

K"NOT" FOR
COMMISSIONER
COLLEGE

JACKIE SANDS

UNIT COMMISSIONER

TUCKALEECHEE DISTRICT

GREAT SMOKY MOUNTAIN COUNCIL

BOY SCOUTS OF AMERICA

MARCH 28, 1997

PIEDMONT-APPALACHIAN

COLLEGE OF COMMISSIONER SCIENCE

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ADVISOR: HARVEY L. BOOHER

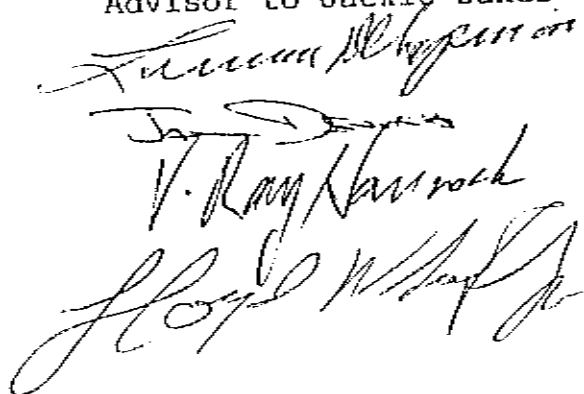
ADVISOR APPROVAL

This thesis has been reviewed for spelling and grammatical errors, content and conformity to the Piedmont-Appalachian College of Commissioner Science Guidelines for Writing the Thesis. All such errors have been corrected by the candidate before submission of this thesis to the Dean of the Ph.D. Program.

A handwritten signature in cursive script that reads "Harvey L. Booher". The signature is written over a horizontal line.

HARVEY L. BOOHER

Advisor to Jackie Sands

A block of four handwritten signatures in cursive script, stacked vertically. The signatures are: "L. ...", "J. ...", "V. Ray ...", and "Hoy ...".

ACKNOWLEDGEMENTS

I would like to express my deepest thanks to Harvey L. Booher for his direction, support and encouragement as I labored to complete my thesis. I will be forever grateful for his commitment to ensure that I was aware of and able to meet my necessary deadlines.

I also thank Carolyn Anderson for her encouragement to continue and pursue this endeavor.

To my loving son Mitchell for his incredible support and understanding through numerous long days and weekends.

To God for granting me the abilities and perseverance to complete this thesis.

Preface

Reason for writing this thesis:

This thesis is written to show how much voluntary time that is put into Cub/Boy Scouting. There is an official knot for every trained leader position, which can be worn as part of a class A scouting uniform. The commissioner which has finished the College of Commissioner Science has only a neckerchief and a patch. This is worn as temporary recognition. If he/she wears it, they are out of class A scouting uniform and are not setting a good example for the boys and new leaders. I would like to see a knot approved by National for the College of Commissioner Science.

Group that will benefit from reading this thesis:

The commissioners that have put many long, hard hours and lots of hard work over the years, would have a special knot to show that they have finished the College of Commissioner Science.

Scope of this thesis:

This thesis is to briefly tell how much work it takes to earn the leaders knots. It shows how much time and hard work that goes into earning each leaders award knot. The College of Commissioner Science is a very long, extensive training course that needs more recognition and deserves its own leader award knot.

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INTRODUCTION

Hi! My name is Jackie Sands. I have been in scouting for seven years. I am currently Co-Cub Roundtable Commissioner, Unit Commissioner and part of the Training Team Staff. I have no children in the scouting program.

Being involved with the scouting program is a way that I can help young boys and leaders achieve their goals. It takes a lot of time and hard work to make the program safe, fun, and successful.

In my words, there should be more recognition for leaders than is available. I know each leader should not be in it for the recognition, but a little pat on the back every now and then does not hurt, especially after all the time and hard work that each and everyone puts into the program.

This thesis is basically written for the commissioners, also known as the "trouble shooters" or "middle men". They need their own leaders' award knot so that they can wear it all the time on their uniforms. Maybe this paper will show all the endless work that a commissioner does and the people at the National Office will adopt a Leaders' Award Knot for the College of Commissioner Science. That is my major goal for writing this paper, and I am hoping this thesis will help just a little.

