varsity Scout sports program.

**METHOD:** Guide them in developing character by providing the above **BALANCED** activities and opportunities in their personal development.

**YOUR ASSIGNMENT:** Help and see that your boy Program Manager does his job! Which is:

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## **JOB DESCRIPTION**

### **Personal Development Program Manager**

1. Assume responsibility for the Personal Development Activities for the boys on your Team.
2. Research and create an ongoing list of possible Team (and individual) activities within each of the Personal Development areas and assure the Team program includes each, (ideally in a three month cycle). The five areas are:

<b>Leadership</b>	<b>Spiritual</b>	<b>Citizenship</b>	<b>Social or Cultural</b>	<b>Physical</b>
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3. Propose these ideas to your team for scheduling during the "Strategy Session" of your regular Team Meetings. Get feedback and revise as necessary. Report the status of upcoming events; make assignments as needed and work out details, at each Team Meeting Strategy Session.
4. Carry out and conduct (be in charge) the actual activities you plan, or delegate this to teammates specializing in that activity, such as photography, computers, etc. or to those needing leadership tenure.
5. Keep a record of each teammate's leadership experiences to assure that he has some Scouting or Church leadership position for at least 12 of the 24 months he is a Varsity Scout (this enables 3 letter bars).
6. Encourage Teammates to continue their Trail to Eagle by providing Leadership opportunities and reminding them of Merit Badge opportunities in the activities you plan.
7. What else would help you and your buddies develop better personalities?

**RESOURCES:** Boy Scout Handbook, Varsity Scout Leader Guide Book, Varsity/Venture Activity Books, V.S. Game Plan, ... and your Program Advisor.

## TEAM LEADER JOB DESCRIPTION--ADULTS

### TEAM COACH ASSISTANT TEAM COACH

1. "Supervise" (direct and inspect performance, oversee) all V.S. activities
2. Reports to Team Committee.
3. Instruct, guide and support boy leaders.
4. Personally administer Letter Program and assure each boys involvement in the Five Fields of Emphasis.
5. Develop concern for and rapport with each boy.
6. With the Team Captain, evaluate the Team at least monthly.
7. Utilize Varsity Basic, Wood Badge, and other ongoing V.S. Training.
8. Attend Huddles

### TEAM COMMITTEE CHAIRMAN

"AN ACTIVE, DEDICATED, REGISTERED SCOUTER, GENERALLY WITH CONSIDERABLE EXPERIENCE."  
THE KEY TRAIT: INITIATIVE

1. Responsible for overall implementation of the Varsity Scout Program in the sponsoring institution.
2. Organize an active Team Committee assigning "Program Advisors" for each of the five Fields of Emphasis to work with youth "Program Managers". Give attention needed to finances, transportation, equipment, etc.
3. Plan and conduct Team Committee Meetings monthly or as needed.
4. See that the Varsity Scout Team functions successfully by seeing that:
  - a. There is a dedicated and effective Team Coach and that
  - b. He has the needed assistants and materials, financial and parental resources.
5. Utilize Basic, Wood Badge and other ongoing Varsity Scout training.
6. Renew the BSA charter, on time, annually.
7. Attend Huddles.

### TEAM COMMITTEE MEMBERS "INDIVIDUALS OF GREAT RESOURCE"

1. Generally same responsibilities and training as the Committee Chairman as appropriate
2. Specifically as Program Advisors, develop a supportive relationship with the youth Program Manager in his assigned Field of Emphasis, and together share responsibility for assuring that field is actively pursued by Team members. Attend activity and help with transportation, etc., if needed and appropriate.
3. Familiarize himself with and promote District and Council functions in his Field of Emphasis.
4. Attend Huddles for program ideas.

