

# **VENTURING—SCOUTING'S NEXT STEP**

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I am submitting herewith a Dissertation written by Lynne McCarragher, entitled "What Venturing Can Do For You". I have examined the final copy of this report for format and content and recommend that it be accepted in partial fulfillment of the requirement for the Degree of Doctor of Commissioner.

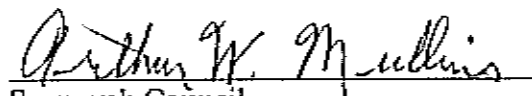
  
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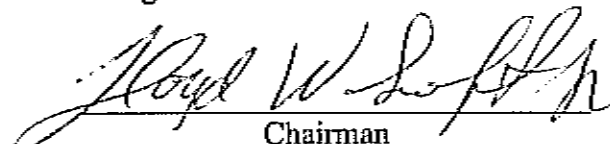
  
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## ABSTRACT

The purpose of this dissertation is to educate youth, adults, and organizations about Venturing. Venturing is relatively new to Scouts and adults. I will explain what is Venturing, the purpose and goals of Venturing, and the advancements and recognition the youth and adults can receive. I will explain some training for youth and adults and information about student interest surveys. The bulk of my dissertation is on how to recruit members to Venturing. Recruiting methods that will be discussed will be: letter of invitation, personal contact, publicity, open house, poster boards, and peer to peer recruiting.

**CHAPTER ONE**

***INTRODUCTION: WHAT IS VENTURING?***

Venturing is the young adult program of the Boy Scouts of America for boys and girls - 14 (who have completed the eighth grade) through 20 years of age. Local Community organizations such as professional organizations, churches, and civic groups initiate specific Venturing Crews. They do this by matching the interests of young adults with the people and program resources within their organizations.

An effective Venturing program is designed to have exciting and meaningful activities that build character, promote citizenship, and develop leadership skills, develop personal and mental fitness and growth. Venturing helps youth pursue their special interest. Each crew has the responsibility of achieving this purpose by designing its own program. When ideas and imaginations and dreams combine, there is a reaction. You learn how to go from a dream to a reality, to something you actually do. Venturing is empowering because people discover things about themselves they never realized before. Venturing's purpose is to provide positive experiences to help young people mature and prepare them to become responsible and caring adults. It also helps us to experience more balance in our lives.

Venturing provides opportunities for new experiences and new ideas. Venturing provides a program that will attract young adults who left the more traditional Scouting or who have never experienced scouting before. Venturing compliments a religious

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organization's existing youth program. Sea Scouting is the nautically oriented organizational option within Venturing.

Venturing is based on a unique and dynamic relationship between youth, adult leaders, and organizations in their communities. The Venturing program is tailored for teenagers. They like the emphasis on extreme sports, high adventure, coed involvement and less emphasis on uniforming. Most of our crews are High Adventure crews.

### *CHAPTER TWO*

#### *GOALS OF VENTURING*

- To gain practical experiences
- To engage in a program of activities that is fun, full of challenge and adventure that is centered on leadership, service, social activities, fitness in the outdoors, and citizenship to encourage the development of the whole person
  - To experience positive leadership from adults and youth leaders and be given opportunities to take on leadership roles
  - To have a chance to learn and grow in a supportive, caring , and fun environment
  - Learn to make ethical choices over their lifetimes by instilling the values in the Venturing Oath and Code
- Acquire skills in the areas of high adventure, sports, arts, and hobbies, religious life, or sea scouting.

**CHAPTER THREE**

**METHODS OF VENTURING**

The methods of Venturing have been chosen to meet the needs of the young adults.

- **LEADERSHIP-** All Venturers are given the opportunities to learn and apply proven leadership skills. A Venturing crew is led by elected crew officers. (The crew consists of the President, Vice President of Programs, Vice President of Administration, Secretary, and Treasurer). The Venturing Leadership Skills Course is designed for all Venturers and helps them learn in an active way to effectively lead.

- **GROUP ACTIVITIES:** Venturing activities are interdependent group experiences in which success is dependent on the cooperation of all involved. Learning by "doing" in a group setting provides opportunities for developing new skills. Generally, each crew will select a specialty that determines the programs and activities. An outdoor focused crew will do a lot of camping, while a religious life crew will probably be involved in church activities and community service projects. Crews are encouraged to have an annual Super Activity, which is typically a week-long event, usually during the summer. Crews within a district, council or area may jointly perform activities that promote advancement through fun and competition. The Venturing Safe Rides program provides a free and confidential safe ride home to any young adult who is not in a condition to drive safely, or who wants to avoid being a passenger in such a situation.

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- **ADULT ASSOCIATION-** The youth officers lead the crew. The officers and activity chairs work closely with the adult Advisors and other adult leaders in a spirit of partnership. The adults serve in a "shadow" leader role.
  - **RECOGNITION-**Recognition comes through the Venturing advancement program and through the acknowledgement of a youth's competence and ability by peers and adults.
  - **THE IDEALS-**Ventures are expected to know and live by the Venturing Oath and Code. They promise to be faithful in religious duties, treasure their American heritage, to help others and to seek truth and fairness.

