

**DIVIDED, UNDER ONE ROOF:
A SHADOW MODEL FOR NEW PACK ORGANIZATION**

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June 2012

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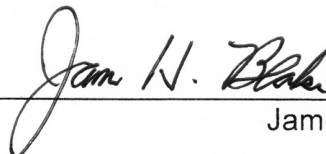
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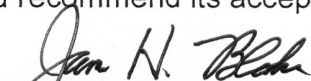
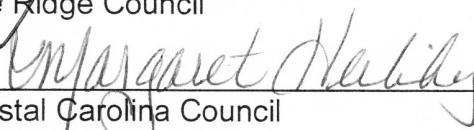

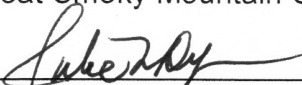
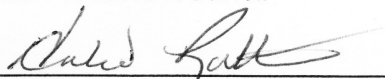
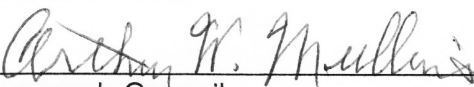
To the Doctoral Candidate Review Board:

I am submitting herewith a Dissertation written by Alana Gattis Bell, entitled "Divided, Under One Roof: A Shadow Model For New Pack Organization". I have examined the final copy of this report for format and content and recommend that it be accepted in partial fulfillment of the requirements for the Degree of Doctor of Commissioner Science.

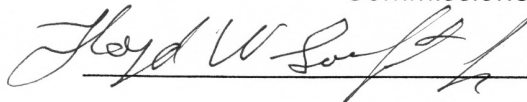


James H. Blake

We have read this Dissertation and recommend its acceptance:


Blue Ridge Council
Coastal Carolina Council
Great Smoky Mountain Council
Indian Waters Council
Palmetto Council
Sequoiah Council

Accepted for the Piedmont-Appalachian College of
Commissioner Science:



Chairman
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and Daniel Boone Council

ACKNOWLEDGEMENTS

My sincere thanks to the Scouts, big and small, who have helped make my years working in the Scout movement so very rewarding.



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ABSTRACT

Advent United Methodist Church was established on Woodruff Road in the Greenville-Simpsonville, SC area because of the need for a United Methodist church presence in that rapidly growing part of the county. On June 1, 1994, Advent chartered a small Cub Scout pack to recruit from nearby Oakview Elementary School. Both the church and the pack grew rapidly and in only a few short years the pack roster numbered over 120 active boys. In 1999 the pack split in the conventional manner prescribed by the National BSA organization and part of the Pack 733 membership and leadership moved to a second pack, chartered by a nearby Presbyterian church. During the next four years, the same rate of growth was repeated and soon the pack again numbered over 120 boys. Once again the pack began considering dividing into two packs but this time, the leadership of both the pack and the church wanted to keep the Scouting families involved with Advent Church. The Chartered Organization Representative, the Committee Chairman and the Cubmaster began to develop an alternative plan to split the pack and make use of the existing leadership while building infrastructure for a new pack to grow over the following three years.

With the careful use of resources, a solid plan for training and growth and the participation of the leaders of both the church and Pack 733, the leadership developed a “shadow” plan for establishing a strong, vibrant pack alongside Pack 733 that over time could stand solidly on its own. Chartered with only nine Tigers and six adults on the

official roster in September of 2004, the “shadow,” Pack 833, broke new ground in expanding and growing an organization.

Today, Blue Ridge Council’s Pack 733 and Pack 833 are both strong, healthy 65 boy packs with a solid roster of leaders and innovative as well as exciting programs. The adults are often leaders in the district programs and offer expertise as well as time on many council and district committees. This dissertation is a description of how the “shadow” model was designed and why it would be successful for other chartering organizations who want to retain all the fine families Scouting brings to their body.

CHAPTER I

INTRODUCTION

When a chartering organization interested in starting a new Cub Scout unit researches the new pack organization plan established by BSA National Scout office, it will find a clear, clean, efficient way to get a new pack on the ground with a willing chartering organization. The steps are pretty clear (Appendix A):

Step 1 – The organization adopts the program.

Step 2 – The organizing committee is appointed.

Step 3 – The pack organizing committee meets.

Step 4 – Select and recruit key leaders.

Step 5 – Train the leaders.

Step 6 – Plan and organize the program.

Step 7 – Recruit youth members and orient parents.

Step 8 – Complete the paperwork.

Step 9 – First pack meeting.

Step 10- Follow up (Boy Scouts of America, 2002).

However, often the process is not so clear and succinct. What if the first five or six steps were already in place? What if the problem is not starting from scratch but finding a way to accommodate more boys and families than are efficient and manageable in the normal pack setting? Often the answer was to find a place to send part of the pack membership and its lifeblood: trained adult leaders. Just as often, that receiving organization does not have the planning or structures in place to properly support the new pack; they had simply become a port in the storm. The expertise for supporting the pack, the training and mentoring for new leaders and the management and support for the program remained behind with the established pack leaving the new pack floundering to connect with the new organization. The frustration for the organization, the pack leadership and the parents of the boys is inevitable. What then? Are the only choices a series of lesser evils? The leaders of Advent United Methodist and the families of Pack 733 decided to embark on an unusual and untried path. It was an obscure trail that would take time and careful planning but dangled the carrot of two equally vibrant, successful packs serving boys through one chartering organization. That was the draw, the allure: a pack divided into two, both still growing under one roof.

CHAPTER II

STARTING WITH ONE GOOD PACK

As the spring of 1994 gave way to summer, a group of parents living in the rapidly growing Woodruff Road/Simpsonville area of Greenville, SC, approached the recently established Advent United Methodist Church about housing a Cub Scout pack to recruit members from nearby Oakview Elementary School. Clarence Kanipe, the minister of the 316 person congregation, signed the charter on June 1, 1994 and Cub Scout Pack 733 was established with six boys, five adult partners and 1 leader (Southbounder District, 1994). The first recruiting push in the fall of 1994 added 14 new boys and two new adults (Southbounder District, 1995).