K"NOT" FOR COMMISSIONER COLLEGE

I guess that you think that this is another paper on knots. Well, you are right, and, well here goes. The scouting experience started when you take your child to sign up night. The person from your council stands up front and says, "We need some people to volunteer to help out." They also tell you that it takes only one hour a week for preparation. So you think, well thats not too much time to give up, so you volunteer to help. The next thing you know you become the main den leader and by now you are hooked on the scouting program.

The scouting adventure started when your child was a Tiger Cub. Then you and your boy move on up to Wolves, Bears, Webelos and then Boy Scouts. You go to all the training and roundtables to make sure you are doing your job correctly while putting on a good program. You go back to more training each year to keep yourself informed on changes, new requirements, and yet you still volunteer your time.

With a well-trained leader, each boy in the Cub/Boy Scouting program will have the proper program to help him achieve the goals, and help him grow in many different ways. This will only help make them better citizens out.

You want your child and all the other children in the program to be able to have fun while advancing, learning

different skills, and achieving their goals. At the same time, are learning different skills and are earning leaders' award knots just like the boys earn their advancement. Not that we are involved in it for the leaders' award knots, but this is one way to say "thank you" for all the time and hard work that goes into the program to make it fun, safe, exciting, successful, and rewarding for the boys.

Maybe you are wondering what a leaders' knot is. It is an award that you can earn for performing leadership in the Cub/Boy Scout program. It is given for leadership, tenure, and the training that you go through, and is given by your district to show your achievement in the Cub/Boy Scout program. It is to be worn on your uniform to show how much you have achieved in the Cub/Boy Scouting program. The leaders' knot is a small strip of cloth that looks like it has two pieces of rope tied in a square knot, and it comes in different colors. They vary in color depending on the program you are working in, and the knot that you are working toward. You may not be able to receive all of the leaders' award knots because of tenure requirements. Each one takes at least two to three years to complete. I have included a copy of a few of the leaders' award knots in color.

These leaders' award knots may vary in color because there are some old ones that people received a long time ago. Over the years the colors of the knots have changed a

little.

Leader Knots:

YOUTH ACHIEVEMENT AWARDS



HERO OF LIGHT



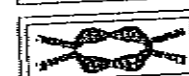
NOTEPAD AWARD



EAGLE SCOUT



EXPLORER ACHIEVEMENT AWARD

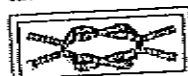


QUARTERMASTER AWARD

LEADERSHIP AWARDS



CUB SCOUT AWARD



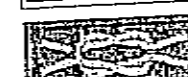
CUBMASTER AWARD



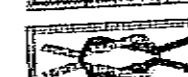
DEN LEADER COACH AWARD



PEGELOS DEN LEADER AWARD



DEN LEADER AWARD



TIGER GROUP ORGANIZER AWARD



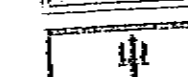
SCOUTER TRAINING AWARD



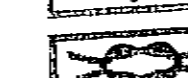
SCOUTER'S KEY



SCOUTMASTER AWARDS OF MERIT



SEA BADGE

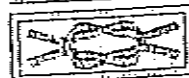


PROFESSIONAL TRAINING AWARD

RELIGIOUS EMBLEMS



RELIGIOUS EMBLEM (YOUTH)



RELIGIOUS AWARD (ADULT)

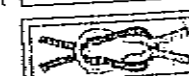
BRAVERY AWARDS



HONOR MEDAL



HERCULES AWARD

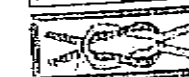


MEDAL OF MERIT

HONOR AWARDS



GEORGE MEANY AWARD



WHITNEY YOUNG, JR. AWARD



WILLIAM H. SPRAGUE AWARD



ORDER OF THE ARROW DISTINGUISHED SERVICE AWARD



DISTINGUISHED COMMISSIONER SERVICE AWARD



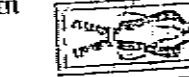
DISTRICT AWARD OF MERIT



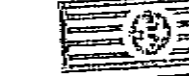
SILVER BEAVER



SILVER ANTELOPE



SILVER BUFFALO



SILVER WORLD




JAMES E. WEST MEMORIAL AWARD

There are at least 33 different knots that I found in my research. The leaders' award knots are broken up into five different classifications -- Youth Achievement Award, Leadership Awards, Religious Emblems, Bravery Awards, and Honor Awards. Here is a alphabetical list of the leaders' award knots and their colors.

