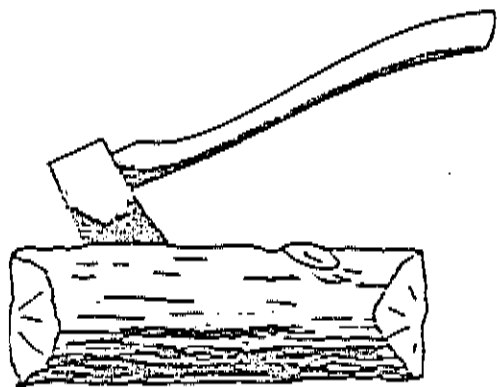


Piedmont-Appalachian  
College of Commissioner Science



DOCTOR  
COMMISSIONER SCIENCE

ADVANCED TRAINING  
A DISTRICTS INNER STRENGTH

BY  
LARRY A. BROWN  
SEQUOYAH COUNCIL - UNIT COMMISSIONER

## PREFACE

Training helps leaders to acquire knowledge; develop good attitudes and learn the skills to make the leader's contribution to boys worthwhile.

But indepth, dedicated and advance training will maintain a quality program that will endure.



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## TRAINING--A PERSONAL EXPERIENCE

In 1979 when I became a Den Leader in the Cub Scouts I had no knowledge of the Scouting Program. I had been in the Cub Scouts and Boy Scouts as a youth and now as a parent I wanted my son to have an opportunity to be in Scouting also. Little did I know that this would change the rest of my life. I assumed that all I would have to do was to take my son to his local school for scout night and register him, then the scouting program would take over. Soon into the meeting the Scout Representative came to the part of the program where a volunteer Den Leader was necessary for this group of boys to be a Den in the Pack they were wanting to join. This is the point where I became part of the Scouting Program in which I had always been on the receiving end and now had volunteered to be on the giving end.

As I began my new position as a Den Leader I resorted to things that I thought would work to make our new Den operate. Soon my ideas began to run out and I realized that I had no knowledge of the operation of the scouting program, and I needed help. I talked with the Cub-Master about my problems, and was seriously thinking about quitting as a Den Leader. Shortly after this meeting I received a phone call one afternoon and a lady introduced herself. She explained that she had heard that I was having some problems.

A meeting was set up and at this time I can truly say that this is where my scouting career started. I was introduced to the training programs that would help me to understand the Scouting Program so that I could do my job in Scouting with pleasure and reward. This lady was our District Cub Scout Commissioner, Training Cordinator, and a Wood Badger.

## OUR DISTRICT

After serving as a Den Leader for one year I became a Webelos Leader for one year, and a Cub Master for three years. While serving as Cub Master I also became an Assistant Scout Master. The Cub Scout Program at this time was pretty sound, but the Boy Scout Program on the District level barely existed.

Through these years I have seen many ups and downs, trials, and successes of our District in the Boy Scout field.

From 1980 to the present time we have had five District Executives and several years without one. After our District Executive was promoted to another Council in 1980, we went through approximately five years of District Executives without any experience, and at times with someone doubling up from the Council while trying to hire a new District Executive. During these years we had no Commissioner, no training programs, no roundtables or wood badgers. Our District Program continued through this period, but with many problems. We seemed to be slowly dying and we needed help.

In 1986 something was about to happen in our District that would give it new life. A District Executive was hired with 20 years experience as a Professional Scouter.

He would take welcomed control and help us reorganize through something most of us needed--training.

During this period we restructured our District Committee; began Basic Scout-Masters Training; Basic Commissioners Training; started our Round-Table Meetings; and was introduced to the highest two training sessions available to Scouters, Wood Badge Training and College of Commissioner Science.

Throughout the next couple of years our District began to grow into a self-supporting unit. Our District became active again in the Wood Badge Program. There were no Wood Badgers from 1978 until there was one in 1984. In 1986 three persons completed the course and in 1988 there were six.