# PERSONAL DEVELOPMENT

Activities in this field may overlap other fields. Well-planned and exciting personal development activities can easily become the highlight of the entire Varsity Scout Program. Imagination goes wild here as activities are programmed to give growth to each young man. Earning the Varsity Scout letter is a potent tool for helping boys be active in all phases of personal development and all five Varsity Scout program fields of emphasis. Scouting personal development activities should be chosen to give each youth experience which will cause him to grow and develop in each area of **Leadership Development, Spiritual Development, Citizenship, Social or Cultural Development, or Physical Development.** Many examples of specific activities in each of these areas of personal development are listed below. These should be considered only as suggestions. The youth, themselves, the team personal development program manager, and adult leader can originate many other activities that are fun, appealing, and fill specific needs. Remember to choose personal development activities to achieve growth in all types of personal development, not just one or two. Variety, wide interest, a broad program, and well rounded are key words that should characterize Varsity Scout activities in the personal development field.

## LEADERSHIP AREA

- COMPLETE A LEADERSHIP TRAINING COURSE - Attend a Junior Leader Training course sponsored by your council or area. Attend a seminar for student council representatives at your school.
- PANEL DISCUSSION - Invite local government, school, church or business leaders to a panel discussion regarding leadership and how it applies to their life.
- WATCH A MOVIE HIGHLIGHTING A GREAT LEADER - Following the movie; critique the leadership qualities shown by the individual featured. List ways that team members can use these qualities in their own lives.

## SPIRITUAL AREA

- A LOOK A MODERN MORALITY - Set up a panel of clergymen, parents, teacher, student body president, etc. Have a discussion center itself on Varsity Scout questions about moral issues.
- VISIT OR STUDY DIFFERENT RELIGIONS - To see how their doctrines compare to your own. Visit a cathedral, synagogue, temple or shrine.
- PARTICIPATE IN A WORSHIP SERVICE - Prepare and give a speech, talk, and musical selection as a part of a religious meeting.
- COURSE OF STUDY - Carry out a planned reading, study or meditative program on a religious subject.
- PARTICIPATE - Obtain and successfully discharge a religious duty or assignment or fill a religious position of responsibility.

## CITIZENSHIP AREA

- CIVIC EVENTS - Work on a float or otherwise participate in a patriotic parade. Volunteer to serve at a civic event. Officiate at a flag ceremony.
- LAW ENFORCEMENT - Visit state, county, or city police department. Learn about opportunities in the career of law enforcement.
- INFORMATIVE GOVERNMENTAL TOURS - Visit county court house, state capitol, National Guard facilities and reserve training centers.
- CHALLENGE TO PATRIOTISM - Invite an ex-POW as guest speaker to a team meeting
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## SOCIAL/CULTURAL AREA

- ETIQUETTE - Plan and participate in a party, dance or reception where etiquette is practiced.
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## PHYSICAL FITNESS AREA

- FITNESS FUN TEST - Use standard test in personal fitness merit badge requirements, or other test in which each Scout competes against standards set for age, weight, etc. Hold once every 6 months. Have rotating trophy for best score and most improved score since the previous test.
- BASKETBALL NIGHT - Use school or church gym. Split team into teams that play each other, or invite another team to compete.
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- SKI WEEKEND - Go to ski resort. Stay at lodge or nearby.
- HISTORIC TRAILS - Backpacking along the many established trails in your area.
- SWIMMING & DIVING - Have a professional swim instructor as consultant. Practice for competition.
- WATCH A FOOTBALL OR BASKETBALL SCRIMMAGE. - Have coach explain the plays.

## **JOB DESCRIPTION**

### **Personal Development Program Manager**

1. Assume responsibility for the Personal Development Activities for the boys on your Team.
2. Research and create an ongoing list of possible Team (and individual) activities within each of the Personal Development areas and assure the Team program includes each, (ideally in a three month cycle). The five areas are:

**Leadership    Spiritual    Citizenship    Social or Cultural    Physical**

3. Propose these ideas to your team for scheduling during the "Strategy Session" of your regular Team Meetings. Get feedback and revise as necessary. Report the status of upcoming events; make assignments as needed and work out details, at each Team Meeting Strategy Session.
4. Carry out and conduct (be in charge) the actual activities you plan, or delegate this to teammates specializing in that activity, such as photography, computers, etc. or to those needing leadership tenure.
5. Keep a record of each teammate's leadership experiences to assure that he has some Scouting or Church leadership position for at least 12 of the 24 months he is a Varsity Scout (this enables 3 letter bars).
6. Encourage Teammates to continue their Trail to Eagle by providing Leadership opportunities and reminding them of Merit Badge opportunities in the activities you plan.
7. What else would help you and your buddies develop better personalities?