Over the next five years, Pack 733 grew steadily in size and programs as well as space and time requirements. The church was growing, too. During that period, Advent went from 316 to just over 550 members (Lollis, 2012). But the space that was available for use by the pack was limited and shared. Advent's immediate building plans were for a new sanctuary to house Sunday worship. A vacant house on the church property was opened for den meetings, but the space for pack meetings was strained to hold the 172 boys and 23 leaders that the pack paid to register in 1998 (Southbounder District, 1998) (Appendix B). So the pack leadership exercised the only option available: they sent part of the 150+ families to a neighboring church to start a new pack. Pack 322 was chartered to a neighboring Presbyterian church and began operating in the fall of 1999. That met the immediate need but Pack 733 could not stop growing. Over the next five

years the church and the Woodruff Road area expanded rapidly. The increase in church membership to 938 people and the resulting growth of programs stretched the facility use to capacity and beyond and required a balancing act to keep space available for all the church activities (Appendix C). The pack, too, continued to grow and by 2003 had again ballooned into 13 dens and over 100 boys (Southbounder District, 2003).

CHAPTER III

DECIDING TO DIVIDE...AGAIN

Advent's space struggled to support the size of the pack meetings that Pack 733 held each month not to mention the weekly den meetings. In just four short years, the Advent mission committee, United Methodist Men and the leadership of Pack 733 were again faced with the dilemma that comes with a successful program. The church welcomed the opportunity to interact with the families of Pack 733 and considered the pack part of their ministry outreach, but space and time limitations were very real challenges for the church staff, Hope Academy School, with which those dens meeting at the church were sharing rooms, and the pack leaders. This time neither the church nor the pack leadership wanted to lose the pack families and the talented, effective and trained leaders to another organization so the Chartered Organization Representative, Pack Committee Chairman and the Cubmaster decided to develop a way to keep the size but gradually divide into two smaller packs. While scheduling would be a challenge, the smaller groups could be accommodated in the current space. The programs already in place would sustain involvement and enthusiasm and the new leaders would have built in mentors for developing successful programs.

CHAPTER IV

CHOOSING A SHADOW PLAN

As the Pack 733 leadership researched ways to divide a pack, they looked to the National office for written guidelines, suggestions and real life experiences. While BSA National had a number of publications describing the establishment of a new pack, it was almost always under a completely new chartering organization. Additionally, most of the examples within the district and council were similar to the one Advent and Pack 733 had experienced with the 1999 split: the boys, their families and the good leaders all were lost to another organization.

With little practical experience and no written guidelines, these leaders decided to create their own model for dividing a pack. They would create a small pack entirely from new Tiger recruits. It would “shadow” the larger one using leadership, programs and resources and adding new Tigers each year until the “shadow” was a pack with all ranks and ready to take up life on its own. This plan would be less like a split but more like adding a new sibling to a growing family.

It had possibilities and promise but was a big step into unknown territory. If flexibility and determination were advantages, then Pack 733 leadership had that in spades. But they also had no idea exactly what would lie ahead. It was very much a leap of faith.

CHAPTER V

THE FUN BEGINS

The changes began with a new school and new paperwork. Pack 733 had begun recruiting from the new Bell's Crossing Elementary when it opened in 2002 and it was growing as rapidly as the area, the church and the pack (Technology Plan 2006-2010, 2011). School Night for Scouting at Bell's Crossing in September 2004 added 75 boys and 12 leaders to Pack 733 (Southbounder District, 2004) and it was the perfect time for the shadow pack plan to be put into motion. With the names of about half of the Tiger recruits and adult leaders on the roster and the committee from Pack 733 giving leadership, Advent United Methodist Church filed a charter for a second Cub Scout Pack on September 28, 2004 (Appendix D) choosing the number 833 to reflect the close connection of the two packs. While the families of those nine Tigers did not notice any program difference, the numbers on their shirts said "Den 1, Pack 833," the very first Cubs in the brand new pack.

Here is how the plan for the shadow pack would work: the new den would function as just another Tiger den alongside Tiger Den 2 in Pack 733. They would meet as any other den of Pack 733, they would function as any other den, attending Pack meetings, showing off skits, songs and games, proud of their projects and participating in all the activities that Pack 733 held. The den leaders would come from the families of the new recruits. Den leaders were parents of the 833 Cubs who had the advantage of being able to work with and draw from the more experienced boys and leaders of 733.

For the first couple of years, the bulk of the pack duties were carried out by the officers and leaders of 733, but the parents from 833 were always fully involved and invested in the pack. They just didn't have to go it alone. No one would be able to tell the new pack from the old one. The differences would only be seen in the paperwork.

The treasurer and registration/advancement leader would keep records for 833 on boys who joined, dropped, earned rank, belt loops and patches. The new Pack would sell popcorn alongside 733 but the money earned by the 833 boys would be marked separately so that when the new pack launched out on its own, it would have some money to get started.

Essentially, Pack 733 absorbed most of the costs of the boys without much financial return. And, as Treasurer Rena Steele remembers, it could have been a bookkeeping nightmare if not for the good practices of the Pack 733 leaders. When the packs attended day camp or visited the Yorktown, the payments and rosters were clearly separate (Steele, R. 2012). But you would never know it watching the boys. As far as they were concerned, they were in Cub Scouts with their friends, doing the same activities and having fun.

Leaders would occasionally get a question from some inquisitive Cub about the different numbers on his sleeve. From the beginning of the process, the Tiger den and the ensuing Wolf, Bear and Webelos dens were referred to as "Tigers from Pack 833." When they sang songs or did skits in pack meetings or received rank or awards, they

were recognized as Cubs in Pack 833. Sometimes a parent from either pack would try to clear up any confusion but for the most part, the process ran smoothly.

Most 733 Cubs never noticed a difference in the two packs, but the leadership definitely had to pay close attention to keep all the balls in the air. For the den leaders it was business as usual but for the committee and top pack leaders, the “shadow” required quite a bit more attention to be sure the groundwork was being well-laid for future autonomy. The last thing anyone wanted was to launch this pack and have it shrivel and fold because it was not as strong or vibrant as Pack 733.