The Venturing Oath: *As a Venturer, I promise to do my duty to God and help strengthen America, to help others, and to seek truth, fairness, and adventure in our world.*

The Venturing Code: *As a Venturer, I believe that America's strength lies in our trust in God and in the courage, strength, and traditions of our people. I will, therefore, be faithful in my religious duties and will maintain a personal sense of honor in my own life. I will treasure my American heritage and will do all I can to preserve and enrich it. I will recognize the dignity and worth of all humanity and will use fair play and goodwill in my daily life. I will acquire the Venturing attitude that seeks truth in all things and adventure on the frontiers of our changing world.*

The Venturing sign is a raised right hand with the palm open, upper arm held horizontally



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and the forearm vertically. The right thumb is held slightly open, creating a "V."

The Venturing Hand Salute is a full-hand salute, with the pointer touching the forehead or hat brim.

- **HIGH ADVENTURE**-Venturing's emphasis on high adventure helps provide team-building opportunities, new meaningful experiences, practical leadership application, and life-long memories to young adults.
- **TEACHING OTHERS**-All of the Venturing Awards require Venturers to teach what they have learned to others. When they teach others often, Venturers are better able to retain the skill or knowledge they taught, they gain confidence in their ability to speak and relate to others and they acquire skills that can benefit them for the rest of their lives as a hobby or occupation.
- **ETHICS IN ACTION**- An important goal of Venturing is to help young adults be responsible and caring people, both now and in the future. Venturing uses ethical controversies' to help young adults develop the ability to make responsible choices that reflect their concern for what a risk is and how it will effect others involved. Because an ethical controversy is a problem-solving situation, leaders expect young adults to employ empathy, invention, and selection when they think through their position and work toward a solution of an ethical controversy.
- **CREW ACTIVITIES**-What a Venturing crew does is limited only by the imagination and involvement of the adults and youth leaders and members of the crew--

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Sail the Caribbean, produce a play, climb a mountain, teach disabled people to swim or attend the Olympics. All these adventures and more are being done today by Venturing crews and ships across the country. All that is needed are concerned adults who are willing to share a little bit of themselves with today's youth—tomorrow's leaders.

### STARTING A NEW VENTURING CREW

Organizing a Venturing crew is easy to do. Just follow a few steps:

- A survey is conducted annually in community high schools to determine students' recreational, hobby, and avocation interests
- A meeting is called of key people within an organization, with a Scouting representative in attendance. The representative explains the Venturing program, describes the key volunteer leader positions, and plans the recruiting of adult leaders.
- The crew committee and Advisors are recruited and meet with the Scouting representative. Responsibilities of adult leaders are explained. The Scouting representative also discusses program ideas and helps develop a one-year program. The crew's one-year program is reviewed and adopted.
- The organization's top executive writes a personal letter to each young adult selected from the survey, or identified through other recruitment efforts, and invites the youth and their parents to attend an organizational meeting. This letter is followed by a personal phone invitation from a member of the organization to each prospective youth.

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The first meeting is held, involving young adults, the adult committee, and selected consultants. Adult Advisors share the program plans with the new Venturers (youth) and discuss member involvement and leadership roles through the election of youth officers.

The Venturing crew is sponsored by a community organization such as a business, service organization, school, labor group, or religious institution. The chartered organization is responsible for selecting leadership, providing a meeting place and promoting a good program. The chartered organization representative is the liaison between the crew, the chartered organization, and the BSA. The crew may elect to be all-male, all-female, or co-ed.

The crew committee is a group of adults, led by the crew committee chair, who guide the crew program and activities and manage record keeping, finance, leadership recruitment and registration. The crew must have a minimum of five adults registered with the crew to become a legitimate crew. The crew is led by youths who are elected to the positions. Other position in the Venturing crew may exist, such as activity chair. The adult advisor and associate advisors provide guidance while allowing the youth to lead the crew.

### WHAT YOUTH WANT

Research has revealed these major points:

- High school students have many vocational and avocational interests.
- Teenagers want a broader experience that provides practical "hands-on"

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experience and is tailored to their cultural backgrounds.

- Teenagers want to belong to a group that provides a "safe haven" from which to address the youth development issues that affect them. These issues include experimentation; moving from dependence to interdependence; social relationships, psychological changes and sexual maturity, and a re-evaluation of values.

### PROGRAM SUPPORT

The Venturing Division has designed literature, audiovisuals, training, activities, and awards to support Venturing crews and ships.

**LITERATURE AND AUDIOVISUALS-** A variety of books, pamphlets, and videos have been developed to assist with organization, program, leadership and activities. In particular, the Venturing Leader Manual will support leadership and planning.