RESOURCES: Boy Scout Handbook, Varsity Scout Leader Guide Book, Varsity/Venture Activity Books, V.S. Game Plan,  
... and your Program Advisor.

## TEAM LEADER JOB DESCRIPTION—YOUTH

### TEAM CAPTAIN

TOP BOY PEER LEADER (6 - 12 months TENURE)

1. Conducts Team Meeting under Coaches supervision.
2. With Coach, leads team leadership meetings to produce Team and Activity Meeting Agendas.
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### SQUAD LEADERS

ELECTED FROM WITHIN EACH SQUAD

1. Similar on Squad level as Captains responsibilities on Team level, including holding squad meetings as purposeful, getting the word out concerning activities, and showing concern for each squad member.

### PROGRAM MANAGERS

SPECIALTY LEADERS (3 TO 6 MONTHS TENURE)

1. Determine desires, needs and experience of each Team member relating to the Field of Emphasis he manages.
2. Represent these wishes and needs at the Team Leadership Meeting.
3. Form a cooperative partnership with (Adult) Program Advisor and together provide worthwhile and exciting activities in their field.
4. Promote, originate and arrange for activities in his field in which all team members can and will participate.

***Other Team leadership positions such as Secretary, Treasurer, Music Director, Equipment Manager, Transportation Officer, Social Director, Chaplain, Scribe, Historian, Team Photographer, etc., can be created and filled on either a permanent or temporary basis as needed.***

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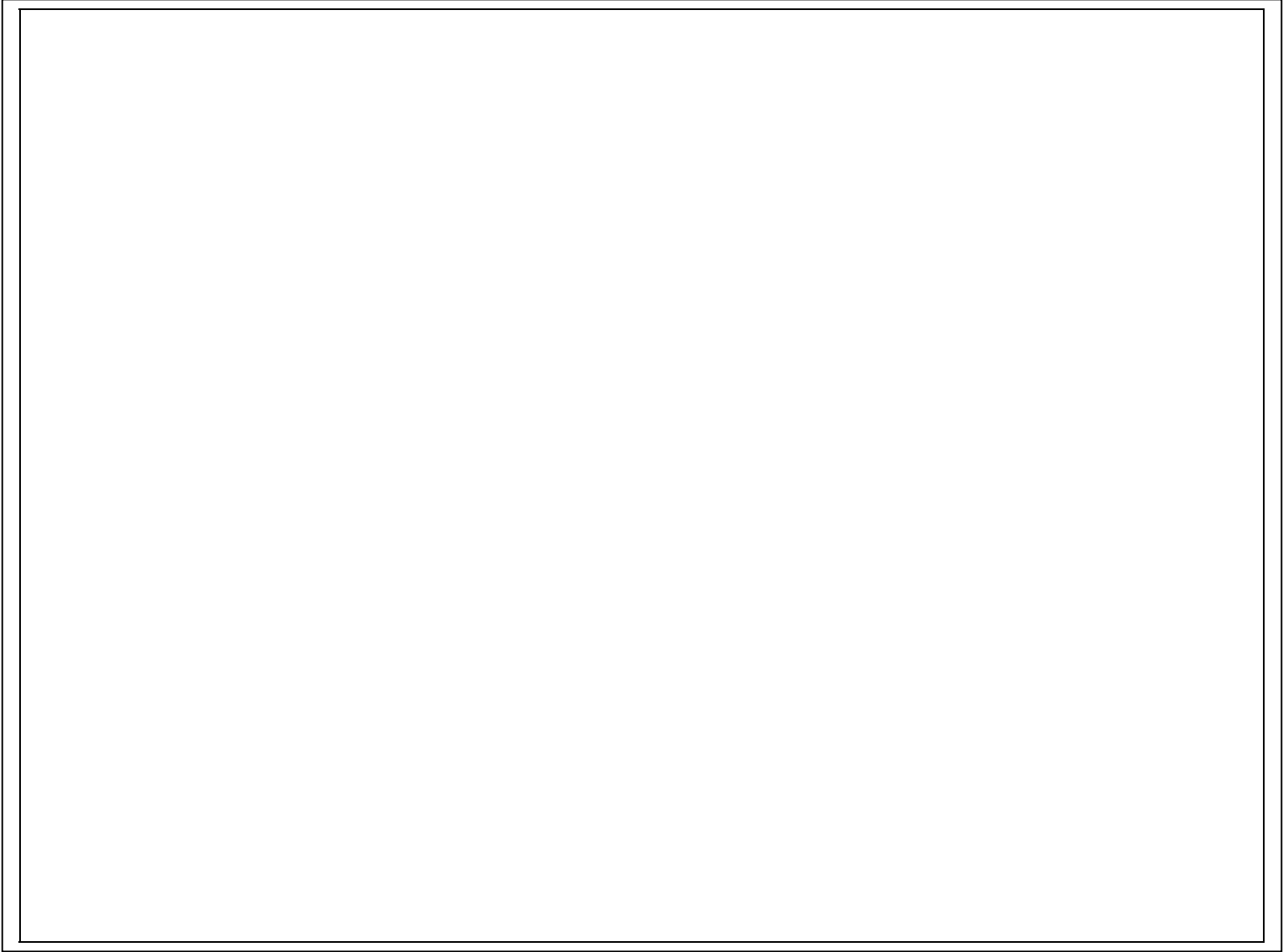
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## SERVICE PROGRAM ADVISOR