CHAPTER VI

FLEXIBILITY IS KEY

Tim Steele was the Cubmaster of Pack 733 when the shadow idea was born and continued to serve the combined packs the first year. In 2005, he moved over to serve the Cubmaster role in Pack 833, working with the Cubmaster of 733 as an Assistant Cubmaster during Pack meetings and activities. Almost all the time, it worked very well. Tim does recall some definite chaos during recruiting and the orientation pack meeting for new Cubs. Collecting sign-up sheets was always hectic but adding in collecting money for two different packs and it got crazy, as Steele remembers (Steele T. , 2011). Sometimes all the leaders felt like things had been tossed in the air and were laying in a jumbled mess on the floor. But the key pack leaders could see the value that this model might have for both packs, so everyone tried to bend as much as possible.

Both packs continued to grow and with each successive recruiting year, Pack 833 added eager boys and apprehensive parents. But the boys, parents and leaders of 733 included the Cubs and reassured, trained and mentored the parents into good leaders. The newly minted leaders for Pack 833 took their place alongside the seasoned leadership of 733 as den leaders, committee members and even the BALOO for both packs. One of the Pack 833 parents stepped into the role of Popcorn Kernel for 833 in 2005 and the pack raised \$2400 in their very first popcorn sale...all the while learning from 733 (Southbounder District, 2006). By the 2006 selling year, enrollment had reached 42 boys and Pack 833 raised \$14,662.77 in popcorn sales.

With the benefit of excellent training, careful mentoring and strong pack management practices, Pack 733 and Pack 833 leadership agreed it was time for Pack 833 to stand on her own. As her very first Tigers graduated to Webelos I's, Pack 833, led by Cubmaster Tim Steele, Committee Chair Alana Bell and a host of well trained, confident parent/leaders, made plans to hold their own popcorn sale, Cub/Parent campout at Camp Old Indian and pack meetings when the fall of 2007 rolled around. Pack 733 had laid a solid foundation of pack organization, den activity examples, pack meeting plans, leader training and mentoring and just plain fun.

While Pack 833 cut the cord, they weren't banned from returning home and the Packs hosted joint Summertime Pack activities, Yorktown trips, Scout birthday activities in February and both continued to recruit from Bell's Crossing Elementary. Scheduling between 10 and 15 den meetings per week and two pack meetings on successive Tuesday nights required some negotiating skills by Chartered Organization Representative Michael Nelon. Because of the limited space, several dens from both packs began meeting at neighborhood clubhouses or family homes. The church had begun construction on a new gymnasium/family life center but even when it was completed, the basketball practices and games, church events and Cub Scouting had to be carefully entered in the scheduling system to avoid as many conflicts as possible.

Of course there were slip-ups. Discovering two events at the same time in the same space did pose a challenge but the flexibility that had been part of the 733/833 DNA from the beginning was put to good use in those situations. The commitment of

both the church and the families to a strong Scouting program helped everyone make the necessary adjustments. And the Scouting program and the church learned what a lot of families who buy a bigger house learn: having more space doesn't necessarily result in plenty of room. Scouting wasn't the only program growing. Youth and adult basketball, the children's and youth ministry, mid-week programs and special events were all vying for space and time. Church leadership that recognized the Scouting program as a vital ministry of the Methodist Church allowed everyone to squeeze and make allowances because the packs did not have to wonder if the church valued what they were doing for young boys.

CHAPTER VII

DEFINING SUCCESS

Looking back over the years of Scouting at Advent United Methodist, what are the markers that identify Packs 733 and 833 as successful units? Numbers are simply the result of good recruiting. But since 1994 and 2004 charters, both packs have been able to keep good leadership, active parents and engaged boys. One of the key ingredients has to be solid programs. Pack events like the Summer Pack Olympics (known to moms as the Water Olympics because everyone gets soaked), bicycle relays, overnight trips to the Yorktown plus camping and hiking provide plenty of opportunities for the boys and their families to learn and have fun. Den activities which include crafts, games, skits, songs and, frequently, food offer the weekly chance to earn patches, belt loops and advancement. Solid programming delivered by trained leaders is the backbone of a strong pack and 733 and 833 have consistently made interesting, innovative programs the core of their planning.

Anyone involved in Scouting knows you can't run strong programs on a shoestring. Both packs have long been committed to balancing the pack expenditures with pack income. Both packs assess activity fees on a sliding scale based on how much popcorn the Cub sells. Depending on programs, dues are around \$75 to \$90 but the Popcorn Kernels in both packs have been very effective. Popcorn totals always cover expenses. But in 2007 the solid planning and contagious enthusiasm of Pack 833's Kernel Kathy Cassidy resulted in the 60 boys topping all Blue Ridge Council sales

with \$26,019.00 (Southbounder District, 2008). Every year since, Pack 833 has amassed popcorn totals in the five figures. And the packs use some of their money to benefit their chartered organization. Packs 733 and 833 have furnished round work tables and folding chairs to the Advent House, a space shared by both the packs and Hope Academy. They erected a flagpole on the church grounds to be used by any of the church's groups. They have also donated funding to Christmas Shoeboxes and Operation Security Blanket (coats, sleeping bags and blankets for children of Afghanistan) as well as a host of smaller projects. Additionally, they contribute time and people to ongoing church activities. Advent is one of several area churches that host homeless families supported through the Greenville Area Interfaith Housing Network. This network works with families to keep kids in schools and get transportation and training for parents that will lead to stable jobs and new, permanent housing arrangements. Saturday morning of each GAIHN week at Advent, Cubs and their families fix and share a big breakfast of pancakes, eggs, sausage and the trimmings with the GAIHN families. Cubs and their families also man the popcorn stand and rock climbing wall every fall at the Oktoberfest church-wide festival and mission fundraiser. In a return gesture, Advent allows the Scouts to set up a popcorn sale booth near the sanctuary for a few weeks during the popcorn fundraiser.

All this is only part of the fabric of service that is woven into Pack 733 and 833. Being chartered by a religious partner gives both packs tremendous opportunities to make service the center of their focus. Boys in the packs have the chance to give some

type of service every month. The packs have consistently collected between 2500 and 4500 pieces of non-perishable goods each year during Scouting for Food. It is then donated to the Golden Strip Food Pantry. During Gobbler Grab in November, the Scouts engage the Advent and Scouting families in donating frozen turkeys or purchasing Turkey Tickets. They have consistently amassed 20 to 40 turkeys as well as between \$600 and \$800 dollars they pass on to the Order of the Arrow to fund area food kitchens' Thanksgiving meals.