ALPHABETICAL LEADER RECOGNITION AWARDS, c1994				
	NAME OF AWARD	KNOT COLOR	BACKGROUND	BORDER
			tan-khaki	
1	Arrow of Light Award	red/green	khaki	gold (gr to R)
2	Arrowhead Award	white arrow	n/a	n/a
3	Award of Merit	silver overhand	blue	silver
4	Boy Scout Ldr's Training Award	green	khaki	khaki
5	Cub Scouter Award	blue/gold	blue	blue
6	Cubmaster Award	blue	yellow	yellow
7	Den Leader Award	gold	blue	blue
8	Den Leader Coach Award	blue	blue	blue
9	Distinghd. Comm. Svc. Award	silver	red	red
10	Eagle Award	red/white/blue	khaki	khaki
11	Explorer Achievement Award	silver	red/white/blue	white (red to R)
12	George Meany Award	blue	red/white	white
13	Heroism Award	red	white twil	white
14	Honor Medal	red	khaki	khaki
15	Hornaday Award	green/white/blue	khaki	
16	James F. West Award	green/yellow	khaki	khaki
17	Medal of Merit	gold/blue	khaki	khaki
18	O. A. Distinghd. Svc. Award	white	red	red
19	Professional Training Award	black	white	black
20	Quartermaster Award	navy	white	white
21	Religious Emblem - Adult	purple	grey	silver
22	Religious Emblem - Youth	silver	purple	purple
23	Scoutmaster Award of Merit	white	khaki	white
24	Scoutmaster's Key	green/white	khaki	khaki
25	Sea Badge, Explorer Award	blue tritan	silver	navy blue
26	Silver Antelope Award	gold/white	khaki	khaki
27	Silver Beaver Award	blue/white	khaki	khaki
28	Silver Buffalo Award	red/white	khaki	khaki
29	Silver World Award	red/wh, wld, 3 stars	khaki	black (2 stars to R)
30	Tiger Cub Group Coach Award	orange/black	yellow	orange
31	Webelos Den Leader Award	gold	yellow	gold
32	Whitney M. Young, Jr. Award	black/white	khaki	red
33	William H. Surgeon Award	gold	dark green	gold

Each leaders' award knot comes with its own progress record guideline card. This card helps you chart your progress, the important dates of completion, and gives you a guideline on what you need to do to earn each leaders' award knot. There are certain things you must do to be eligible for each knot; for example, tenure, different performance activities you can do, and the ones you must complete to earn the knot. Below is an example of the progress record.

<p>TRAINING</p> <p><input checked="" type="checkbox"/> Complete Fast Start training.</p> <p><input checked="" type="checkbox"/> Complete Cub Scout Leader Basic training.</p> <p><input checked="" type="checkbox"/> Participate in a Cub Scout leader pow-wow or attend at least four roundtables.</p> <p>Approved by _____ Pack Committee Chairman or Commissioner <i>CSM</i></p> <p>TENURE</p> <p>Complete 2 years as a registered Tiger Cub group coach.</p> <p>Dates of Service</p> <p>From _____ To _____</p> <p>From _____ To _____</p> <p>Approved by _____ Pack Committee Chairman or Commissioner <i>CSM</i></p>	<p>PERFORMANCE</p> <p>Do all of the following:</p> <p><input checked="" type="checkbox"/> Conduct a Tiger Cub group roundup for your pack with at least five new Tiger Cub boy/adult teams recruited each year (for 2 years).</p> <p><input checked="" type="checkbox"/> Contact the host team each month and provide support as needed (for 2 years).</p> <p><input checked="" type="checkbox"/> Coordinate Tiger Cub group participation in two Cub Scout pack activities each year (for 2 years).</p> <p><input checked="" type="checkbox"/> Graduate a Tiger Cub group into Cub Scouting with at least 75 percent of the Tiger Cubs graduating into a pack as registered Cub Scouts each year (for 2 years).</p> <p>Approved by _____ Pack Committee Chairman or Commissioner <i>CSM</i></p>
<p>DISTRICT ACTION</p> <p>This progress record has been reviewed and the candidate has met the standards for the Tiger Cub Group Coach Award. The award is approved.</p> <p>Approved by _____ District Commissioner <i>DCM</i></p>	<p>PROGRESS RECORD FOR THE TIGER CUB GROUP COACH AWARD</p> <p></p> <p>Name _____</p> <p>Address _____</p> <p>City _____</p> <p>Pack No. _____ District _____</p> <p>Council _____</p> <p>BOY SCOUTS OF AMERICA</p>