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**ADVANCEMENT  
HIGH ADVENTURE  
PERSONAL DEVELOPMENT  
SERVICE  
SPECIAL PROGRAMS AND EVENTS**

The Varsity Team Committee is comprised in part of five adult "Program Advisors" each having a boy "Program Manager" counterpart over each of the five "Fields of Emphasis".

### THE IDEA

Divide up the activities.

Let a boy leader be responsible for the planning and follow-through of his particular field.

Give him the resource of an "adult advisor" to:

- \*Help him with workable ideas and suggestions
- \*Solve his bigger-than-boy problems such as transportation, equipment, contacts, etc.
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Attached are some ideas to help as you two brainstorm for your customized activities. Please get from the Team Coach, the number of team meetings, overnight or Saturday, etc. time periods that he wants you to fill, then get with the boy, and...create the program.

Your role with the boy may best be illustrated by this statement of Oriental Philosopher Lao Tzu over 2000 years ago:

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- Pres. Spencer W. Kimball

**On behalf of the boys, we thank you...HERO!**

## **JOB DESCRIPTION**

### **Service Advisor**

**GENERAL OBJECTIVE:** Build boy's character by teaching them a **LOVE OF SERVICE**. This happens as he experiences or gives service.

**V.S. LETTER REQUIREMENT:** Participate in one or more organized Varsity Scout service projects requiring an accumulated 8 hours of time or perform and record at least ten individual Good Turns.

**METHOD:** Provide for the Team program, sufficient service opportunities for each boy to fulfill the above letter requirement, ideally every three months.

**YOUR ASSIGNMENT:** Help and see that your boy Program Manager does his job, which is:

## **JOB DESCRIPTION**

### **Service Program Manager**

1. Get dates from your Team Coach when you are expected to manage activity night or Saturday service projects.
2. As Program Manager/Advisor team, contact your Chartered Organization Representative regularly to research and create an ongoing list of possible Team and Individual service projects.
3. Propose these ideas to your team for scheduling during the "Strategy Session" of your regular Team Meetings. Get feedback and revise as necessary. Report the status of upcoming service projects; make assignments as needed and work out details, at each Team Meeting Strategy Session.
4. Carry out and conduct (be in charge of) the actual activities you plan, or delegate this to teammates such as Eagle candidates using the Team for his Eagle Project.
5. Assure the Team program includes sufficient service opportunities for each boy to fulfill his advancement requirements, ideally every three months.
6. Promote District, Council Church, and Community service projects as appropriate.
7. What other ways would help you and your buddies develop a greater LOVE OF SERVICE?