One focus that has really reflected the value of being chartered by a religious organization is the opportunity the Scout groups have taken to earn the PRAY religious emblems. The God and Me and God and Family programs for Cubs and God and Church and God and Life for Scouts are offered every fall. During Scout Sunday in February, the congregation is consistently able to witness 20+ boys and girls receive their religious medals because of the work of dedicated counselors. Since 1999, over 150 Boy and Girl Scouts have earned their religious emblems through this ministry at Advent.

Both 733 and 833 have been awarded the Methodist Bishop's Award, recognizing outstanding Scouting groups sponsored by Methodist churches. In addition, many of the leaders of 733 and 833 have been honored by their own religious organizations because of their service to Scouting. Two leaders have been awarded Cross and Flame Methodist awards, one a Servant of Youth Lutheran award and a number of God and Service PRAY awards.

The Blue Ridge Council Gold Star Award was established as a tangible way to recognize those units going beyond the usual requirements to provide an outstanding program to their members. It includes markers such as rechartering with one more boy than last year, participating in an annual service project and taking part in the council popcorn sale, and recruiting participants in the Friends of Scouting campaign. A tangible advantage to earning the Gold Star is monetary. The council covers the cost of all individual badges of rank for packs who earn Gold Star each year. This council award is in addition to the Centennial Quality Unit Award (now called Journey to Excellence). The commitment to become a Centennial Quality Pack required the pack leadership to endeavor to achieve excellence in ten areas such as leader training, retention, outdoor experiences and advancement for all boys, charter renewal and recruiting. Pack 833 has been both a Centennial Quality Unit and Gold Star Pack each year since they began operating independently of Pack 733 in 2007 (Appendix G and H). Clearly, the leadership of Pack 833 has gone beyond the expectations of BSA to provide a program that is exceptional in every way.

The leaders of Packs 733 and 833 don't limit themselves to just pack leadership. They have consistently volunteered on District and Council committees as well as giving leadership in many areas. Adults from these packs have been Council International Representative, Unit Commissioners, Blue Ridge Council Popcorn chairman, Day Camp leaders, WebelosRee designers and leaders, training team members and they proudly wear knots they have earned as outstanding leaders. During the 2010 Southbounder

District banquet, leaders from Packs 733, 833 and Advent's newly chartered Boy Scout Troop 776 received awards for Cub Scout Rising Star, Boy Scouter of the Year, Boy Scout Rising Star and the Cubmaster from 733 and Committee Chair from 833 both received the Southbounder District Scouter of the Year.

There have been several changes in pastors and staff people at Advent since "Smoke" Kanipe signed the first pack charter in 1994, but during all the growth, space challenges, program dynamics and changes, Advent has been consistent in supporting the Scouting program, embracing it as a ministry of Methodism. That has certainly been one of the secrets to the success of the units at Advent.

CHAPTER VIII

CONCLUSIONS AND RECOMMENDATIONS

The research into the history of Pack 833 and the chance to talk with the leaders who developed and implemented this process provided a great opportunity to see the results through not only time but the eyes of those deep in the planning and implementation. Certainly BSA has, over the last 100 years, developed a solid method for successfully creating new Cub Scout units. However, sometimes situations call for an alternate way of solving a problem. Advent United Methodist had the enviable problem of too many boys interested in becoming part of their Cub Scout program. They chose to resolve it in a very unique way. It is certainly much easier to take a well-worn path but the hikers in Scouting know that sometimes the most memorable experiences are on the path you forge yourself.

By choosing to “shadow” a new pack under the wing of the established one, the leaders built real pack ownership from the ground up (Steele, T. 2011). The parents who found themselves with new Tigers in a new school, now in a new pack were not going it alone. They had deep lines of experience, encouragement and enthusiasm surrounding and supporting everything they did. They were not trying to learn every new system, every pack trick, or every patch requirement on their own. They were following in the boot steps of leaders who knew it could take a while to learn everything Scouting has to offer because they were still learning. But the new parents had the chance to

forge a strong bond for Cub Scouting by spending time with adults dedicated to the Scouting program.

In addition to being surrounded and supported, the parents of Pack 833 had lots of time to learn the Scouting ropes. “By dividing the way we did,” says former Cubmaster Steele, “parents got 3 years to know Scouting and become good leaders.” He believes that the leadership of Pack 833 in particular, has taken pack meetings to a new level of involvement and fun (Steele, T. 2011). All in all, those closest to the eye of the “shadow pack” design and delivery felt it was good for the chartering organization and good for Scouting. There are now 2 strong Cub Scout Packs and a 70+ member Boy Scout Troop plus their families, all part of the fabric of Advent United Methodist.

Researching the process of bringing new Cub Scout groups to life was informative but the lessons learned from the research weren’t nearly as important as hearing from the people directly involved in this process. Would it work for other groups trying to solve a similar dilemma? Would the leadership teams of both of the packs, the chartered organization staff and the parents recommend this way of establishing a new pack? It certainly wasn’t without speed bumps. There were missteps and misunderstandings and it wasn’t easy but was the outcome strong and vibrant? Without a doubt. Is it the answer for organizing every new pack? Pack 733 and 833 leaders point out that this was a unique situation where an established pack was willing to take 3 years to mentor, guide and maintain a smaller pack onto solid ground (Steele, T.

2011). Looking back over the years of organization, coordination, collaboration, negotiation and persuasion, was it worth it? Unequivocally, YES!