You can find all of this information in the Leadership Training Committee Guide. This is just a brief summary of the leaders' award knots. The book will go into more detail and has more information about each knot. My goal is to touch base on a few of the knots to show how much time and hard work is needed to achieve each leaders' award knot.

We will be referring to the Leadership awards category. Each leaders' award knot takes a lot of time, hard work and training. The Tiger Cub Group Coach knot, is an orange and black square knot on a yellow background with red border. To earn this knot, you must complete all the Tiger Leader basic training; go to a Cub Scout Leader Pow Wow, or attend at least four roundtables; complete at least two years as den leader or one year can be as assistant den leader; and do the four performances listed on the progress record guideline.

Now you are ready to start work on your Den Leader knot, which is composed of a gold (yellow) square knot on a blue background. You must complete all the basic training for the den leader position; attend at least four roundtables or a Cub Scout Leader Pow Wow; and complete two years as a registered den leader, or one year can be a assistant den leader. There are eight performances on the progress record guideline, but only five have to be completed.

Let's talk about started a den leaders' knot requires

more time and lots of patience. It's the Webelos Den Leader award, which is composed of a gold (yellow) square knot on yellow background. This Leaders' Award Knot takes more time and preparation in which to perform a good program. You must complete the basic leader training, Webelos Leader outdoor training, and participate in a Cub Scout Leader Pow Wow, or attend at least four roundtables. There's also an outdoor training program for the Webelos scouting program. You also have to complete two years as a Webelos Den Leader, one year can be as an assistant Den Leader. There are ten different performances shown on the progress record guideline, but only seven have to be completed to earn this award knot.

The Cubmaster knot, which is a light blue square knot on a yellow background, takes more time to prepare for but not as much one-on-one working with the boys. You must also go through the Cub Scout Leaders' basic training, the Cubmaster training, attend at least four roundtables, or participate in a Cub Scout Leader Pow Wow. You must put in at least two years, one of these year can be as assistant Cubmaster. There are two performances on the progress record guideline that have to be done. It takes a lot of hard work and requires a lot of special attention for it to work correctly and run smoothly.

There is another leaders' award knot that does not require that you work with the boys themselves. It's the leaders you work with and help the most. This knot is the

Den Leader Coach Award, which is composed of a light blue knot on a blue background. You must complete two years as a registered den leader coach, complete all the training for the den leader and den leader coach, participate in a Cub Scout Leader Pow Wow, or attend at least four roundtables, and do three out of four performances that are listed in the progress record guideline.

Yet another award knot that only requires that you be a registered adult leader is the Cub Scouter Award Knot, which is composed of a gold (yellow) and light blue knot on a blue background. Your main goal is to help out your pack when it needs you. The required tēnure is for two years, and you must complete all the training for this position, participate in a Cub Scout Leader Pow Wow or attend at least four roundtables. There are fourteen different performances listed in the progress record guideline that can be done, but only five have to be completed to earn this leaders' award knot.

There is a higher level of training which is the Cub Scout Wood Badge. This is a week-long training that is very intense and has a lot of one-on-one training that you must do. Then you have to do something called a Wood Badge ticket. This is a pledge of things you are going to do to help your Cub Scout leaders program. While it does not have its own knot, you do receive a neckerchief, woggle and your beads to be worn as part of a class A uniform.

