

**The Charter Organization
Representative:**

**Responsibility in the
Smoky Mountain District**

**Frankie H. Bowers
District Commissioner
Smoky Mountain District
Daniel Boone Council
Boy Scouts of America**

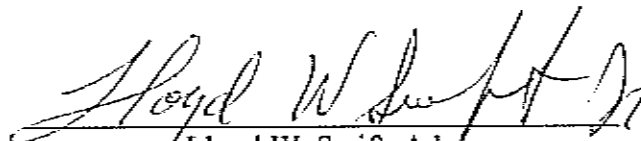
May 2004

**Piedmont-Appalachian College of
Commissioner Science
at Lees-McRae College
Banner Elk, NC**

Dr. Lloyd W. Swift, Advisor

To the Doctoral Candidate Review Board:


I am submitting herewith a Dissertation written by Frankie H. Bowers, entitled "The Charter Organization Representative: Responsibility in the Smoky Mountain District." 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.


Lloyd W. Swift, Advisor

We have read this Dissertation
and recommend its acceptance:

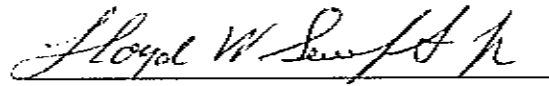

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PALMETTO COUNCIL


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DANIEL BOONE Council

ACKNOWLEDGEMENTS

My deepest appreciation goes to Dr. Lloyd Swift for his direction and support as I worked to complete my dissertation. I am grateful for commitment.

I thank my Review Board members for their time and efforts.

I deeply appreciate the support and understanding of my family through these many days and nights while I worked on this report.

Thank you to God for granting me the abilities and perseverance to finish this dissertation.

A special thank you to Maria Bryson for my involvement in scouting. Had she not developed an illness that prevented her from continuing scouting, I would not be as involved as I am today. Thanks to her I went all the way through Cub Scouts with my son, then on as a committee member, and District Commissioner. I had the pleasure of pinning my son's Eagle on his chest in 2000.

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ABSTRACT

The purpose of this research is to determine why Charter Organization Representatives (CORs) have little or no involvement in activities and meetings where they should be heavily involved. The methods include examining the functions of Unit Commissioners, former and present CORs, and council professional staff. The information was found by sending a questionnaire to the present CORs requesting its return. The questionnaire was written with consultation of the candidate's advisor and Council District Executive. For convenience to the respondents, a self-addressed envelope was sent with each questionnaire.

In general, the information gathered from the questionnaire proved a high percentage of CORs lacked time and knowledge to fulfill their duties. The conclusion reached by this research indicates a need for an emphasis to be put on responsibilities, better communication and more training for all Charter Organization Representatives.

I. Introduction

I became interested in Charter Organizational Representatives (CORs) when I learned of the responsibilities they have. After going to many meetings and functions I noticed there seemed to be very little participation by the CORs. They have power and voting rights and hardly ever put them to use. They could go to Council meetings and vote on issues that could change policies, they also could have a say in the use of our expenditures.

I started my involvement in Scouting in 1991 as a Tiger Group Coach, helping my son with his first experience as a member of the Boy Scouts of America (BSA). I had no prior experience in Scouting. I was only interested in getting my six year old a timeless value experience. Some valuable training and one year later, I became a Cub Master. More than ten years later, I have learned a lot about Scouting, myself, and the way Scouting is presented in the District.

From the events which we read in the newspapers, see on television and hear by word of mouth suggest that we should concentrate on the education of young people from Tigers to Venturing. We should provide a work curriculum for our children that would structure character building and job skills. Through scouting we build character and do good turns for America, we do service projects, and we advance in skills. Leaders and Scouts should be given awards according to their performances. A thank you and a hand shake are good for leaders but Scouts have to have advancements and awards that can be shown and worn.

A COR is so important because they agree that their organization will

conduct the BSA program according to guidelines that include youth and families. They agree to approve all leadership and encourage their training. They provide a place for the scouts to meet, assist with unit re-chartering, encourage outdoor programs and emphasize advancement and recognition. Most importantly, they represent their units on the district and council level. CORs are on the Council mailing list and should be on the District's mailing list so they can be active in decisions at both levels.