**RESOURCES:** Boy Scout Handbook, Varsity Scout Leader Guide Book, Varsity/Venture Activity Books, V.S. Game Plan,  
... and your Program Advisor.

## TEAM LEADER JOB DESCRIPTION--ADULTS

### TEAM COACH ASSISTANT TEAM COACH

1. "Supervise" (direct and inspect performance, oversee) all V.S. activities
2. Report to Team Committee.
3. Instruct, guide and support boy leaders.
4. Personally administer Letter Program and assure each boys involvement in the Five Fields of Emphasis.
5. Develop concern for and rapport with each boy.
6. With the Team Captain, evaluate the Team at least monthly.
7. Utilize Varsity Basic, Wood Badge, and other ongoing V.S. Training.
8. Attend Huddles

### TEAM COMMITTEE CHAIRMAN

"AN ACTIVE, DEDICATED, REGISTERED SCOUTER, GENERALLY WITH CONSIDERABLE EXPERIENCE."  
THE KEY TRAIT: INITIATIVE

1. Responsible for overall implementation of the Varsity Scout Program in the sponsoring institution.
2. Organize an active Team Committee assigning "Program Advisors" for each of the five Fields of Emphasis to work with youth "Program Managers". Give attention needed to finances, transportation, equipment, etc.
3. Plan and conduct Team Committee Meetings monthly or as needed.
4. See that the Varsity Scout Team functions successfully by seeing that:
  - a. There is a dedicated and effective Team Coach and that
  - b. He has the needed assistants and materials, financial and parental resources.
5. Utilize Basic, Wood Badge and other ongoing Varsity Scout training.
6. Renew the BSA charter, on time, annually.
7. Attend Huddles.

### TEAM COMMITTEE MEMBERS "INDIVIDUALS OF GREAT RESOURCE"

1. Generally same responsibilities and training as the Committee Chairman as appropriate
2. Specifically as Program Advisors, develop a supportive relationship with the youth Program Manager in his assigned Field of Emphasis, and together share responsibility for assuring that field is actively pursued by Team members. Attend activity and help with transportation, etc., if needed and appropriate.
3. Familiarize himself with and promote District and Council functions in his Field of Emphasis.
4. Attend Huddles for program ideas.

## SERVICE

An important group of activities which Varsity Scout Teams and individual members should be engaged in regularly, on an ongoing basis, is collectively called "SERVICE". The service projects required for Star, Life or Eagle progress awards are good examples. Equally important are little service activities individual Varsity Scouts or small groups of youth see and carry out spontaneously, without advance planning or preparation. This type of service, referred to in the Oath, Law and Slogan of Scouting should become a guiding principle in the way Varsity Scouts live day to day.

The Service Program Manager, working with the adult Team Committeeman responsible for Service has as his chief assignment the encouragement of each Team member to think of and actually do service on a day to day basis.

### SUGGESTIONS

1. SERVICE TO THE CHARTERED ORGANIZATION - Ground maintenance, painting, window washing, floor waxing, setting up rooms for meetings, running projectors, etc.
2. ASSIST WITH BSA COUNCIL ACTIVITIES - Scout-O-Rama, Olympics, Camporees, Blazer Day Camps, etc.
3. HELP IN THE UNITED WAY CAMPAIGN - Distribute posters and flyers, help at meetings.
4. VOLUNTEER TEAM SERVICE AT A PUBLIC EVENT - Serve as ushers, clean up crew, first aid crew etc.
5. CONDUCT A CONSERVATION PROJECT - Contact a conservation agency or Parks and Recreation, or the Forest Service for some needed project.
6. HELPING HANDS - Find and complete a project for a disadvantaged family.
7. HIGHWAY CLEAN UP - Contact highway department and offer services to clean up a section of State highway.
8. For additional ideas, obtain the booklet CITIZENSHIP THROUGH SERVICE from local council office.