### TRAINING

Venturing Leader Specific Training for Adults, Venturing Leadership Skills Course for Youth and monthly roundtables will be available to improve and enrich Venturing crew programs. There is also a Kodiak and a Kodiak-x. A weeklong high-adventure skills course for Venturing Advisors called Powder Horn is available annually. Powder Horn is designed to introduce Venturing and Boy Scout leaders to the activities and resources necessary to operate a successful outdoor and high adventure program and is based on the Venturing Ranger Program. A follow up course called Flintlock is in development. The weeklong Nature of Leadership High Adventure Treks program is available from host

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councils across the country to teach experience-based leadership skills. New leaders are encouraged to attend training for their positions. This training provides the essential information they need to provide a safe and successful quality program. Youth training in Venturing consists of a Crew Officer Briefing, conducted by the Crew Advisor for the Venturing Leadership Skills Course. There is Venturing Fast Start for adult training. This is the introduction for adult leaders new to the Venturing program. Fast Start is self paced and provided as a video or online. Venturing Youth Protection Training is required for all adult leaders and must be recertified per local council policy.

Supplemental training modules are designed to provide orientation beyond Basic Leader Training. These training sessions are often provided at University of Scouting programs offered by the local council and at National Scouting Conferences held at the Philmont Scout Ranch and the Florida National High Adventure Sea Base. Wood Badge is the advanced training program for leadership skills for all adults in all BSA programs. Wood Badge consists of six days of training (usually presented in two three-day weekends) and an application phase of several months. When training is complete, leaders are recognized with the Wood Badge beads, neckerchief and woggle.

### ADVANCEMENT AWARDS

A variety of awards are available to Venturers who accomplish specific advancement achievements. These awards include:

- Venturing Bronze Awards
- Venturing Gold Award

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- Venturing Silver Award
- Venturing Ranger Award
- Sea Scouting Quartermaster Award

### RECOGNITION AWARDS

Those awards that are designed to provide recognition for youth and adults include:

1. Venturing Leadership Award
2. Venturing Advisor Award of Merit

### UNIFORMS

The BSA Supply Division offers the traditional spruce-green uniform shirts for Venturers. It is recommended that crews adopt a charcoal gray casual pant and/or backpacking –style short for their uniform. However, each crew may determine what, if any, specific uniform pants or shorts they will wear based on crew activities.

Individual ships have traditionally worn US Navy or US Coast Guard uniforms, or a polo-style shirt or T-shirt worn with regular clothes.

### BSA COUNCILS

Venturing crews and ships are supported by local BSA councils, which provide staff and volunteer support, operate service centers and camps, and conduct training and activities.

### LIABILITY INSURANCE

The Boy Scouts of America has liability insurance that covers leaders and organizations to which Venturing crews and ships are chartered. Accident and medical coverage are

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not included but are available through local Boy Scout Councils at a modest cost.

### *CHAPTER FOUR*

#### *ADVANCEMENT AND RECOGNITION*

##### **YOUTH ADVANCEMENT**

The **Bronze Award** may be earned for each category: arts and hobbies, outdoor, religious life, sea scouting and sports. After earning at least one Bronze Award and meeting tenure, leadership, personal growth and other requirements, the Venturer may earn the **Gold Award**. To earn the **Silver Award**, the Venturer must earn the Gold Award, earn first aid and CPR certifications, show leadership and participate in ethics training.

Venturers may also earn expert awards that build on some areas of the Bronze Awards. These include the **Venturing Ranger Award**, (**Outdoors**), the **Trust Award**, (**Religious Life**), the **Quest Award** (**Sports**), and the **Sea Scouting Quartermaster Award** (**sea scouts**).

In addition to these awards, there are **Venturing Shooting Sports Outstanding Achievement Award**, and the **Venturing World Conservation Award**. Venturers may also earn other awards common to the Scouting program such as the **William T.**

**Hornaday Award**. Venturers may also be recognized for their "excellent achievements and service to their community, state, and nation" with the **Young American Award**.

Male members under the age of 18 may also earn the **Star, Life, and Eagle Scout** ranks

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from the Boy Scouting program if they have earned at least First Class rank in a Boy Scout troop or Varsity Scout team.

### **Leader Recognition**

Venturing adult leaders who complete training, tenure, and performance requirements are recognized by a system of awards. The Venturing Leader's Training Award is available to the leader, while the Venturing Advisor's Key and Venturing Advisor Award of Merit are only available to the Advisor.

### **Venturing Leadership Award**

Both youth and adults are eligible for the Venturing Leadership Award. There are three levels of these awards:

- **Council:** (for those at the crew, district, and/or council levels)
- **Region:** (for those at the area or region levels)
- **National**

A limited number of these awards are presented on an annual basis to those involved in Venturing who have made exceptional contributions to Venturing at their particular level and who exemplify the Venturing Code.



*CHAPTER FIVE*

*RECRUITING VENTURERS*

1. CONDUCTING STUDENT-INTEREST SURVEYS;

One method Venturing has found to determine the interests of Venturing-age young adults and invite them to join crews relating to those interests is by conducting an annual survey of high school students within the council.