This paper's goal is to discuss the value of the unit commissioner in helping maintain a working relationship with CORs and to stimulate more participation by the CORs in the Smoky Mountain District.

II. Origins of Charter Organization Representatives

How does a person get to be a Charter Organization Representative? The COR is often appointed by the Charter Organization, usually without any orientation or understanding of the role. The Boy Scouts of America (BSA) organization needs a unit sponsor, so they ask businesses, industries, institutions, schools, government agencies, or civic organizations to form partnerships and be willing, not only to sponsor, with their money, but to take on other responsibilities for a period of one year. The responsibilities that are listed in this report are worth more than the money for the re-charter fee. The Charter Organization should aspire to have a successful unit. The COR can begin by attending and helping at the annual re-charter party.

The Unit Commissioner should make a serious effort to let the COR know his responsibilities and dates of functions and activities he should attend. The district commissioner should be responsible for setting up training for CORs at a convenient time (Appendix C Item 6 and Appendix F). The Unit Commissioner should work closely with the District training Chairman to train CORs as soon as new ones are appointed to keep accurate records of accomplishments and jobs well done and reward those accomplishments at our Volunteer Recognition Banquet. The Unit Commissioner can be a tremendous help to the COR, through training, re-charter parties, annual business meetings and finding needed resources for their units.

Always before we have just assumed that the CORs knew their responsibilities and they assumed our interest was in re-chartering fees only. We failed to realize how

important they could be by representing us with their vote at the annual business meetings to set policies and approve budgets and expenditures. By activating and proper training of CORs we will receive better representation at council level. Our main objective is to see the BSA units succeed.

The COR represents their organization, committees, the Boy Scout Units, and performs quite a balancing act to keep everyone happy. Our success depends on our Commissioner and our District Executive going to the CORs, setting down with them, and explaining their job and how important it is to maintain a successful unit. The District Commissioner should help each Unit Commissioner know how to contact their COR. With CORs representing the organization just one year, in many cases, usually it could be difficult to get everyone trained and working for our best interest before it is time to get another COR. Many times they do not even realize that their job is not getting accomplished. They should attend District meetings, so they would be informed about district events, FOS goals, and ceremonies they should attend. With a good Commissioner staff, this is attainable. The CORs could see a healthy unit, re-charter on time, make advancements, have trained leaders, attend council meetings and help set policies.

The COR should look at his unit as a project, which he heads, and wants to be very successful. He should be provided with an opportunity to report to his Unit Commissioner with every resource available and accessible, he would hope that his unit would be on top in every aspect. Having a successful unit would make anyone proud to hand over to another successor.

III. Smoky Mountain District's CORs Responsibilities

Smoky Mountain District is part of the Daniel Boone Council. Rarely do any of the CORs appear at District or Council meetings or events. After becoming aware of the lack of participation by the CORs, especially at District Events, I recognized we had a problem. The CORs should be invited to all events, at first to see what we do, then as participants. All CORs should be informed about all District meetings, outdoor activities and leader training. Those that are willing to be active should be incorporated as District Staff positions, Friends of Scouting workers or resource people, such as merit badge counselors. We must keep in mind CORs are members of their organization FIRST and scouters SECOND. Therefore avoid making scouters out of CORs; their role is important but separate. When important decisions are being made at district level they should be included. The District Commissioner should extend a personal invitation to each COR to attend annual Council meetings and recognition banquets. They should provide recognition and an opportunity for each COR to report. At re-charter time, the COR represents his organization, assists the unit committee and leader to prepare documents and assemble fees. Sign for charter organization (Appendix A). Help search and approve leaders (Appendix G).

IV. More Productive CORs

This is volunteer organization, so the way the CORs represent the scout units depends on their commitment. According to my recent survey (Appendix B) which was sent to all one hundred forty-four CORs in Daniel Boone Council, thirty-one percent responded. Thirty-one percent is considered a good response for the first survey being in volunteer work. One hopes for much better but is happy with the consensus.

