

Why Adults Join Boy Scouts of America As Leaders
And What Makes Them Stay Leaders

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To the Doctoral Candidate Review Board:

I am submitting a Dissertation written by Fred Knickerbocker, entitled "**Why Adults Join Boy Scouts of America As Leaders and What Makes Them Stay Leaders**". I have examined the final copy of this report for format and content and recommend that it be accepted in partial fulfillment of the requirements for the Degree of Doctor of Commissioner Science.

Dr. Arthur W. Mullins

We have read this Dissertation
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ABSTRACT

The purpose of this paper is to develop a better understanding of what motivates an individual to become a Scout leader and what continues to motivate an adult to stay a Scout leader.

As a young adult I remember moving to my present community. I felt the need to find some way to make a positive contribution to the Bristol area. Since my experience as a youth in Cub Scouts and Boy Scouts was such a positive one, it occurred to me that an excellent way to achieve this goal was to get involved in Scouting as a leader. I joined a local troop as an Assistant Scoutmaster. Over the years I have served as a Scoutmaster, as well as a number of other positions in the Scouting program.

Knowing this about myself, I became curious as to what motivates other adults to become a Scouter and also what keeps them in Scouting in a leadership role. I developed a survey that was taken by the Scoutmasters, Assistant Scoutmasters and adult leaders in any other Scout capacity in my district. This information could be a valuable aid to my Council to recruit and retain adult leaders.

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CHAPTER I

PURPOSE OF THE STUDY

To meet the requirements for the Doctor of Commissioner Science with the Piedmont-Appalachian College of Commissioner Science, Boy Scouts of America, I decided to do a survey of other leaders in my district to determine if their reasons for becoming a Scout leader and for continuing to remain a leader were similar to my own experiences.

As a young adult I remember moving to my present community. I felt the need to find some way to make a positive contribution to the Bristol area. Since my experience as a youth in Cub Scouts and Boy Scouts was such a positive one, it occurred to me that an excellent way to achieve this goal was to get involved in Scouting as a leader. I hoped to reaffirm that my reasons for continuing in scouting and my personal experiences might serve as a way of assisting the units I serve as a Commissioner.

CHAPTER II

REVIEW OF LITERATURE

I initially went to the BSA Scoutmaster Handbook as a resource. On page 2 of the Handbook (1999), there is a paragraph devoted to reasons people become Scoutmasters but it would apply to any Scout leader. “People become Scoutmasters for many reasons. Scouting volunteers might have asked you to take a leadership of an existing troop or to be Scoutmaster of brand-new troop. You might have a son of scouting age and want to ensure that he and his friends have the best time possible. Maybe you took the role of Scoutmaster because you remember your own experience as a Scout and you are eager for a new generation of boys to benefit from the adventure of Scouting. Or, you just like spending time outdoors and want to share with young people the joys of camping and hiking.” (Scoutmaster)

I also did a web search and found several sites that dealt with topics in regards to why become a Scout leader. One that I found was the web site of the Australian Scouting program. The web site listed various reasons for becoming a Scout leader: being a mentor to boys, contributing to your community, rediscovering adventures for yourself, involving the whole family on this adventure, having fun, challenging yourself, becoming appreciated as an adult, meeting people with similar values, gaining recognized leadership and management qualifications, and traveling within Australia and overseas (Scouts).

Other resources were Scoutmaster blogs. One that appealed to me was <https://www.melrosetroop68.org/blog> (melrosetroop68). It was titled “A Scoutmaster's Blog-Ten Reasons To Be A Scout leader.” The ten reasons listed were:

- Be a positive influence in a boy's life
- Learn new skills
- Make new friends
- Help your community
- Spend time in the great outdoors
- Have a good laugh
- Go traveling
- Get some exercises
- Be a kid again
- Teach boys new skills

Another resource was a BSA Camp Minsi (blog). They listed four reasons to be a Scout leader:

- To strengthen my relationship with my son
- To help boys have the same experience I had as a Scout.
- To "give back" to an organization that benefited me in my youth
- To play a role in the learning and character development of young people.