This survey, conducted in schools, is to provide a list by interest group of student names, addresses, communities, phone numbers, grades, ages, and schools. This information is used to invite students to join Venturing crews in their interest areas. For example, if 200 students list scuba diving as an interest, the membership committee will know to look for an organization that could begin a crew specializing in scuba diving.

The survey also provides a service to schools by giving them, at no cost, a complete list of their student's hobby choices. Emphasize to school officials that the council is only asking for about 10 minutes of student time each year. In exchange, schools can have information that can help counselors with individual students and can support school curriculum program planning.

Most survey forms and computer programs are developed within the local council. This allows the council to localize its survey. The hobby interests and career interests are listed on the same form and called the student-interest survey. Use the information collected from the career-interest portion of the form for Exploring and the information

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from the hobby-interest portion of the form for Venturing.

Once you have conducted a student-interest survey and know the interest of the youth in the community, share the names with existing crews for invitations to open houses and approach organizations for new crew possibilities.

An example of a survey: (See Appendix A)

### 2. LETTER OF INVITATION

The head of the chartered organization or crew president should write a personal letter to each student identified on the student-interest survey, inviting them to a crew open house or other special crew function. Ask the council for a list of recently dropped Boy Scouts ages 14 and older and add them to the invitation list.

Invite students to bring a friend early in the letter so they will be comfortable attending.

Mention exciting set of activities that should motivate them to attend.

Include in the letter the crew Web site to find out more information.

Send the letter a minimum of 10 to 14 days in advance.

The letter should be followed up by a phone call from a Venturer within 48 hours of the open house.

Key points in writing the letter:

- Personalized
- Comes from youth
- First paragraph paint the Picture of what the potential members can do

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- Emphasizes: one hour meeting, time, place, bring friends and family, and bring registration money, what money is for.

- Briefly explains who we are and what we do
- Invites them to visit crew Web site
- Enclose detailed map and Venturing brochure
- Gives sources to get more information
- Emphasizes friends some more
- Sent with stamp—never bulk

### 3. PERSONAL CONTACT

Ask each crew member to list three to five prospective members on cards, at least twice a year, in the spring before summer break, and in the fall after summer vacation. Some of the prospects should be in a lower grade than the member, so the crew is reaching down to younger people as members. The administrative vice president sorts the cards and eliminates duplicates. The names are reviewed at a crew meeting, and those who know the people best are assigned to invite them to a meeting. Do not assign more than three prospects to a crew member. Set a target date for the contacts to be completed, with regular reports on progress. Or you can challenge them to report back to the VPA whom they have invited, and what answers they received. This is probably the most effective recruiting tool we have. Talk it up!

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### 4. PEER-TO-PEER RECRUITING

Peer-to-peer recruiting is often the most effective kind of recruiting that a Venturing crew or Sea Scout ship can engage in. Peer recruiting is when the Venturers bring their friends because they believe their friends will enjoy the program the crew offers.

Peer recruiting does not happen by magic. It must be nurtured. Unless youth and adult leaders are conscious of the need to do it, it is likely to be forgotten, and will not happen.

The vice president for administration (VPA) is the youth officer responsible for recruiting. The associate advisor for administration is the adult leader identified to help the VPA. However, the president, the advisor, and the entire crew need to be actively involved in peer recruiting efforts. Activities should be inexpensive and fun.

In addition to specific spring and fall recruiting drives among the members, the president should inquire regularly if there are friends and prospects that should be invited to the crew's meetings and activities. Consciousness on the part of the youth and adult leadership makes a big difference in persuading every Venturer to be part of the recruiting team.

### 5. PUBLICITY

Many crews place meeting notices or posters in schools, churches, or young-adult centers. Radio and city or neighborhood newspaper publicity can feature your crew and invite those interested to attend an open house. High-adventure crews put up notices in ski or outdoor equipment stores, sports crews place notices in gyms, and other crews

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distribute information in appropriate locations. Some crews even make 30 second promotional videos for their school TV system or publicity through their sponsoring institution.

Your crew should construct an information sheet telling important details of your crew.

This information sheet should include:

- A brief description of your crew's "personality" and/or philosophy. For example, if your crew primarily likes to go backpacking and concentrates on that heavily, then say that in a brief paragraph.
- Make whatever your crew does sound like fun!
- Pictures of some interesting crew activities
- Crew Number, District, and Sponsor
- Names and contact information of Leaders
- Day of week, frequency, and time of regular meetings
- Uniform requirements, if any
- Individual crew fees beyond national fees
- Frequency and type(s) of outdoor activities
- Indicate briefly the history of the crew. For example, tell what year it was founded, major accomplishments of the crew, etc.
- Describe the crew's demographics. That is, what is the crew's current size? Is it coed?

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- Describe the kind of community service your crew provides. Is it limited to work for/with the crew's sponsor? Does the crew engage in other community service?
- List the schools youth in the crew attend.
- End with a statement of welcome.

"How large of a crew do you want? The crew should get together and set a goal of how many new members to try to recruit each year. A typical goal is 5 new members who are between 14 and 15 years of age and have finished the 8<sup>th</sup> grade. Others would say, if you are going to recruit, shoot toward the "moon!" It is your decision. If you recruit youth in earlier high school grades it is a lot easier than recruiting busy juniors and seniors who are worrying about which college to attend.