Roughly thirty to thirty-five of the forty-four answers showed that CORs considered themselves poorly informed but willing to be informed. The same number felt themselves too busy to take on additional duties while seventeen felt they were responsible enough to do the job. Only nine knew their responsibilities, so training and communication seemed to be a vital part in having successful CORs. If CORs are not aware of the value of their position, they may not give the unit the support they need.

As successful individuals in their fields, most just do not seem focused on how important or what impact they could make. Every Unit has a Unit Commissioner who should be a solid link between the District and the Units. The purpose of the Unit Commissioner is to strengthen the BSA program. There are certain basic aspects of any job or position which must be taught. Every Chartered Organization Representative should be willing to be trained. Training would help in personal skills such as listening, understanding and responsibility. Each District Training Chairman should incorporate Chartered Organization Representative training into his committee training program and make every effort to have all CORs present. Appropriate materials and resources are

available (Appendix C-F). To help CORs focus on the importance of their involvement, making available these resources are a necessary responsibility of the unit commissioner and Training Committee.

The COR should be willing to serve the units and their communities. The Unit Commissioner should have personal contact with CORs to let them know how extremely important it is to be in the hub, or center of functions. This personal contact should have an open line between CORs and the District Commissioner. After personal contact has been made with the CORs, they should know there are materials available to help the volunteer:

- Service Worksheets (Reference 1)
- COR Guide (Reference 2)
- Annual Service Letters (Reference 3)
- Volunteers Annual Worksheet (Reference 4)

The Unit Commissioner should have contact with all CORs to cultivate this willingness to participate in all functions where they could have an impact. The Unit Commissioner must make themselves aware of the existing projects and meetings between the Units and the District. With the information and communication between District and Units the Commissioners should have a strong role in developing CORs responsibilities.

Most troops re-charter at the same time each year. Commissioners should call the COR at the beginning of their year and inform them of what their position consists of and how they can attend training. A Unit Commissioner should make sure a COR should be

more involved, than in name or money only. There are activities and meetings, promotional events like scout shows, training sessions, camporees, Eagle ceremonies, Jamborees and opportunities that could help one another. Sometimes crucial issues arise where active involvement of all CORs can alter Council or District results. CORs do not realize how important their vote is. Due to their point of light, or involvement and participation, they could and should receive recognition and awards, mainly at the District level.

V. District Executive Support

The contact of the District Executive is primarily limited to a meeting to get the re-charter agreement signed. One of the District Executives duties is to sit down with the COR to get his signature and explain his duties. His greater involvement is with other facets of the program. It would be beneficial for the District Executive or the key three to maintain a continuing relationship with all Charter Organization Representatives to let them know the resources that are available from BSA. The contact with the CORs and use of these resources has been neglected in our units and district by no fault of the District Executive, as he is spread so thin due to the many miles he covers.

VI. Conclusion

The place in Scouting for a District Committee to help the CORs are the Commissioners, either the District, Assistant District, or the Unit Commissioner. Each Unit Commissioner that is assigned to each unit should be devoted to, and have a specific purpose, that will provide the necessary available resources to train its CORs.

Most of the time, the way the CORs are appointed, the knowledge and understanding of their job is limited. It is up to the commissioners to help handle all aspects of involvement, to encourage all CORs to get trained, to get involved, to attend and to participate in District and Council meetings.

Unit Commissioners are important to successful units. Success can also be measured by active community volunteers who benefit scouting in general.

This paper intends to make scouting more aware of the importance of the role of the COR and why they have not been so involved, to make them aware of the difference they could make because of their participation. Every District Commissioner should provide for the Unit Commissioner, a list of all addresses (which can be found in Council office) for their CORs, and an effort be made to let them know of every event and meeting in the District and Council. Being made aware of the resources, the Smoky Mountain District (and all districts) will be strengthened. I want my district to be the alpha in making a great effort to train every Charter Organization Representative. My intention is to send an invitation to each COR in the Smoky Mountain District, to the monthly district meeting. This will be a time to be informed or to report any concerns.

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Appendix

- A. Charter Agreement
- B. Survey Letter and Answer Sheet
- C. Training for District and Council Leadership
- D. Charter Organization Involvement
- E. The Chartered Organization agrees to:
- F. Volunteer Conferences at Philmont
- G. BSA Adult Application

THE ANNUAL CHARTER AGREEMENT BETWEEN:

_____ and the _____ Council, BSA
Name of organization

Pack Troop Team Crew Number _____

The Boy Scouts of America is an educational resource program. It charters community or religious organizations or groups to use Scouting as part of their service to their own members, as well as the community at large.