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APPENDIX A

Chartered Organization Worksheet: Starting a New Cub Scout Pack

Chartered Organization Worksheet: Starting a New Cub Scout Pack

Step	Date Completed
1 The organization adopts the program.	
2 The organizing committee is appointed. The organization appoints a pack organizing committee of three to five people. This organizing committee will work out details and plan the recruitment of pack leadership.	
3 The pack organizing committee meets. They review the aims and methods of Scouting, and start the process for selecting pack leaders.	
4 Select and recruit key leaders. The organization appoints a member to be the chartered organization representative. This person will represent the organization at the district and council levels as a voting member. The pack organizing committee recruits and appoints people to serve as the pack committee chair and committee members.	
5 Train the leaders. As soon as possible after a person has agreed to be a pack leader, the organizing committee gives him or her a copy of the Fast Start video and guide. After viewing the video and reading the guide, the new leader will have a better understanding of the role and responsibilities.	
6 Plan and organize the program. Using available resources, the new leaders plan the pack's program for at least three months.	
7 Recruit youth members and orient parents. Boys and their parents from the chartered organization and from the community are invited to join Cub Scouting.	
8 Complete the paperwork. Check to ensure all applications and other paperwork have been correctly completed and submitted to the local council service center for processing.	
9 First pack meeting. The new pack conducts the first program meeting of its membership.	
10 Follow up. The chartered organization is presented a charter to use Scouting as part of its service to its own members, as well as to the community at large. The above steps will help to ensure strong pack organization and reinforce the pack's ability to build tenure and develop quality leaders.	

APPENDIX B

Pack 733 Recharter Roster, 1997/98

2014-2015		2015-2016		2016-2017		2017-2018		2018-2019		2019-2020	
Year	Month	Year	Month	Year	Month	Year	Month	Year	Month	Year	Month
2014	1	2015	1	2016	1	2017	1	2018	1	2019	1
2014	2	2015	2	2016	2	2017	2	2018	2	2019	2
2014	3	2015	3	2016	3	2017	3	2018	3	2019	3
2014	4	2015	4	2016	4	2017	4	2018	4	2019	4
2014	5	2015	5	2016	5	2017	5	2018	5	2019	5
2014	6	2015	6	2016	6	2017	6	2018	6	2019	6
2014	7	2015	7	2016	7	2017	7	2018	7	2019	7
2014	8	2015	8	2016	8	2017	8	2018	8	2019	8
2014	9	2015	9	2016	9	2017	9	2018	9	2019	9
2014	10	2015	10	2016	10	2017	10	2018	10	2019	10
2014	11	2015	11	2016	11	2017	11	2018	11	2019	11
2014	12	2015	12	2016	12	2017	12	2018	12	2019	12
2015	1	2016	1	2017	1	2018	1	2019	1	2020	1
2015	2	2016	2	2017	2	2018	2	2019	2	2020	2
2015	3	2016	3	2017	3	2018	3	2019	3	2020	3
2015	4	2016	4	2017	4	2018	4	2019	4	2020	4
2015	5	2016	5	2017	5	2018	5	2019	5	2020	5
2015	6	2016	6	2017	6	2018	6	2019	6	2020	6
2015	7	2016	7	2017	7	2018	7	2019	7	2020	7
2015	8	2016	8	2017	8	2018	8	2019	8	2020	8
2015	9	2016	9	2017	9	2018	9	2019	9	2020	9
2015	10	2016	10	2017	10	2018	10	2019	10	2020	10
2015	11	2016	11	2017	11	2018	11	2019	11	2020	11
2015	12	2016	12	2017	12	2018	12	2019	12	2020	12
2016	1	2017	1	2018	1	2019	1	2020	1	2021	1
2016	2	2017	2	2018	2	2019	2	2020	2	2021	2
2016	3	2017	3	2018	3	2019	3	2020	3	2021	3
2016	4	2017	4	2018	4	2019	4	2020	4	2021	4
2016	5	2017	5	2018	5	2019	5	2020	5	2021	5
2016	6	2017	6	2018	6	2019	6	2020	6	2021	6
2016	7	2017	7	2018	7	2019	7	2020	7	2021	7
2016	8	2017	8	2018	8	2019	8	2020	8	2021	8
2016	9	2017	9	2018	9	2019	9	2020	9	2021	9
2016	10	2017	10	2018	10	2019	10	2020	10	2021	10
2016	11	2017	11	2018	11	2019	11	2020	11	2021	11
2016	12	2017	12	2018	12	2019	12	2020	12	2021	12
2017	1	2018	1	2019	1	2020	1	2021	1	2022	1
2017	2	2018	2	2019	2	2020	2	2021	2	2022	2
2017	3	2018	3	2019	3	2020	3	2021	3	2022	3
2017	4	2018	4	2019	4	2020	4	2021	4	2022	4
2017	5	2018	5	2019	5	2020	5	2021	5	2022	5
2017	6	2018	6	2019	6	2020	6	2021	6	2022	6
2017	7	2018	7	2019	7	2020	7	2021	7	2022	7
2017	8	2018	8	2019	8	2020	8	2021	8	2022	8
2017	9	2018	9	2019	9	2020	9	2021	9	2022	9
2017	10	2018	10	2019	10	2020	10	2021	10	2022	10
2017	11	2018	11	2019	11	2020	11	2021	11	2022	11
2017	12	2018	12	2019	12	2020	12	2021	12	2022	12
2018	1	2019	1	2020	1	2021	1	2022	1	2023	1
2018	2	2019	2	2020	2	2021	2	2022	2	2023	2
2018	3	2019	3	2020	3	2021	3	2022	3	2023	3
2018	4	2019	4	2020	4	2021	4	2022	4	2023	4
2018	5	2019	5	2020	5	2021	5	2022	5	2023	5
2018	6	2019	6	2020	6	2021	6	2022	6	2023	6
2018	7	2019	7	2020	7	2021	7	2022	7	2023	7
2018	8	2019	8	2020	8	2021	8	2022	8	2023	8
2018	9	2019	9	2020	9	2021	9	2022	9	2023	9
2018	10	2019	10	2020	10	2021	10	2022	10	2023	10
2018	11	2019	11	2020	11	2021	11	2022	11	2023	11
2018	12	2019	12	2020	12	2021	12	2022	12	2023	12
2019	1	2020	1	2021	1	2022	1	2023	1	2024	1
2019	2	2020	2	2021	2	2022	2	2023	2	2024	2
2019	3	2020	3	2021	3	2022	3	2023	3	2024	3
2019	4	2020	4	2021	4	2022	4	2023	4	2024	4
2019	5	2020	5	2021	5	2022	5	2023	5	2024	5
2019	6	2020	6	2021	6	2022	6	2023	6	2024	6
2019	7	2020	7	2021	7	2022	7	2023	7	2024	7
2019	8	2020	8	2021	8	2022	8	2023	8	2024	8
2019	9	2020	9	2021	9	2022	9	2023	9	2024	9
2019	10	2020	10	2021	10	2022	10	2023	10	2024	10
2019	11	2020	11	2021	11	2022	11	2023	11	2024	11
2019	12	2020	12	2021	12	2022	12	2023	12	2024	12
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2020	2	2021	2	2022	2	2023	2	2024	2	2025	2
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2020	4	2021	4	2022	4	2023	4	2024	4	2025	4
2020	5	2021	5	2022	5	2023	5	2024	5	2025	5
2020	6	2021	6	2022	6	2023	6	2024	6	2025	6
2020	7	2021	7	2022	7	2023	7	2024	7	2025	7
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2020	9	2021	9	2022	9	2023	9	2024	9	2025	9
2020	10	2021	10	2022	10	2023	10	2024	10	2025	10
2020	11	2021	11	2022	11	2023	11	2024	11	2025	11
2020	12	2021	12	2022	12	2023	12	2024	12	2025	12
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2021	2	2022	2	2023	2	2024	2	2025	2	2026	2
2021	3	2022	3	2023	3	2024	3	2025	3	2026	3
2021	4	2022	4	2023	4	2024	4	2025	4	2026	4
2021	5	2022	5	2023	5	2024	5	2025	5	2026	5
2021	6	2022	6	2023	6	2024	6	2025	6	2026	6
2021	7	2022	7	2023	7	2024	7	2025	7	2026	7
2021	8	2022	8	2023	8	2024	8	2025	8	2026	8
2021	9	2022	9	2023	9	2024	9	2025	9	2026	9
2021	10	2022	10	2023	10	2024	10	2025	10	2026	10
2021	11	2022	11	2023	11	2024	11	2025	11	2026	11
2021	12	2022	12	2023	12	2024	12	2025	12	2026	12
2022	1	2023	1	2024	1	2025	1	2026	1	2027	1
2022	2	2023	2	2024	2	2025	2	2026	2	2027	2
2022	3	2023	3	2024	3	2025	3	2026	3	2027	3
2022	4	2023	4	2024	4	2025	4	2026	4	2027	4
2022	5	2023	5	2024	5	2025	5	2026	5	2027	5
2022	6	2023	6	2024	6	2025	6	2026	6	2027	6
2022	7	2023	7	2024	7	2025	7	2026	7	2027	7
2022	8	2023	8	2024	8	2025	8	2026	8	2027	8
2022	9	2023	9	2024	9	2025	9	2026	9	2027	9
2022	10	2023	10	2024	10	2025	10	2026	10	2027	10
2022	11	2023	11	2024	11	2025	11	2026	11	2027	11
2022	12	2023	12	2024	12	2025	12	2026	12	2027	12
2023	1	2024	1	2025	1	2026	1	2027	1	2028	1
2023	2	2024	2	2025							