What type of people do we want in the crew? For example, small crew of friends is flexible, easily transported and comfortable.

You will target people without a Scouting background as well as those whom you knew from Scouting. Invite friends from school and the community or church. Invite them to an outing, not just to a meeting. Action draws young adults better than another classroom like environment.

### 6. MARKETING VISITS AND DEMONSTRATIONS:

Strut your stuff! Demonstrate what you do at local fairs and festivals.

Work on that public speaking-send letters to local civic groups offering a member of your crew to share with them your latest "superactivity" or special event. Civic groups are

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always interested in what the youth of their community are doing, and many of them have members who have teenaged sons and daughters (or both). Make the presentation brief, filled with photos and graphics, and leave time for questions.

### **7. PICTURE BOARDS:**

Set up a table with picture boards which show your crew in action. These photos show not only high adventure activities, but conservation projects, community service activities, and participation in local events. Also include photos of Venturers in sports uniforms, dance clothes, at school, church photos, etc. The table should have application materials. (See Appendix B.)

Bring your table to Scout-O-Rama! There is a market of High School Scouts there who are eagerly looking for something within Scouting that is new and different.

### **8. VOLUNTEER**

Volunteer to assist at Council and District events. When you volunteer, look sharp! If you become visible to commissioners and professionals, the council and district will refer people to you.

### **9. LOCAL SCOUT TROOPS**

Talk with local scout troops about how Venturing can retain High School age boys in Scouting even if they are bored with Scouting. Some crews have very good luck working with local troops or with troops that are sponsored by their chartering organization. The building of a working relationship is simplified when the chartering organization is the

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same, however you can discover contact data for nearby troops and develop a lasting cooperative friendship with those units of younger youth. This can be accomplished by annually inviting the adult and junior leadership of a nearby Troop to an "Open House" meeting held at the regular time of the crew's Meeting. It can also be set for a different time such as a weekend. This move encourages a line of friendship and communication between the crew which wants to recruit youth and the troop nearby who may be looking to older youth to help with their program.. Make it a "communications fest" with simple potluck food treats liberally dosed with friendly information about the nature of the crew and offers of jointly-sponsored activities between the troop and crew. It is also an ideal time for the crew to offer support in the form of instructors. Conversely, the Troop may be able to lend a hand with one or more of the crew's community service projects. Best of all, it provides an ideal opportunity to "sell" the best points about the crew in a casual atmosphere.

### 10. "PARTNER ACTIVITIES"

Hold "partner activities" with other groups which normally does not do the kinds of outdoor activities Venturers do. For instance, the county extension agencies host 4-H clubs which normally do not participate in camping or outdoor activities; many Senior and Cadette Girl Scout troops do not "open-air camp"; and Future Farmers of America (FFA) and Distributive Education Clubs of America (DECA) do not camp at all. Invite their group to come along with your Crew on an outing.



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11. VENTURING OPEN HOUSE HINTS ( An open house is where your crew invites possible recruits to a function that will let them know what you do and how much fun Venturing is. First impressions are key, so plan your open house with that in mind. You might only get one opportunity to show off what you do and to invite someone to join. Open Houses should be Venturer run, not adult run.)

### THE PLANNING

- Set a date for the open house (best in mid-September through late October) 45 to 60 days in advance.
- Secure names of prospective members from student-interest surveys, friends of Venturers, etc.
- Check for community and school conflicts with the selected date
- Concentrate on making it fun
- Is your start time conducive to travel needs, meal times, a teenager's schedule, etc?
- Plan a gathering time activity or have a handout (anything beats a staring at the wall).
- Plan each part of the open house; given assignments, and be sure it is youth run.
- Mail open house invitation letters, including an RSVP card and crew three month calendar 10 to 14 days in advance.
- The day before the event make last-minute phone calls for former members.

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- Using the survey list, make reminder phone calls to prospective new members.
- Plan an event to take place soon after the open house.

### THE MEETING

- The young people like to be called young adults or students, not kids.
- Have the students sign in on a roster as they are arriving.
- Avoid language that is too technical and be careful not “Venturing-Speak” before

they know enough about the crew or Venturing to process the information

- Present a crew three-month calendar to students during the meeting
- Promote attendance at the crew event happening in the next few weeks

### THE FOLLOW-UP

- Use the roster from the sign-in as a follow-up list to contact
- Send thank-you letters to everyone that helped make the evening successful
- Complete the registration of new youth and adults in a timely manner

### OPEN HOUSE SAMPLE AGENDA

(See Appendix C.)

The agenda for the Open House is just a suggested guideline to have an Open House. The key is to plan an exciting, effective program and to make the necessary assignments to make it happen. The chair must be prepared to effectively run this meeting, work with the committee, and follow up to ensure that the open house is done well.

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Recruiting never stops and the program sells itself if you get the message out. A crew that is active, or has a lot of interesting activities on their calendar, will recruit faster than one which does not.