The Scoutmaster Award, which is composed of a white square knot on a tan background, it has several different requirements. You must go through the six training steps; Boy Scout fast start training, the three-part Scoutmaster-ship fundamentals, participation as an adult in Junior Leader training, conducting a Junior Leader training, and helping in a local council or national training course. You must also earn the Boy Scout Leaders' training award knots, complete at least three years as a registered Scoutmaster within a five-year period, and attend at least six round-tables in each year. Only two performances are listed in the progress record guideline, but it will take at least three years to achieve them.

Now we start on the Boy Scout Leaders' Training Award, which is a green square knot on a tan background. You must complete the Scoutmaster training, have two years of tenure as a registered leader, and complete five out of twelve performances listed in the progress record guideline.

In the Boy Scout program, there is also a more highly intense training program-- Boy Scout Wood Badge. It consists of a total of three weekends, and two workshops over a total of five weeks. You write a Wood Badge ticket that pledges you will perform different duties to help out the boys that are in the program. Upon finishing the ticket you will receive a neckerchief, woggle, and beads, which, too, can be worn as a part of the class A uniform.

There are lots of other leaders' award knots, but these are the most popular ones. As you can see, much training, time, and hard work is necessary to earn any one of these leaders' award knots. Now, put all of the knowledge and training gained while earning these leaders' knots together, and it will lead to a very well-trained commissioner. Each commissioner usually will have two or three leaders' award knots that they have earned through his/her years in the Cub/Boy Scouting program. This only means that he/she has been through bunches of training and has some or lots of experience in the Cub/Boy Scout program.

It's time to get started on the commissioner's role in all of this. The commissioner is usually the "trouble shooter" or the "middle man". He tries to take care of problems that may occur in the pack or troop. He goes through lots of training to be able to handle the problems that may arise in a pack or troop. He makes monthly visits to the pack or troop to see if they need any help and to make sure that the boys are advancing properly.

The commissioner's training starts by working on the Roundtable Staff Scouter's training award. You must attend the Roundtable Commissioner's orientation, review the program helps, Woods Wisdom, varsity scout game plan and basic commissioner's training. It takes two years as a registered roundtable staff member and completion of six different performances from the progress record guideline.

You earn the Roundtable Arrowhead Award first. It consists of completion of seven different performances, which are listed on the progress report guideline. Once you have received it, you are then a candidate for the Commissioner Roundtable Key. To earn it you must complete all the fast start and basic training for Cub/Boy Scout roundtable, the three-part session on Commissioner's basic training, three years in a registered commissioner position within a five-year period and earn the Arrowhead Honor Award.

The Unit Commissioner Arrowhead Award is another one that could be earned. This award consists of more training and doing six more performances listed on the progress record guideline, which get more challenging and take lots more time. Once completed, you become a candidate for the Unit Commissioner Key. It also consists of the three-session training, and you must have completed three years of tenure out of a possible five, and, of course, earn the Unit Commissioner Arrowhead Award.

Another award pertaining to commissioners is the District and Assistant District Commissioner Arrowhead Award. You must have completed three years out of five as a registered commissioner and complete seven performances that are listed on the progress record guideline. This award requires more time, more meetings and lots of hard work.

You may want to go to the District level which you may

earn the District or Assistant District Commissioner Key. Training is another important factor in this award. You must earn the District or Assistant District Commissioner's Arrowhead to become a candidate for the Commissioner's Key. You have to be a registered commissioner for three out of five years to earn this award and complete all the training for this position.

You may also want to attend the Philmont Training Center, which offers week-long training courses. Philmont offers many training sessions that go into much greater detail on the leader position and the commissioner position; what he/she need to be doing to strengthen out the Cub/Boy Scout program.

There are lots of other training courses that you can take, like going to the College of Commissioner Science is one. This is a training course which requires one weekend each year. It takes four years to complete. You meet new people and learn new things and ideas. Each day you attend classes that are based on becoming a better-trained commissioner.