## **JOB DESCRIPTION**

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TOP BOY PEER LEADER (6 - 12 months TENURE)

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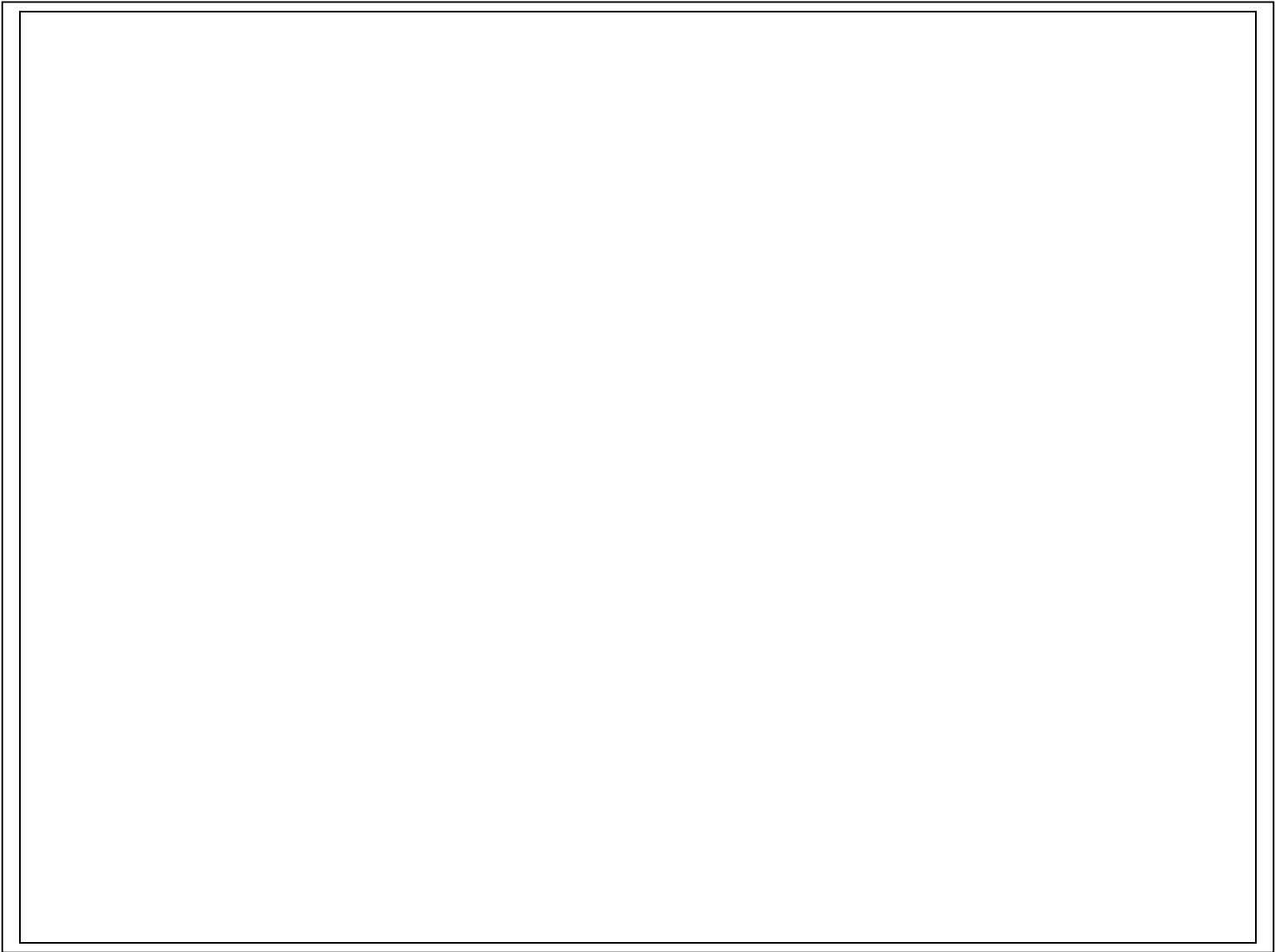
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## **JOB DESCRIPTION**

### **Special Programs and Events Program Advisor**

**GENERAL OBJECTIVE:**

Build boy's character by helping them: 1) Expand their interests in any worthwhile ("special") program or activity not covered in the other four Fields of Emphasis; 2) Develop Team esprit de corps; 3) Expose and compare their Team to other Teams; 4) Participate in programs and causes bigger than themselves; 5) Contribute to the spirit of the overall Varsity Scout Program.