### TOOLS FOR RECRUITING VENTURERS

In the appendix is a brief and helpful list of posters, fliers, brochures, and a couple of videos that may help you with your recruiting efforts.

(See Appendix D)

### VENTURING:

- Venturing can help solve many Scoutmaster's challenges;
- Challenging older Scouts while continuing to attract and retain younger Scouts
- Competing with older Scout's growing interests: cars, girls, and high school
- Giving leadership/role model opportunities to all older Scout

### Venturing can:

- Keep older boys engaged in the troop longer.
- Offer scouts new challenges by the advancement program.
- Offer older scouts challenging activities with boys and girls their own age.
- Offer additional leadership experience and training.
- Give scouts something to anticipate as they get older.

## SUMMARY

The purpose of this dissertation was to educate youth, adults, and organizations on what Venturing is all about. To explain the goals of venturing, what the youth can gain or experience through Venturing. Venturing allows youth to have a chance to learn and grow in a supportive, caring and fun environment and to acquire skills in the areas of high adventure and religious life to name a few. Methods of Venturing are explained: Leadership, group activities, adult association, recognition, the ideas, high adventure, teaching others, ethnics in action, and crew activities. It explains how to start a new Venture crew, and what the youth want, program support and training, awards, advancement and recognition. One of the hardest parts of Venturing can be recruiting. Recruit Venturers by conducting student interest surveys, letter of invitation, personal contact, peer to peer recruiting, publicity, marketing visits and demonstrations, picture boards, volunteer to assist in council and district events, visit local boy scout and girl scout troops, partner activities, and open house. Recruiting never stops and the program sells itself if you get the message out. A crew that is active, or has a lot of interesting activities on their calendar, will recruit faster than one which does not. Venturing can help solve Scoutmaster's challenges. Venturing can offer scouts new challenges by the advancement program, new challenges by high adventure activities, and give additional leadership experience and training.

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- Venture Youth Protection Personal Safety Awareness DVD (#AV09V027)
- Boy Scouts of America - Venturing Youth Recruiting – Hangin' Out Video (#AV-03V019)
- Venturing BSA - Venturing New Crew Fast Start Video (#AV03V013)
- Venturing Fast Start Online – <http://www.scouting.org/venturing/faststart/index.html> (#25-878)
- Boy Scout of America – Safe-Rides Program Venturing Guidebook (#33492)
- Literature and Resources brochures (#25-200)

# Appendix A

## VENTURING ACTIVITY INTEREST SURVEY—ALPHA LIST

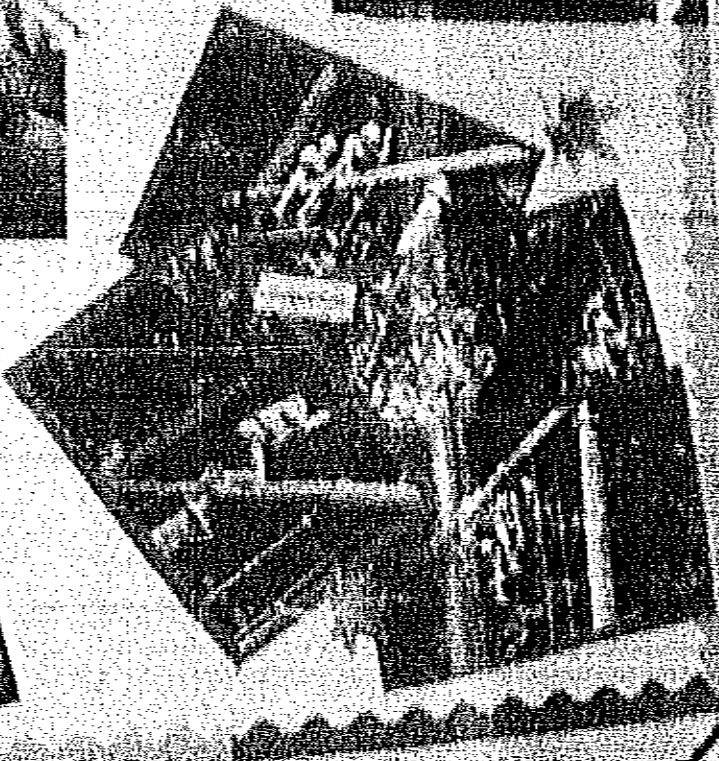
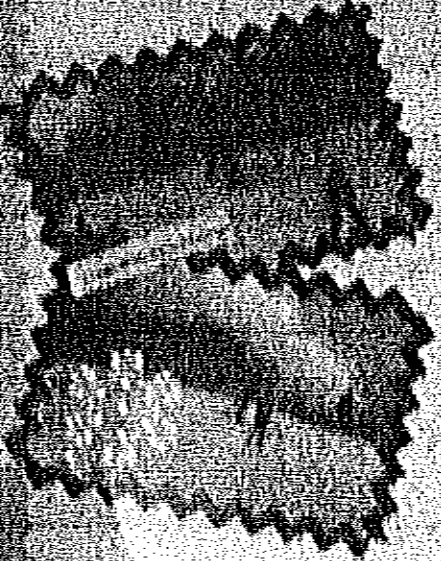
Please check those activities, tours, projects, and seminars that you would like the crew to plan as part of its program for the year.