The BSA local council provides the support service necessary to help the chartered organization succeed in their use of the program. The responsibilities of both the BSA local council and the chartered group are described below.

The chartered organization agrees to

- Conduct the Scouting program according to its own policies and guidelines as well as those of the Boy Scouts of America.
- Include Scouting as part of its overall program for youth and families.
- Appoint a chartered organization representative who is a member of the organization and will coordinate all unit operations within it. He or she will represent the organization to the Scouting district and serve as a voting member of the local council. (The chartered organization head or chartered organization representative must approve all leader applications before submitting them to the local council.)
- Select a unit committee of parents and members of the chartered organization (minimum of three) who will screen and select unit leaders who meet the organization's standards as well as the leadership standards of the BSA. (The committee chairman must sign all leadership applications before submitting them to the chartered organization for approval.)
- Provide adequate facilities for the Scouting unit(s) to meet on a regular schedule with time and place reserved.
- Encourage the unit to participate in outdoor experiences, which are vital elements of scouting.

The council agrees to

- Respect the aims and objectives of the organization and offer the resources of Scouting to help in meeting those objectives.
- Provide year-round training, service, and program resources to the organization and its unit(s).
- Provide training and support for the chartered organization representative as the primary communication link between the organization and the BSA.
- Provide techniques and methods for selecting quality unit leaders and then share in the approval process of those leaders. (The Scout executive or designee must approve all leader applications.)
- Provide primary general liability insurance to cover the chartered organization, its board, officers, chartered organization representative, and employees against all personal liability judgments. This insurance includes attorney's fees and court costs as well as the costs of any judgment brought against the individual or organization. Unit leaders are covered in excess of any personal coverage they might have, or, if there is no personal coverage, the BSA insurance immediately picks them up on a primary basis.
- Provide camping facilities, a service center, and a full-time professional staff to assist the organization in every way possible.

Signed _____

For the chartered organization

Signed _____

For the BSA local council

Date _____

See other side for discussion guide.

Frankie Bowers
1429 Bethel Ch. Rd.
Franklin, N. C. 28734
828-524-7320

Dear Charter Organization Representative :

As you are aware, more and more emphasis is being put on the Boy Scouts of America to clearly establish the moral integrity of its leaders. You as a Charter Representative have a responsibility to help the organization in several ways. You not only provide coordination between the organization and scouting you are responsible for the success of its units. You serve as a liaison, so you should report regularly to the head of the organization, keep them aware of their roll in helping the units. The charter is for 1 yr. at a time, you should be at a review and assist at the signing of the recharter. You should provide the units a place to meet and cultivate resources to support them, represent them on the council and district levels, you do have voting power.

As part of the requirements as a candidate for the Doctor of Commissioner Science degree, I am trying to establish whether the Charter Reps. are as involved as they should be, in their units, why or why not.

Enclosed is a questionnaire to determine if there is a problem and how it can be successfully fixed. If you would take a few minutes of your time, and complete this survey and return it to me, it would be greatly appreciated.

The results of this study will be available should you desire them. Thank you for your help.