APPENDIX C

Cub Scout Pack 733 Classroom Requests 2003/2004

Cub Scout Pack 733 classroom requests for 2003/2004

Month/Day	Monday Den 5 - 6:30 - 7:30pm Den 12 - 6:30 - 8 pm	Tuesday Den 6 - 6:30 - 8pm Den 13 - 6:30 - 8pm Den 2 - 7 - 8 pm Den 8 - 7 - 8 pm	Thursday Den 3 - 6:30 - 7:30pm	Sunday Den 10 - 6:30 - 7:30pm
September	8 th , 15 th , 29 th	9 th , 16 th , 23 rd , 30 th	4 th , 11 th , 18 th , 25 th	7 th , 14 th , 21 st , 28 th
October	6 th , 13 th , 20 th	7 th , 14 th , 21 st , 28 th	2 nd , 9 th , 16 th , 23 rd , 30 th	5 th , 12 th , 19 th , 26 th
November	3 rd , 10 th , 17 th	4 th , 11 th , 18 th , 25 th	6 th , 13 th , 20 th	2 nd , 9 th , 16 th , 23 rd
December	1 st , 8 th , 15 th	2 nd , 9 th , 16 th	4 th , 11 th , 18 th	7 th , 14 th , 21 st
January	5 th , 12 th , 19 th	6 th , 13 th , 20 th , 27 th	8 th , 15 th , 22 nd , 29 th	4 th , 11 th , 18 th , 25 th
February	2 nd , 9 th , 16 th	3 rd , 10 th , 17 th , 24 th	5 th , 12 th , 19 th , 26 th	1 st , 8 th , 15 th , 22 nd , 29 th
March	1 st , 8 th , 15 th	2 nd , 9 th , 16 th , 23 rd	4 th , 11 th , 18 th , 25 th	7 th , 14 th , 21 st , 28 th
April	12 th , 19 th	13 th , 20 th , 27 th	15 th , 22 nd , 29 th	11 th , 18 th , 25 th
May	3 rd , 10 th , 17 th	4 th , 11 th , 18 th , 25 th	6 th , 13 th , 20 th , 27 th	2 nd , 9 th , 16 th , 23 rd

Cub Scout Pack Meeting large room requests for 2003-2004

All meetings at 7 pm.

August	Monday, August 11 th (ldrs) Monday, August 25 th (Pack mtg)	January	Thursday, January 8 th (ldrs) Monday, January 20 th (Pack)
September	Monday, Sept. 15 th (Parent's mtg) Monday, September 22 nd (Pack)	February	Thursday, February 12 th (ldrs) Blue and Gold / Bell's Crossing
October	Monday, Oct. 6 th (ldrs) Request sanctuary for special ceremony Mon., Oct. 27 th (Pack)	March	Thursday, March 11 th (ldrs) Monday, March 24 th (Pack)
November	Thursday, November 13 th (ldrs) Monday, November 24 th (Pack)	April	Monday, April 12 th (ldrs) Monday, April 20 th (Pack)
December	Thursday, December 11 th (ldrs) Space Derby, Elks Lodge	May	Monday, May 10 th (ldrs) Request sanctuary for special ceremony Mon., May 17 th (Pack)

APPENDIX D

Charter, Cub Scout Pack 833

NEW-UNIT APPLICATION

Print one letter in each space—leave a space between words.
 One Day Code Full name of Methodist organization