The College of Commissioner Science consists of four different years. The first year you work toward receiving your Bachelor's degree; the second year you work on your Master's; the third year you work on receiving your Ph. D.; and the last year you work on receiving your Doctor of Commissioner Science. It takes a lot of hard work and a lot

of time to receive your Doctor of Commissioner Science degree.

Now let's talk about the first year in the Commissioner of Science Program. It is your Bachelor's program. This program goes over the basic items that you have all ready been familiar with. It goes into lots more detail about the coordinated charter renewal, commissioner and the district, unit visitation, commissioner's priorities, and the commissioner's overview. It actually goes into more detail on the commissioner level step-by-step.

Then, your second year, you are at the Master's level. This program goes into filling out the charter review, effective Cub/Boy Scout roundtables, council commissioners, Webelos-to-Scouts, financing the scouting program, regular unit visitations, exploring training and recruiting commissioners, solving unit problems, and many other topics. It helps you be able to solve unit problems more professionally.

Well, it's your third year and now you are working on your Ph.D. in Commissioner Science. This program goes into brainstorming, selecting a research topic, developing an outline, and writing a thesis. Oh yes, by now you have learned that you have to write a twenty-page thesis, and you have a deadline to meet.

You think that a twenty-page thesis is not much to do, but it takes all the time that is given and sometimes a

little bit more. There is a lot of research that you have to do before you start writing the thesis. Your first step is to pick a topic and have it approved by your advisor. Then you must write an outline to get you started, and it must be turned in by a certain time. Then you get to start writing your thesis. Once you have written this thesis, it must be approved by your advisor before it is sent on to the other directors. There are five different directors that you must send copies too, and they will read over it. They must then give their approval too. Now, with the doctors' approval, you are ready to get your Doctor of Commissioner Science degree.

Now that your thesis has been approved, you must meet the Doctors of Commissioner Science degree requirements. These requirements include having a Master of Commissioner Science degree, attending three sessions of the College of Commissioner Science; satisfactory completion of special seminar courses, three years as a registered commissioner, and a satisfactory development of a thesis or project suitable for publication.

You have spent a lot of time researching, going to all the training and writing a twenty-page thesis paper just to be told that you only get a neckerchief and a patch which can only be worn as a temporary recognition on certain occasions.

I am writing my thesis to try to show just how hard

for the units I serve.

I will do my best to help make the program of the units I serve the best that can be given, rich in wholesome fun and adventure.

In all that I do, I will strive to help my units attract into membership every possible boy so that, through his participation, that boy can help make America a finer, greater nation in a world community.

Every leader and commissioner tries to live by the Training Creed and the Commissioner's Pledge. If each one does his/her job to his/her best ability this would make the program the best that it could ever be.

A commissioner's work is never done. His/Her training never ends. It just changes to meet the boys needs. Every leader needs to keep up with the changing program. If he/she don't, there will be a lot that they may miss in the program.

This is why I am writing my thesis on trying to get a leaders' award knot for the College of Commissioner Science. It's all the hard work that a commissioner does to try to keep all of his/her assigned units going properly in his/her district; making sure that they are providing a safe, fun, advancement program; trying to keep the leaders up to date on anything new; meeting their needs in order to make their jobs in Scouting easier. In my research, I found out that

commissioner's work is, and that there needs to be a Leaders' Award Knot that can be worn on the uniform with the rest of the leader award knots that he/she has earned.

A commissioner has made the commitment of The Trainer's Creed:

I dedicate myself to influencing the lives of youth through the training of Scouting Leaders.

I promise to support and use the recommended literature, materials, and procedures and I carry out my training responsibilities.

I promise to "Be Prepared" for all sessions to assure an exciting and worthwhile training experience.

I will help leaders understand their importance to Scouting and will take a personal interest in their success.

In carrying out these responsibilities, I promise to "Do My Best."