Sincerely,

Frankie Bowers
Doctoral Candidate

Encl: Survey

SURVEY

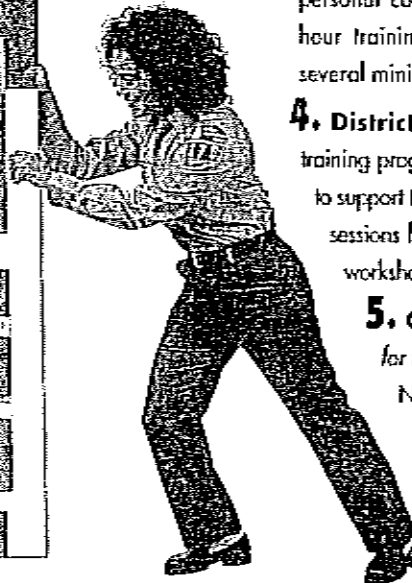
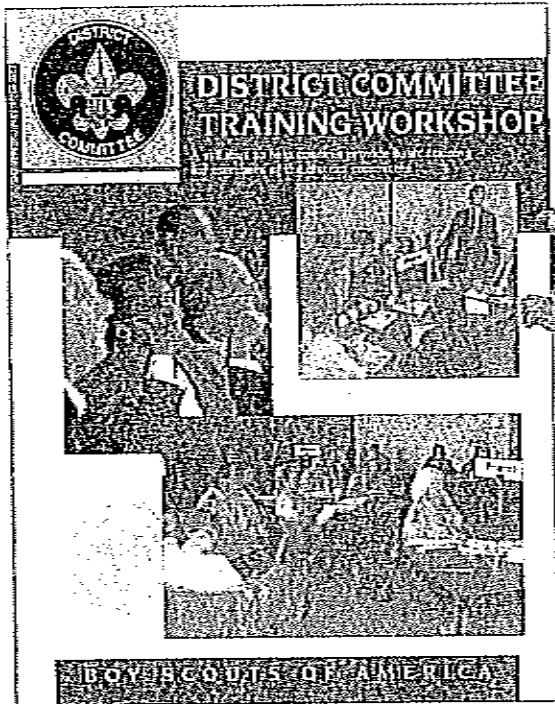
Why do Charter Organization Representatives choose not to attend important meetings, like they should, district and council meetings like the annual business meeting that effects units and how monies are being spent, about officers that lead, and future growth?

- | YES | NO | |
|-----------|-----------|--|
| <u>9</u> | <u>33</u> | 1. Do Charter Reps. really know what they are responsible for? |
| <u>30</u> | <u>14</u> | 2. Do unit leaders or commissioners need to report to Charter Reps.? |
| <u>33</u> | <u>11</u> | 3. Are Charter Reps. too involved in other interests to take time out for these important meetings? |
| <u>27</u> | <u>17</u> | 4. Are Charter Reps. not responsible enough to send someone to represent their position? |
| <u>35</u> | <u>9</u> | 5. Is lack of communication, not notified in time to make plans, a problem? |
| <u>34</u> | <u>10</u> | 6. If I made a form available to report to Charter Representatives do you think it would be used properly? |

Please respond to this survey, if you are a C. O. R. and mail it back to me, your input is very important. Thank You!

Mrs. Frankie Bowers
1429 Bethel Ch. Rd.
Franklin N. C. 28734
828-524-7320

Training for District and Council Leadership



A number of training opportunities are available for district and council leaders. In some cases these training sessions might be the responsibility of the training committee. If the programs are the responsibility of other elements of the district or council organization, the training committee should make its members available to serve as consultants.

- 1. Train-the-Trainer Conference.** This course is designed to train those who conduct training for leaders in Cub Scouting, Boy Scouting, Varsity Scouting, Venturing, commissioner service, and district/council operations. It can be conducted as a daylong or two-day overnight training experience, depending on the needs of the local council. There is an extensive staff development section to prepare trainers to conduct outstanding sessions using the concepts of Ethics in Action and to ensure that learning takes place. The participants will complete a "Styles of Training Profile," evaluate themselves, and learn to take corrective action if they are not satisfied with their style of training. Order No. 34168.
- 2. Commissioner Basic Training.** A detailed outline for a three-session training program for unit commissioners will be found in *Commissioner Basic Training Manual*, No. 33613C. This program involves actual visits to Scouting units as a part of the training experience.
- 3. Continuing Education for Commissioners,** No. 33615A, shows how to incorporate training into many

commissioner functions. These functions include monthly district and council commissioner staff meetings, annual commissioner conferences, college of commissioner science, and personal coaching. The book also includes 34 one- to two-hour training outlines, many of which can be divided into several minitraining topics.

- 4. District Committee Training Workshop.** A training program for councils to train district committee members to support the standard district operation plan. Includes breakout sessions for all positions including district Key 3. For complete workshop plans, order No. 34160B.