Council no. 551

Advent United Methodist Church
 District—Name 7-Southwood County Greenville District number
 Address of Methodist organization
2258 Woodruff Rd
 City Simpsonville State SC Zip Code 29681
 Executive officer—Full name MILANA GATHIS Last name Roll Title
 Social security number 431-88-2414 Date of birth 03/4/94 Sex F Age City Greenville
 Address 20 Greystone Ct
 City Simpsonville State SC Zip Code 29681 Phone no. 8642846762
 Peak Ch Team Ch Day Ch No. 9
 Team Ch Day Ch No. 0
 Special interest code—Check only: 18% Youth Life Unit First issue Last issue Subscription date (month) 3/83 No. 3
 Electronic fund transfer (month and year) 00/08 2004 16 12 2005 30 33 Youth registration fee 70.00
 Local registration fee 48.00
 Non-Citizen \$ 43.20
 District fee \$ 30.00
 Total fee 193.20

Signature of applicant Milana Gathis Signature for the church

LOCAL COUNCIL COPY

APPENDIX E

Advent Adventurer, 2005



Advent's Book Worms: Do you love to read? If so you may be interested in joining others from Advent that have the same love every other month to fellowship and to discuss a book of choice. We will meet July 11 at 7:30 p.m. in the home of Mary Olsen. Our next book is "Reading Lolita in Tehran A Memoir of Books" by Azar Nafisi. Come ready to discuss the book and enjoy some refreshments. If you have any questions call Meredith Carr at 295-9943 or if you need directions call Mary Olsen at 281-9105.



American Red Cross Babysitting Course

The Health Ministry is sponsoring a babysitting course Saturday, June 25 from 9:00 a.m. — 4:00 p.m. The cost is \$15.00 and lunch will be provided. Class size is limited to 8 with Advent Members and

attendees registering first. Call Wanda Baker at 297-7755 to register or for information.

Women's News

Emmanuel Women's Outreach Circle: Emmanuel Women's Outreach Circle will be meeting on June 8th at 6:30 p.m. at the home of Nina Skorski, 11 Ginger Gold Drive, Simpsonville. We will prepare the goodie bags that we'll be taking to Shepherd's Grove the first of July.

Since we continue our fellowship during the summer months, please mark your calendars to join us on Friday, June 17th. We will meet at the church at 5:30 p.m. to go to "Downtown Jazz". We will eat downtown and relax to some jazz music.



Thanks so much to everyone who helped out with the Wednesday Night Unplugged set-up and clean-up this past year.

Your help was very appreciated. Special thanks to Stephanie Flenriken, Lisa Leach, and Tammy Sutton for giving your precious time each Wednesday morning to help prepare the meals. You were a real blessing!



Advent Scrap bookers will be meeting Friday, June 10 from 7 p.m.—12:00 midnight. For questions please contact Jerry Jusus at 225-9372.



On Tuesday, May 31 at Annual Conference, Bishop Mary Virginia Taylor presented Cub Scout Pack 733 sponsored by Advent, with the Bishop's Award for Outstanding Service. The Pack has spent this last year under Cubmasters Tim Steel and John Williams, completing the considerable requirements for eligibility. On June 1, 2005, Pack 733 will celebrate the 11th year as a part of Advent's Ministry.

Since Advent began the religious emblems program, 41 scouts have received the God and Life and Four Star Awards. The Pack has 19 adult leaders. Two have received the Methodist Church Cross and Flame award, one has been

the Southbender District's Cub Scouter of the year, and Tim Steel was 2004 Cubmaster of the Year.

Embracing three service projects, scouts collected toys for the children at Full Dimension Ministries that were delivered by the mission team in April. In February, 65 boys and 32 adults collected 4,000 cans of food for local food pantries. The Pack also enlisted the enthusiastic support of the congregation to put together a Tsunami Relief Medicine Box through UMCOR that delivered hundreds of simple medicines to people in Asia.

On Saturday, May 21, the Pack and leadership presented 6 tables of various sizes and 40 folding chairs to Advent to help outfit the Advent House for meetings, including Scout meetings. The individual dens and their leaders have also signed up for clean-up and landscaping projects around the house to be completed by July 15.

It has been a busy year for the 115 boys and 19 leaders of Pack 733/633. Next year, both packs will continue the daunting task of leading over 100 swimming, lively, energetic 6 to 10 year old boys on the Cub Scout Trail. Cub Scout Pack 733/633 is a wonderful example of the value the Methodist Church places on ministries to youth of our community. This is a pack that faithfully serves its boys, their families and the church from which they are chartered. We at Advent are pleased and proud to call them our own.

APPENDIX F

Celebrating Advent's Scouting Ministries 2010

Celebrating 16 Years of Scouting at Advent UMC



Cub Scout Packs 733 and 833
Boy Scout Troop 776
1994 – 2010



History of Scouting at Advent

Scouting began at Advent UMC in June, 1994 (7 years after Advent's founding in 1987) with just six boys and one leader in Cub Scout Pack 733. By 1998, the number of Scouts had increased to over 100 and a second pack, which now meets at Eastminster Presbyterian Church, split off. In 2004, the Pack split again into Packs 733 and 833, both chartered at Advent. In 2010, Boy Scout Troop 776, which was originally founded at Southside Christian School, moved to Advent to join our Scouting ministry.

Advent UMC supports Scouting through its ministry and resources. Scouting is stewarded by the Evangelism Committee and many leaders and Scouts are members of Advent UMC.

Over the last 16 years at Advent, the adult leaders of our units have received numerous awards. The National Association of the United Methodist Scouters recognized Tim Steele and Alana Bell with the Cross and Flame Award for church and civic leadership. Michael Nelson and Tim Steele have received the God and Service Award. The Bishop's Award from the South Carolina Conference of the United Methodist Church was awarded to Pack 733 in 2006 and Pack 833 in 2009. This year, five of our leaders were recognized for their contributions in the Southbounder District Scouting program. Kevin Rushing is Cub Scout Rising Star, Sean Foley is Boy Scout Rising Star, Jenny French is Boy Scouter of the Year and Joe Schmidt and Alana Bell are District Scouters of the Year.