Another web site of interest was <http://beascout.scouting.org>. This was a recruiting site for Scouts and Scout leaders. It had a paragraph devoted to Scout leaders. "Through volunteering with the Boy Scouts of America, you will work with youth to build a better future for our country. Scouting volunteers come to Scouting from a variety of backgrounds and experience. People from just about every occupation

imaginable are involved in leading youth to become responsible, caring and competent citizens. You'll discover that scouting volunteering will enable you to learn new skills and build lifelong friendships while giving back to your community" (beascout).

With the above resources I was able to develop a survey that I presented to the Scout leaders in my district at Fall Camporee and monthly Roundtables to fill out. I did not ask them to put their name on survey unless they desired so that they can answer honestly. I asked them to give me their age, sex, whether they were Scouts as youth, rank they obtained and number of total years in scouting program.

The survey consisted of two sets of similar questions. The first set of questions was on why they became a Scout leader to begin with. The second was why they continue to be a Scout leader. There was also a space for comments to cover area not in the survey.

It was my intention to compile the results of Scout leaders at large and to also compile the results for sub groups such as female Scout leaders, leaders that receive Eagle rank as a youth, younger vs. more mature leaders, and leaders involved in other youth groups.

CHAPTER III

METHODOLOGY

GATHERING SURVEY INFORMATION

Once I had decided what I wanted on my surveys I compiled a list of questions I wanted them to answer into Microsoft Word documents. One was titled, ‘Why Did You Become A Scout Leader?’ (Appendix A). The other was titled, “Why I Continue To Stay A Scout Leader.” (Appendix B). I also made documents to include a letter to the Scout leaders explaining the purpose of the surveys and a profile page to fill out about themselves (Appendix C and D). I did not ask the leaders to sign their name so they would feel more comfortable doing the surveys and to hopefully get sincere replies.

I made copies of these documents utilizing a copier at my office. I made 110 copies based on information I received from my district executive listing the Boy Scout units and their registered leaders in our district. I stapled the 4 documents together and placed them in individual envelopes that were addressed with my name and mailing address. I then placed the appropriate number of envelopes into large manila envelopes that were to go to individual troops.

The request to leaders to participate was initially made at our Fall Camporee. There were 8 units present and they all accepted the packets of surveys to be handed out to their leaders. Many of these leaders filled out the surveys while at the camporee. I visited the units 3 times during the day to collect the completed surveys. I received 14 that day with the remainder to be mailed to me.

I then went to the monthly Roundtable where I was able to hand out packets to 5 unit leaders whose troops’ did not attend the camporee. Some of the surveys were filled

out and handed to me by the end of the meeting. The remainder were to be mailed to me. Later I made a request at a District Committee meeting for the members who had not received the surveys through their units to fill out the surveys. Five leaders filled out the surveys at the meeting and the rest were to be mailed to me. I also visited five units at their monthly troop meeting. These were units that were not at the camporee or Roundtable. They mailed their responses to me.

One hundred five surveys were handed out of which sixty-one were returned. This was a 59% response rate. I did a web search on survey response rates (kkbiersdorff). I found a range of 10% to 40% as an average response rate (surveygizmo). What was considered good or adequate response rate ranged from 25% to 75%. Although I would have liked a higher response rate I feel that 59% was a reasonable rate.

CHAPTER IV

RESULTS

The results of the surveys are presented in two sections, “Demographics of Survey Participants” and “Results of the Surveys.”

Demographics of Survey Participants

The demographics of the survey participants were collected in relation to age, sex, rank in Scouting (if appropriate), involvement in other youth organizations, and number of years as a volunteer in Scouting.

There were 61 participants ranging in age from 20 to 80. The majority was between the ages of 40 to 70 (Total of 41). The largest age group was in the 50's age group (16).