- 5. Council Officer Training.** *Orientation Guide for the Council President, Officers, and Executive Board*, No. 33161A, provides a training plan for key council officers. This attractive pamphlet provides essential information for all new board members, including important reflections on the meaning of board membership (a new item).

- 6. Training the Chartered Organization Representative.** A unit of training to help chartered organization representatives understand the important role they play in the organization of Boy Scouts of America as representatives of the chartered organization to the district committee and the local council, No. 4-113.

- 7. The Relationships Conference.** A unit of training designed for the heads of chartered organizations and other organization leaders to help them understand how the Boy Scouts of America supports their youth-serving objectives. See *Foundations for Growth: A Resource for Unit Development*, No. 4-925.

- 8. Health and Safety Training.** Use the course syllabus, No. 19-100, for district and unit Scouters.

- 9. Leave No Trace Camping.** A training program on the skills and techniques of camping with a minimum impact on the environment. Two outlines are included: Introduction to Leave No Trace Camping is a 90-minute program that introduces the subject; The Leave No Trace Camping Workshop is designed to be conducted over a four- to six-hour period with actual experience in wilderness and backcountry skills. The introduction can be a part of a camporee or Venturing program conference. The workshop can be offered as a separate training experience, or as a summer camp feature, and is written into *Boy Scout Leader Wood Badge*.



A Matter of Attitude

"IT CAN BE DONE," said one district training chairman. With this statement he accepted a new challenge. The council training committee immediately designated his district as a pilot operation for this training project.

The district executive committee also approved, and with this backing, it soon became a managed activity—having a purpose, action, standards, and a plan.

The Purpose. To help provide the Cub Scouts, Boy Scouts, Varsity Scouts, and Venturers in the district with the best experience possible in Scouting.

The district training committee accepted the challenge and developed the action, standards, and a plan.

The Action. Increase the number of training experiences through regular training courses, and where needed, provide special and personal coaching sessions.

The Standards. Never sacrifice the high quality of the district training program to increase the percentage of trained unit leaders. Take no shortcuts. Use the training materials provided by the national office.

The Plan. To work out every detail carefully to have a trained leader at the head of each unit by the end of the year.

1. Survey. A complete survey of all unit leadership was made to find out the training status in all units. All training records were brought up to date. This was done both through a district bulletin and telephone follow-up by members of the district training committee.

2. Recruiting Trainers. A selection process was implemented to recruit the additional instructors needed to carry on a project of this size.

3. Train-the-Trainers. Several training sessions were held for the instructors to make sure all were telling the story correctly. Help and guidance were given on how to instruct; manners and dress were also covered. A properly worn uniform was mandatory.

4. Advertising/Promotion. Advertising of the training course, dates, times, and place, along with the course titles, became a standard procedure with every bulletin, newspaper, and radio station in the district. Special fliers were developed and handed out at district meetings, roundtables, and other events. A follow-up mailing was begun. All who had missed a session or two in previous courses were notified.

5. Letters. A personal letter went to each new person or unit leader who had no training. He was advised of the value of training and the responsibility he had in making himself available for training.

6. Chartered Organization Involvement. Each head of a chartered organization was alerted as to the current status of their unit leader's training and they were urged to follow up with the unit leaders to see that they completed training.

7. Commissioner Involvement. The commissioner's staff kept the district leadership training committee alerted on changes of unit leaders. As changes occurred, the training committee started the promotion immediately.

8. Charts. A "Chart That Talks" was used at each meeting of the district. It listed each unit number, the unit leader's name, and his current status.

9. Roundtables. At every roundtable, the training committee secured time to whip up enthusiasm and promote a feeling of pride in trying to do something for the first time—reaching 100 percent of the unit leaders with training.

10. "Hitchhike Promotion." A rubber stamp was made, and every piece of district mail that left the council service center had "100% Trained" stamped in red on the envelope.

11. Emphasis—Continuity—Follow-up. The project became an item on every district agenda to check details, progress, and what effect it was having. National material for course content, visual aids, and other equipment were as prescribed in the manuals for the course. "Stick to the book" became the byword of every instructor.

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The local BSA council provides the support services necessary to help the chartered organization succeed in their use of the program. The responsibilities of both the BSA council and the chartered group are described below.