**V.S. LETTER REQUIREMENT:** Participate in a Varsity Scout Special Program or Event.

**METHOD:** Know and encourage participation in all National, Council, District and Church "Special Programs and Events". Create and plan those events at the Team level as needed.

**YOUR ASSIGNMENT:** Help and see that your boy Program Manager does his job! Which is:

## **JOB DESCRIPTION**

### **Special Programs and Events Program Manager**

1. Obtain from your Team Coach the number of activity nights and/or Saturday activities he expects you to plan for and be in charge of.
  2. As Program Manager/Advisor team, obtain from Council, District and Church calendars events sponsored by them for the year.
  3. Be an expert in what these are all about and propose and promote these events to your Team during the "Strategy Session" of your regular Team Meetings. Get feedback and revise as necessary. Report the status of upcoming events; make assignments as needed and work out details, at each Team Meeting Strategy Session.
  4. Carry out and conduct (be in charge of) the actual activities you plan.
  5. Assure at least one Special Program or Event is scheduled at least every three months.
  6. Keep your teammates notified of their status in the Special Programs and Events requirement in earning their Varsity Scout Letter, and in other Special Program areas such as Religious Awards, the National Eagle Scout Association, Order of the Arrow activities, National and World Jamborees etc.
  7. What else would help you and your buddies enjoy a well-rounded and balanced calendar of activities
- RESOURCES:** Boy Scout Handbook, Varsity Scout Leader Guide Book, Varsity/Venture Activity Books, V.S. Game Plan,  
... and your Program Advisor.

## TEAM LEADER JOB DESCRIPTION--ADULTS

### TEAM COACH ASSISTANT TEAM COACH

1. "Supervise" (direct and inspect performance, oversee) all V.S. activities
2. Report to Team Committee.
3. Instruct, guide and support boy leaders.
4. Personally administer Letter Program and assure each boys involvement in the Five Fields of Emphasis.
5. Develop concern for and rapport with each boy.
6. With the Team Captain, evaluate the Team at least monthly.
7. Utilize Varsity Basic, Wood Badge, and other ongoing V.S. Training.
8. Attend Huddles

### TEAM COMMITTEE CHAIRMAN

"AN ACTIVE, DEDICATED, REGISTERED SCOUTER, GENERALLY WITH CONSIDERABLE EXPERIENCE."  
THE KEY TRAIT: INITIATIVE

1. Responsible for overall implementation of the Varsity Scout Program in the sponsoring institution.
2. Organize an active Team Committee assigning "Program Advisors" for each of the five Fields of Emphasis to work with youth "Program Managers". Give attention needed to finances, transportation, equipment, etc.
3. Plan and conduct Team Committee Meetings monthly or as needed.
4. See that the Varsity Scout Team functions successfully by seeing that:
  - a. There is a dedicated and effective Team Coach and that
  - b. He has the needed assistants and materials, financial and parental resources.
5. Utilize Basic, Wood Badge and other ongoing Varsity Scout training.
6. Renew the BSA charter, on time, annually.
8. Attend Huddles.

### TEAM COMMITTEE MEMBERS "INDIVIDUALS OF GREAT RESOURCE"

1. Generally same responsibilities and training as the Committee Chairman as appropriate
2. Specifically as Program Advisors, develop a supportive relationship with the youth Program Manager in his assigned Field of Emphasis, and together share responsibility for assuring that field is actively pursued by Team members. Attend activity and help with transportation, etc., if needed and appropriate.
3. Familiarize himself with and promote District and Council functions in his Field of Emphasis.
4. Attend Huddles for program ideas.

## SPECIAL PROGRAMS AND EVENTS

While a real high adventure activity may involve a Varsity Scout just once or twice a year, he can experience several special programs and events which are exciting, challenging, and keep him interested and stimulated. There are a number of permanent programs for which Varsity Scouts can qualify - such as Order of the Arrow, National Eagle Scout Association, national and world jamboree, religious awards, etc. Such activities broaden the horizons of Varsity Scouts.