- |  |  |   |
|--|--|---|
| <input type="checkbox"/> Airport tour                    | <input type="checkbox"/> First aid training        | <input type="checkbox"/> Public speaking                |
| <input type="checkbox"/> Auto mechanics                  | <input type="checkbox"/> Fishing                   | <input type="checkbox"/> Recognition dinner             |
| <input type="checkbox"/> Automobile photography          | <input type="checkbox"/> Gourmet cooking           | <input type="checkbox"/> Recycling center               |
| <input type="checkbox"/> Backpacking                     | <input type="checkbox"/> Government official       | <input type="checkbox"/> River rafting                  |
| <input type="checkbox"/> Banquet party                   | <input type="checkbox"/> Halloween party           | <input type="checkbox"/> Road rally                     |
| <input type="checkbox"/> Beach party                     | <input type="checkbox"/> Ham radio                 | <input type="checkbox"/> Rock climbing/rappelling       |
| <input type="checkbox"/> Bass lake                       | <input type="checkbox"/> Inaugural cleanup         | <input type="checkbox"/> Sailing                        |
| <input type="checkbox"/> Block party                     | <input type="checkbox"/> History, study the town's | <input type="checkbox"/> Saving money                   |
| <input type="checkbox"/> Bowling                         | <input type="checkbox"/> History, trace family     | <input type="checkbox"/> Scholarships                   |
| <input type="checkbox"/> Buy a car, how to               | <input type="checkbox"/> Hobby smorgasbord         | <input type="checkbox"/> Scuba                          |
| <input type="checkbox"/> Camping trip                    | <input type="checkbox"/> Horseback riding          | <input type="checkbox"/> Senior citizens, assistance to |
| <input type="checkbox"/> Canoeing                        | <input type="checkbox"/> Hunter education          | <input type="checkbox"/> Shooting sports meet           |
| <input type="checkbox"/> Car wash                        | <input type="checkbox"/> Ice-skating party         | <input type="checkbox"/> Skating                        |
| <input type="checkbox"/> Career clinic                   | <input type="checkbox"/> Industry, local           | <input type="checkbox"/> Ski weekend                    |
| <input type="checkbox"/> Car show                        | <input type="checkbox"/> Internship activities     | <input type="checkbox"/> Slide show, plan a             |
| <input type="checkbox"/> Child care                      | <input type="checkbox"/> Job interviewing skills   | <input type="checkbox"/> Snorkeling/scuba diving        |
| <input type="checkbox"/> Christmas party                 | <input type="checkbox"/> Leadership skills         | <input type="checkbox"/> Spaghetti dinner               |
| <input type="checkbox"/> Civil defense                   | <input type="checkbox"/> Lifesaving, swimming      | <input type="checkbox"/> Sports medicine                |
| <input type="checkbox"/> College or university visit     | <input type="checkbox"/> Military base trip        | <input type="checkbox"/> Sports safety                  |
| <input type="checkbox"/> College panel discussion        | <input type="checkbox"/> Morality, ethics          | <input type="checkbox"/> Sports tournament              |
| <input type="checkbox"/> Community cleanup activity      | <input type="checkbox"/> Mountaineering            | <input type="checkbox"/> State capitol, visit           |
| <input type="checkbox"/> Conservation project            | <input type="checkbox"/> Movies                    | <input type="checkbox"/> Summer jobs clinic             |
| <input type="checkbox"/> Cooking                         | <input type="checkbox"/> Music listening           | <input type="checkbox"/> Swire meet                     |
| <input type="checkbox"/> Crew session                    | <input type="checkbox"/> Newsletter writing        | <input type="checkbox"/> Swimming party                 |
| <input type="checkbox"/> Crew reunion party              | <input type="checkbox"/> Orientation flight        | <input type="checkbox"/> Television station             |
| <input type="checkbox"/> Cruise, sailing                 | <input type="checkbox"/> Orienteering              | <input type="checkbox"/> Tennis clinic                  |
| <input type="checkbox"/> Cycling/mountain biking         | <input type="checkbox"/> Outdoor living history    | <input type="checkbox"/> Train trip                     |
| <input type="checkbox"/> Dance                           | <input type="checkbox"/> Pancake breakfast/supper  | <input type="checkbox"/> United Way, support the        |
| <input type="checkbox"/> Diet and nutrition              | <input type="checkbox"/> Parents' night            | <input type="checkbox"/> Watercraft                     |
| <input type="checkbox"/> Disaster cruises, assistance to | <input type="checkbox"/> Part-time jobs clinic     | <input type="checkbox"/> Waterskiing                    |
| <input type="checkbox"/> Drug abuse/alcoholism           | <input type="checkbox"/> Photography               | <input type="checkbox"/> Weather bureau                 |
| <input type="checkbox"/> Emergency preparedness          | <input type="checkbox"/> Physical fitness          | <input type="checkbox"/> Wilderness survival            |
| <input type="checkbox"/> Family picnic                   | <input type="checkbox"/> Planetarium               | <input type="checkbox"/> Winter camping trip            |
| <input type="checkbox"/> Family sports day               | <input type="checkbox"/> Plants and wildlife       | <input type="checkbox"/> Winter sports                  |
| <input type="checkbox"/> Fashion show                    | <input type="checkbox"/> Play, produce a           | <input type="checkbox"/> Other _____                    |
| <input type="checkbox"/> Fire safety                     | <input type="checkbox"/> Power station             | _____   |
|  | <input type="checkbox"/> Progressive dinner        | _____   |
|  | <input type="checkbox"/> Project COPE              | _____   |