In 1987 we had three persons attend College of Commissioner Science, 1988 we had six persons attend in 1989, and in 1990 we are hoping we will have eight to ten attend with three earning their Doctorial Degree.

Through our participation in College of Commissioner of Science we have promoted Commissioner Training and Organized our District Commissioners.

We now have over 90% of our Scout Leaders trained and a program for Junior Leaders (JLT).

Our District participation on trips to Philmont and the National Jamboree on the Leader and Boy level have also greatly increased.



But in the beginning of 1989 we suffered a great blow. Our District Executive moved on. A new executive was hired without any professional experience. Some at this time seemed to think things would fall apart. But after one year I can happily say things have continued to improve with us and that we can still continue to get the job done. We also have been able to help and train, and break in our new District Executive. Somewhere our District has continued to renew its inner strength.

What is our inner district strength? During one of our 1989 College of Commissioner Science Doctorial Degree sessions, it was realized that all the instructors and students were former Wood Badgers, and had, or was working on their Doctor Degree in Commissioner Science.

At this time I began to try to place things together. I had remained in Scouting because of a Commissioner and Wood Badger. Through the years of District standstill with the lack of experienced District Executive and trained leaders, our District was carried by a few. After looking back, these people were trained Commissioners, Wood Badgers or both. Could this be the key to the inner strength of a District?

## WHAT IS A WOOD BADGE

### History of Wood Badge

Although an experimental course was conducted in 1936, Wood Badge training was officially inaugurated in the United States in 1948. Since that time it has grown and developed until it has become a motivating force in the training of volunteer leaders in the Boy Scouts of America.

For 10 years, Wood Badge courses were conducted by the Boy Scouts of America exclusively for the purpose of training representatives from councils in methods of training and how to help with the leadership training programs of their own councils. Candidates were required to subscribe to an agreement of service to this effect.

To provide an advanced type of leadership training for Scoutmasters, assistant Scoutmasters, troop committee members, and commissioners, qualified local councils have been conducting their own Wood Badge courses since 1958.

Cluster-council Wood Badge courses also are held. With the approval of the regional service center, two or more local councils cooperate in conducting this training experience. One council acts as host council and the course is held in that council's camp, provided the camp meets Wood Badge standards. These courses are conducted for Scoutmasters, assistant Scoutmaster, troop committee members, commissioners, and other Scouters. Each participating council provides staff members.

Leadership development was introduced into Wood Badge experimentally in 1967-68 in selected councils. In addition to the Scouting skills of the original Wood Badge, desirable leadership skills needed in present-day Boy Scouting were also presented. It became a part of the standard Wood Badge curriculum in 1972.

The knowledge, inspiration, and enthusiasm which Scouters gain in Wood Badge will be reflected in better troops, better district committees, better commissioner staffs, and stronger professional staffs.<sup>1</sup>

#### Course Objectives

Boy Scout Leader Wood Badge is the advanced training program for Boy Scout Troop Leadership.

As a result of this experience, the participant will have a knowledge of the qualities and attributes of good leaders and will develop abilities in the practice of both leadership and scoutcraft skills.<sup>1</sup>

#### Requirements

Boy Scout Leader Wood Badge is the advanced training program for Boy Scout troop leaders. Scout masters, assistant scoutmasters, troop committee members, and other scouters directly related to boy scout troop operation may attend.

Participants must have completed the current Boy Scout Leader Basic Training and must have at least 2 years tenure in active Boy Scout Troop Leadership or in a position directly related to troop operation.<sup>1</sup>

The course consists of a one day orientation and three weekends with a patrol meeting between weekends 1 and 2 and 3 and 4. The cost of the course is \$130.00. Each participant must furnish required uniform, personal camping gear, and transportation.

## WHAT IS COLLEGE OF COMMISSIONER SCIENCE

Before we go any further, lets understand what a Commissioner's responsibilities are.