Pack & Troop information:

Chartered Organization Representative: James Justus

Unit Commissioner: Tim Steele

Pack 733	Pack 833	Troop 776
Founded 1994	Founded 2004	Founded 1987
53 Scouts	68 Scouts	47 Scouts
14 Leaders	22 Leaders	22 Leaders
Cubmaster: Joe Schmidt	Cubmaster: Dan Cassidy	Scoutmaster: Steve Krummins
Committee Chair: Martin Alford	Committee Chair: Alana Bell	Committee Chair: Greg Sassi
www.pack733.com	www.pack833.net	www.bsatroop776.com

Service to Community

Scouting encourages participation in service projects that benefit the local community. Some Pack and Troop projects have included:

- Scouting for Food benefits the Golden Strip Resource Center food bank. Last Saturday, 106 Scouts and 96 adults collected over 5,046 non-perishable food items from 28 neighborhoods.
- Gobbler Grab is an annual drive to collect frozen turkeys for Thanksgiving dinners at local food banks. In November Scouts collected 29 turkeys and donations of \$875.
- The Cub Scouts of Advent participated in Samaritan's Purse, shipping 35 gift-filled shoeboxes to needy children around the world.

Duty to God

The Scout Promise calls upon Scouts to do their duty to God. Advent UMC supports this goal through the God and Country religious studies program that helps Scouts deepen their knowledge and understanding of the importance of personal faith in their lives, through advancement in the program at each level. Since beginning at Advent in 1998, 134 Scouts have earned this award. This year we add 21 more names to this group.

God and Me

Pack 833

Justin Berger	Devon Lee
Perry VanValkenburgh	Joshua Weathers
Ethan Yeary (Parvuli Dei Award)	

God and Family

Pack 733

Sam Alford	Will Cotterman
Mark Romba	Andrew Rushing
Eric Sassi	Jeffrey Woodward

Pack 833

Ben Childs	Connor Mosser	Mac Vogel
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God and Church

BSA Troop 776

Christopher Nelon

GSA Troop 538

Adriana Harris	Jordan Vogt
Anna Stuck	Kalsey Vogt

GSA Troop 104

Katie Treadaway	Taylor Wood
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Cubs to Eagles

Pack 733 has watched 16 Eagle Scouts come from their Cub Scout dens. In 2009, Turner Cotterman of Troop 159, Jordan Hariz of Troop 715 and Gregory Wilson of Troop 776, all Pack 733 Cub Scouts, earned the highest rank in Scouting: Eagle. Troop 776 has honored a total of 26 Eagle Scouts through their 20+ year history, with 18 in the last 6 years.

APPENDIX G
Gold Star Unit Awards

Blue Ridge Council

Boy Scouts of America

✓

2007 GOLD STAR UNIT CERTIFICATION

This will certify that PACK Number 833
(Pack, Troop, Crew, Team, Post)

chartered to ADVENT UNITED METHODIST CHURCH with the
(Chartered Organization)

chartered renewal date of December 2006 has met the following
(Month/Year)

Requirements for Gold Star Unit Status:

- Re-charter on time (By last business day of month of unit expiration date.)
- Re-charter with (1) more youth than previous year.
Last Year # 24 This Year # 42
- Conduct a Character 2007 Family Enrollment Campaign.
- Participate in the Trails End Popcorn sale.
- Participate in Scouting for Food Drive, Trash Pick-up or some other service project.

RECOGNITION

Gold Star Flag Streamer & Free cloth badges of
RANK in Council Trading Post
June 1, 2007 - May 31, 2008

Phil A. Small
Signature of District

James A. Van Valkenburg 11-20-06
Signature of Unit Leader/Date

*MUST BE TURNED IN BY JUNE 1, 2007 TO QUALIFY

0-580-Council Form Gold Star

Blue Ridge Council

Boy Scouts of America

GOLD STAR UNIT CERTIFICATION

This will certify that Pack Number 3833
(Pack, Troop, Crew, Team, Post)

chartered to Advent United Methodist Church with the
(Chartered Organization)

chartered renewal date of 2-1-2010 has met the following
(Month/Year)

Requirements for Gold Star Unit Status:

- Re-charter on time (By last business day of month of unit expiration date.)
- Re-charter with (1) more youth than previous year.
Last Year # 68 This Year # 70
- Conduct a Character 2010 Family Enrollment Campaign.
- Participate in the Trails End Popcorn sale.
- Participate in Scouting for Food Drive, Trash Pick-up or some other service project. Gopher Grab

RECOGNITION

Free cloth badges of
Rank in Council Trading Post
June 1, 2010 - May 31, 2011


Signature of District Executive


Signature of Unit Leader/Date

*MUST BE TURNED IN BY JUNE 1, 2010 TO QUALIFY

2009 Council Form Gold Star

APPENDIX H

Centennial Quality Unit Awards

2007 Centennial Quality Unit Award Commitment

"To improve the QUALITY of program in every unit in America"

Unit Type PACK Unit Number 833
Chartered Organization ADVENT UNITED METHODIST CHURCH

We, the youth and leaders, are committed to achieving the requirements for the 2007 Centennial Quality Award:

1. We will have 92 percent of our direct contact leaders complete Basic Leader Training for their position, including Youth Protection Training.
91 Last year's percent 92 This year's percent
2. As one of the committed units in our district, our goal is to retain 75 percent of our members, recruit 12 new youth, and recharter on time.
80 percent retained, 23 number new youth, and 100% rechartered on time
3. As a participating unit in the national parent initiative, we commit to recruit 4 new adults to be active. 4 Actual number of new adults
4. We had a minimum of 60 percent of our youth members advance in rank for Cub Scouting and Boy Scouting or earn Venturing recognition awards, or we improved by 10 percent over last year.
Percent advanced/earned 88 last year and 92 this year
5. At least 70 percent of our youth members had an outdoor experience or one activity per month, or improve the percentage over last year.
84 percent last year 90 percent this year
6. We will conduct annual program planning and will provide the financial resources to deliver a quality program to our members.
 Yes No

In support of a quality program experience, we confirm:

- We received 3 visits from our unit commissioner this past year.
- We supported the council by participating in Friends of Scouting and the annual product sale.
 Yes No

Qualified for 2007: Yes No (Unit may qualify for the Centennial Quality Unit Award after October 31 in 2007.)

Reviewed and accepted by:

James A. Van Valkenburg Unit leader [Signature] Unit commissioner [Signature] District executive