Appendix B

What Did  
This  
Weekend??







## OPEN HOUSE SAMPLE AGENDA

- |     |   |   |
|-----|---|---|
| 1.  | <b>Before the Meeting</b><br>The open house committee arrives at least one hour before the open house. All other crew members arrive at least a half-hour before the open house. All hands-on activities are set up at least half an hour before the open house. All equipment such as a VCR/TV, welcome kit, name badges, sign-in rosters, registration table, etc., are set up at least half an hour before the open house. |   |
| 2.  | <b>Greeting</b><br>Have signs in the parking lot directing guests to the entrance. Have greeters outside the entrance and just inside the entrance. Have greeters at all turns and at the door to where your open house is held. Once guests are inside, all crew members are greeters.   | Greeters  |
| 3.  | <b>Hands-On Activity/Icebreaker</b><br>Ask everyone to take a seat.   | Hands-On Committee<br>Open House Chair or<br>Crew President |
| 4.  | <b>Welcome</b><br>The crew president welcomes everyone and introduces crew officers and Advisors.   | Crew President  |
| 5.  | <b>What Is Venturing and the Purpose of a Crew?</b><br>Consider creative ways to have your crew officers and/or members explain what Venturing is and what a crew does. Tell about program planning, officers, leadership opportunities, the Ventures/Advisor relationship, etc.  | Crew Officer  |
| 6.  | <b>About Our Crew</b><br>Also in a creative way, share what you think your crew is and some of the activities your crew has done. This could include slides or videos of what you have done. Share your future plans for trips, activities, and your superactivity.   | Crew Officer  |
| 7.  | <b>Questions and Answers</b><br>Give potential members and their parents an opportunity to ask questions.   | Crew President  |
| 8.  | <b>Advisor's Comments (Short)</b><br>The crew Advisor wraps up any area not properly addressed earlier and talks about adult supervision and the adults' role in the crew. He or she invites parents to talk further during the registration process.   | Crew Advisor  |
| 9.  | <b>Invitation to Join</b><br>Invite visitors to join. Explain registration costs, insurance, the code of conduct, crew policies and bylaws, and other pertinent crew information. Explain line by line how to complete the registration form. Tell new members to turn in registration forms and fees to the crew secretary at the registration table during the hands-on activities.   | Crew President  |
| 10. | <b>Hands-On Activities and Registration Process</b><br>This is another opportunity for potential members to experience a little of what you do. At the same time, they can register at the registration table.  | Crew Members<br>Crew Secretary                              |
| 11. | <b>Refreshments</b><br>Refreshments are optional, but often popular. They could include pizza, ice cream, cookies, soft drinks, etc. Serve them at the same time as the hands-on activities or whenever else you want.  | All   |
| 12. | <b>Cleanup</b>  | Cleanup Committee   |

## Tools for Recruiting Venturers

### **Venturing Recruiting Poster, No. 33486**

This 22-inch x 34-inch recruiting poster titled "Are You Ready for This?" is to be displayed wherever teenagers hang out. Space is provided to customize the poster with specific information.

### **Venturing Recruiting Flier, No. 33485**

This 8 1/2-inch x 11-inch recruiting flier is titled "Are You Ready for This?" Space is provided to customize the flier with specific information. It is to be distributed to individuals in schools and churches.

### **Sea Scouts Recruiting Brochure, No. 25-353**

This colorful six-page brochure can be used to introduce youth to Sea Scouting. It invites prospective members to discover the challenges and opportunities for adventure in Sea Scouting.

### ***Hangin' Out—Venturing Youth Recruiting Video, No. AV-03V019***

This two-minute recruiting video should be shown to teenagers to attract them to the adventure of Venturing. In the video, two teenagers discuss what they did over the weekend. One youth hung out at the mall; the other hung from a climbing tower on a Venturing activity. The Venturer then explains to his friend how many activities are available through Venturing and then invites the viewer to check out the Venturing program.

### ***Sea Scouts: Chart a Course for Life Video, No. AV-03V018***

This action-packed presentation is designed to recruit Sea Scouts. It is 3 1/2 minutes long and explains to a teenager the fun and adventure of Sea Scouting.