The Commissioner is the liaison between the local council and the Scouting units. The Commissioner's mission is to keep the units operating at maximum efficiency, maintain regular contact with the leaders of the units and counsel them on where to find assistance; note any weaknesses in programs, and suggest remedies. The commissioner is successful when the units effectively deliver the ideals of Scouting to their members.<sup>2</sup>

The college is a continuing educational program for commissioner service. Courses in the curriculum are divided into three program areas:

- Bachelor's Program
- Masters Program
- PH.D. Program

The awards are as follows:

- Bachelor of Commissioner Science
- Master of Commissioner Science
- Doctor of Commissioner Science

The certificates of achievement are awarded for the following:

- Orientation in Commissioner Science
- Postgraduate Studies in Commissioner Science

Commissioner training is on the needs of Councils, Districts, Commissioners and Chartered Organizations, and their units. The curriculum and organization of each

Region's College of Commissioner Science should be based on meeting those needs.<sup>2</sup>

Our Regional College consist of a three day weekend held annually costing (in 1989) \$40.00 for room and meals plus \$7.00 registration. This can vary from year to year because of possible location changes. The 1989 College was the sixth we have had on the Regional Level.<sup>3</sup>

## CONCLUSION

After reading a brief report of my introduction to training and a short history of our District you would think the key to district inner strength is just training. Training is important but there is something I feel is more important, and that is the individual and what they develop through training. Let's try to explain using myself as an example. I became a leader with little desire and practically no experience, and after a couple of months I was ready to call it quits. Now over ten years later I am writing this thesis for my Doctor's Degree in the College of Commissioner Science, having previously completed Den Leaders Training, Webelos Training, Cub and Boy Scout Basic Training, Triple T. Unit Commissioner's Training, and the Wood Badge experience. Now my question is what causes a person who volunteers in a program to help out and ends up being a committed part of it.

There are several reasons why adults get into the Scout Program and why they stay. Most join with their son and leave with them. But let us examine those that stay when their son moves on, or those that get involved without children and stay whether they are past Scouts or just volunteers.

Listed below in order of priority are ten reasons why volunteers with over ten years of tenure still give of

their time. These were taken from a recent questionnaire completed by Blair Keller for a 1990 thesis.<sup>4</sup>

1. To make the world better.
2. Fellowship.
3. Friendship.
4. Civic obligations.
5. Pride in what you do.
6. To influence others.
7. Pride in Scouting.
8. For fun.
9. Feel part of something.
10. Keep you young.

I feel that all these are good reasons for anyone to remain in a program, but I would like to bring your attention to reasons 1, 5, 7, and 9. I feel that these are reasons that you must experience through a love, belief or a desire for the program. To reach this attitude we must know the purpose of the program, and then gain a great knowledge of it through experience and training.

When we obtain this level then we can reap our original goal and that is the purpose of Scouting.

Scouting's purpose for the youth of America is character development, citizenship training, and mental and physical fitness.<sup>5</sup>

Now I think we have a understanding why some join Scouting and the reasons why they stay with the program. We have also established that knowledge and understanding are results of training and experience. However, can we truly say that advance training is the District's strength. Let us look at a Doctor, or Engineer just for an example. They have



trained people who work under them who are qualified in their field, but depend on the Doctor or Engineer to make the final decisions, designs or diagnosis.

It is the same way in Scouting. We have leaders who are trained in their fields such as Den Leaders, Cub Masters, Scout Masters, Webelos Leaders, Committee Members and Commissioners. Then we have Wood Badge Training and the College of Commissioner Science, which have been explained. Leaders who have committed themselves to this advanced training have reached that point of leadership that will give the District the inner strength it needs. They are capable and willing to perform what ever is necessary to keep the Boy Scout Program going. They have developed the "Belief in" and Pride of" that gives the District its inner strength.

This same belief and pride held our District together a few years past that it may continue to grow today.

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