Some council, and district programs have been developed, and others are being set up, to permit Varsity Scouts to engage in special outdoor programs, seminars, or competition with other Varsity Scouts on a district, council, or area basis.

An attractive special program some Varsity Scout Teams engage in with great benefit is the competitive sports program in such sports as basketball, softball, volleyball, soccer, etc. Caution must be exercised in certain Varsity Scout units that become so involved with the Varsity Scout competitive sports program that equally important programs for development of other phases of life - such as mental, physical, spiritual, social, and cultural fields - are not slighted or omitted. When placed in its proper context and proper relationship to other special programs and events, competitive sports can play an important role in the lives of most 14 and 15-year-old youth.

### IDEA BANK

1. GUN SAFETY NIGHT - Have an NRA member or instructor as a consultant put on a firearms safety course.
2. ORIENTEERING HIKE - Set up a compass course covering several miles. Have sealed hiking instructions.
3. CYCLING - Arrange to have bicycles hauled up a pass, ride bicycles home, picnic on the way.
4. SCUBA DIVING - Have licensed scuba instructor make presentation to team, try some diving at someone's pool.
5. SAILING - Contact the Commodore of a local Yacht Club and have members be "crew" after basic orientation.
6. PROGRESSIVE DINNER - Start at one home for punch, go to another for dinner, a third for dessert and party weather permitting. May be held outdoors as a barbecue.
7. FAMILY NIGHT - Bring parents up to date on team plans and activities.
8. INTERTEAM ACTIVITY - Plan and do an activity with another team.
9. BOWLING PARTY - have a competition for prizes. Follow-up with a get-together in a team member's home.
10. CO-ED BEACH PARTY - Hold on nearby lake, or river.
11. EXCHANGE A WEEKEND VISIT - Visit a team from another city, Scouts stay in homes of host Varsity Scouts.
12. CO-ED FLOAT TRIP - Use canoes or innertubes for floats on a nearby river. Follow Safety Afloat & Safe Swim Defense.
13. VISIT LOCAL SPORTSMEN'S SHOW - Boats, Trailers, RV's, etc.
14. ATTEND A SPORTS EVENT - Collegiate or Professional basketball, hockey, roller derby etc. Most ball clubs have a "Scout Night" where scouts are honored and receive discounts.
15. BAR-B-SPLASH - Invite dates for barbecue or cookout, followed by splash party in a swim club pool.
16. GO - Ice-skating, roller-skating, play miniature golf, give goofy prizes to winners.
17. GLAMOUR PANEL - Have a panel of three or four college students answer questions from Varsity Scouts about dating, etiquette, etc.

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## TEAM LEADER JOB DESCRIPTION--YOUTH

### TEAM CAPTAIN

TOP BOY PEER LEADER (6 - 12 months TENURE)

1. Conducts Team Meeting under Coaches supervision.
2. With Coach, leads team leadership meetings to produce Team and Activity Meeting Agendas.
3. With Team Coach, selects, appoints, and helps train boy Team leaders.
4. Stewardship for his peers.
5. Develop and keep high Team esprit de corps.
6. With Team coach, evaluates Team at least monthly.
7. Sets the ideal Varsity Scout example.
8. Studies Junior Leader Handbook, etc., and eagerly pursues leadership training and know-how.

### SQUAD LEADERS

ELECTED FROM WITHIN EACH SQUAD

1. Similar on Squad level as Captains responsibilities on Team level, including holding squad meetings as purposeful, getting the word out concerning activities, and showing concern for each squad member.

### PROGRAM MANAGERS

SPECIALTY LEADERS (3 TO 6 MONTHS TENURE)

1. Determine desires, needs and experience of each Team member relating to the Field of Emphasis he manages.
2. Represent these wishes and needs at the Team Leadership Meeting.
3. Form a cooperative partnership with (Adult) Program Advisor and together provide worthwhile and exciting activities in their field.
4. Promote, originate and arrange for activities in his field in which all team members can and will participate.

***Other Team leadership positions such as Secretary, Treasurer, Music Director, Equipment Manager, Transportation Officer, Social Director, Chaplain, Scribe, Historian, Team Photographer, etc., can be created and filled on either a permanent or temporary basis as needed.***

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