The chartered organization agrees to:

- ☛ Conduct the Scouting program according to its own policies and guidelines as well as those of the Boy Scouts of America.
- ☛ Include Scouting as part of its overall program for youth and families.
- ☛ Appoint a chartered organization representative who is a member of the organization and will represent it to the Scouting district and serve as a voting member of the local council. (The chartered organization head or chartered organization representative must approve all leader applications.)
- ☛ Select a unit committee of parents and members of the chartered organization (minimum of three) who will screen and select unit leaders who meet the organization's standards as well as the leadership standards of the BSA. (The committee chairman must sign all leadership applications.)
- ☛ Provide adequate facilities for the Scouting unit(s) to meet on a regular schedule, with time and place reserved.
- ☛ Encourage the unit to participate in outdoor experiences, which are vital elements of Scouting.

The council agrees to:

- ☛ Respect the aims and objectives of the organization and offer the resources of Scouting to help in meeting those objectives.
- ☛ Provide year-round training, service, and support to the organization and its unit(s).
- ☛ Provide training and support for the chartered organization representative as the primary communication link between the organization and the BSA.
- ☛ Provide techniques and methods for selecting quality unit leaders and then share in the approval process of those leaders. (A council representative must sign all leader applications.)
- ☛ Provide primary general liability insurance to cover the chartered organization, its board, officers, chartered organization representative, and employees against all personal liability judgments. This insurance includes attorneys' fees and court costs as well as any judgment brought against the individual or organization. Unit leaders are covered in excess of any personal coverage they might have, or, if there is no personal coverage, the BSA insurance immediately picks them up on a primary basis.
- ☛ Provide camping facilities, service center, and a full-time professional staff to assist the organization in every way possible.

Volunteer Conferences at Philmont

Many volunteer training conferences are offered at the Philmont Training Center, Cimarron, New Mexico, during the summer. Cub Scouting conferences are also offered during the year at the Florida Sea Base and other locations.

Scouters selected to receive invitations to these conferences should be those who are capable of using the knowledge, skills, and attitudes acquired to improve performance in district- and council-level Scouting roles. The selection of the right Scouter to participate is most important.

An invitation to attend a conference at Philmont in the summer enables Scouters and their families to enjoy a productive conference along with a unique western vacation. All conferences begin check-in on Sunday and end the following Saturday with breakfast. This allows Scouters to fit a conference into a one-week vacation period.

Councils recommend individuals to the Philmont Training Center. Scouters receive a personalized invitation from the Chief Scout Executive. Those who accept the invitation are asked to return the approved reservation form and the required deposit to Philmont where they will be accepted on a first-come, first-served basis.

All participants and their families live in a tent city that provides shelter and conveniences. Bedding is furnished, laundry facilities are available, and meals are served in a modern cafeteria.

The local council service center has details and dates.

Typical volunteer conferences at Philmont include:

- Administration of Commissioner Service
- Administration of the Cub Scouting Program
- Administration of Venturing
- Advanced Camping Skills
- Boy Scout Advancement
- Boy Scout Leader Training
- Boy Scout Roundtables
- Chartered Organizations and Growth

- Communicating the International Story
- COPE Instructor/Inspector
- Council and District Activities
- Council High-Adventure Trek Planning
- Cub Scout Camping
- Cub Scout Pow Wow Leadership
- Cub Scout Roundtable Planning
- The District Committee
- Endowment Development Seminar
- High-Adventure Trek (Council/Unit)
- Hispanic Awareness
- Implementing the New Train-the-Trainer Key 3
- National Junior Leader Instructor Camp (Junior Leaders)
- Order of the Arrow Advisers
- Quality Cub Scout Pack Program
- Quality Cub Scout Roundtables
- Reaching Untrained Cub Scout Leaders
- Scouting as a Youth Ministry
- Scouting in the Catholic Church
- Scouting in the Jewish Community
- Scouting in the LDS Church
- Scouting in the United Methodist Church
- Scouting the Environment
- Scoutmaster Basic Camping Skills
- Strengthening Cub Scout Den Programs
- Strictly for Cubmasters
- The Unit Commissioner
- Webelos Scout Program
- Working With Older Scouts and Junior Leaders