He has also made the commitment of the Commissioner's Pledge:

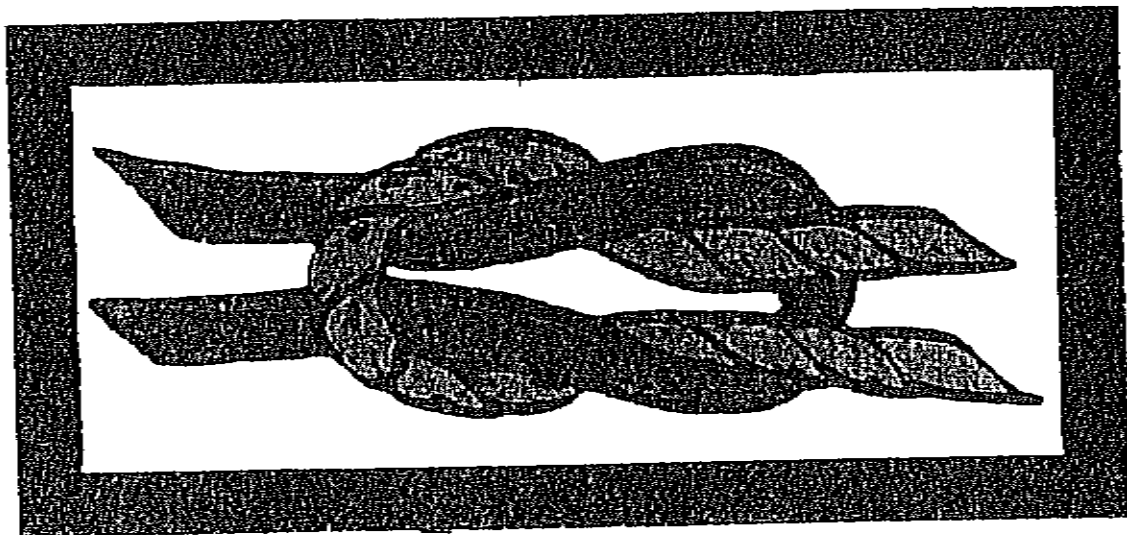
On my honor-

I will do my best, by example of my daily life, to make the Scout Oath and Law a more vital force for good character and citizenship in the lives of the boys and leaders I serve.

I will do my best to help secure, and help to make more effective the finest possible leadership

three out of five people do not finish their thesis. I am writing this thesis in hopes that will change.

I have designed and included an example of a knot and its colors that I think will be satisfactory to all the people that have already finished, and the ones who plan to finish the Doctor of Commissioner Science program in the years to come. It would consist of the regular square knot. This would be a red and blue square knot on a white background with a black border around it. The red stands for the Boy Scout program and the blue is for the Cub Scout program. The white and the black is to bring the Cub Scout and Boy Scout program together all as one. I have taken a survey to see if these colors are appropriate for the College of Commissioner Science program knot, and three out of five liked the design. Here is the color example that I came up with.



I tried to come up with colors that would mean a little about the Cub Scouting program, Boy Scouting program and the Unit Commissioner program. They all are tie in together somewhere down the Cub/Boy Scouting program. Here is the color example that I came up with.

The cub scout leaders, boy scout leaders, and the unit commissioner works very hard together to make the Cub/Boy Scouting program a fun, safe, learning experience for each boy that participate in the scouting program. There is a lot of hard work, time, and planning that is put into the Cub/Boy Scouting program, which makes run a lot smother. Every leader must do his/her part to make it all work.

I have been in scouting for seven years. In these years, I have seen many boys come and go through the scouting program. At the same time I have seen lots of leaders do the same. Cub/Boy scout leaders are a little easier to come by, the unit commissioner person is a little harder to come up with. In most situations a unit commissioner is a person that no longer has a child in the scouting program. Yet he/she stills gives the scouting program his/her valuable time, and attention. Even though his/her child is no longer in the scouting program, he/she stills wont's the other children in the scouting program to have a successful, fun, safe, and adventurous time. I am not sure that if we got this knot approved, that we just might be able to keep a few more people in the scouting program,

after a while he/she probability have earned a lot of scout leader knots, or all that is available in the commissioner field. This knot if approved would be another one to try to earn too.

I know that this is not your "regular" thesis paper, but maybe someone at the National office will read this thesis paper and it will open all eyes, to the hard work and the time that a commissioner put into the commissioner program. Maybe it will prompt them to help get somemore recognition for the College of Commissioner Science program.

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