- Of the survey participants there were 53 males and 8 females.
- Fifty of the survey participants were in Scouts as a youth. It is interesting to note that three were females in Girl Scouts.
- Seventeen individuals received the rank of Eagle Scout. One of the females received the Gold Award (highest rank in Girl Scouts)
- Forty-one of the participants either currently have or have had a youth in Boy Scouts at some level.
- Thirty-nine of the participants have been involved with other youth activities, mainly church groups or sports activities.
- Of the participants forty-four have had multiple roles in the Boy Scouts as an adult volunteer.

Interestingly twenty-one survey participants have had five years or less as an adult Scout leader. One Scout leader has had 50 years as a volunteer. The majority (thirty-five) have had ten years or less as an adult Scout leader.

Results of the Surveys

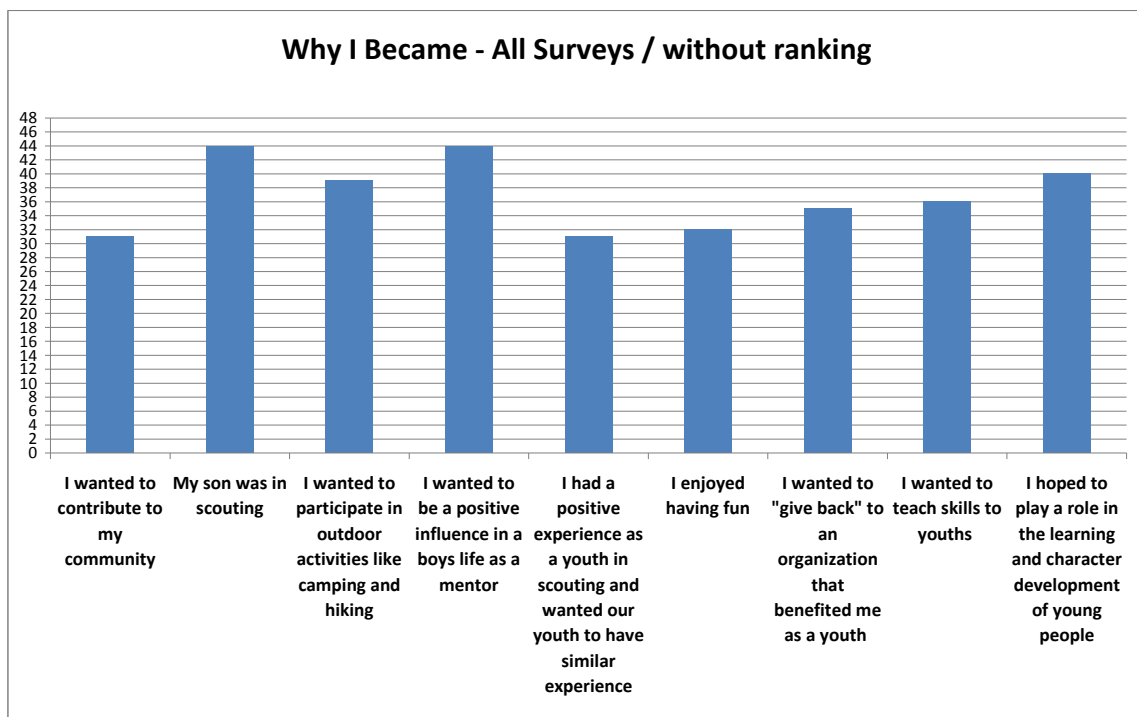
There were sixty-one responses to the surveys. In tabulating the results for first, second and third strongest reasons for being a Scout leader on the surveys, seven of the survey responses could not be used because even though they checked off reasons for being an adult Scout leader they did not rank their answers. That left fifty-four responses that were used to tabulate answers to their rank.

I tabulated the results in the following way. First I tallied the number of times each of the choices appeared with a number one in front of it. Then I did the same for each of the choices that had a number two and lastly the choices that had a number three in front of it. I did the same for both surveys.

The response to "Why Did You Become A Scout Leader" revealed the top reason for number one rank was "My son was in scouting" with a response of 27 out of 54. The top reason that ranked second was "I was asked to be" with 11 out of 54. The third ranked most popular reason was "I hope to play a role in the learning and character development of young people" with response of 18 out of 54 (Appendix E).

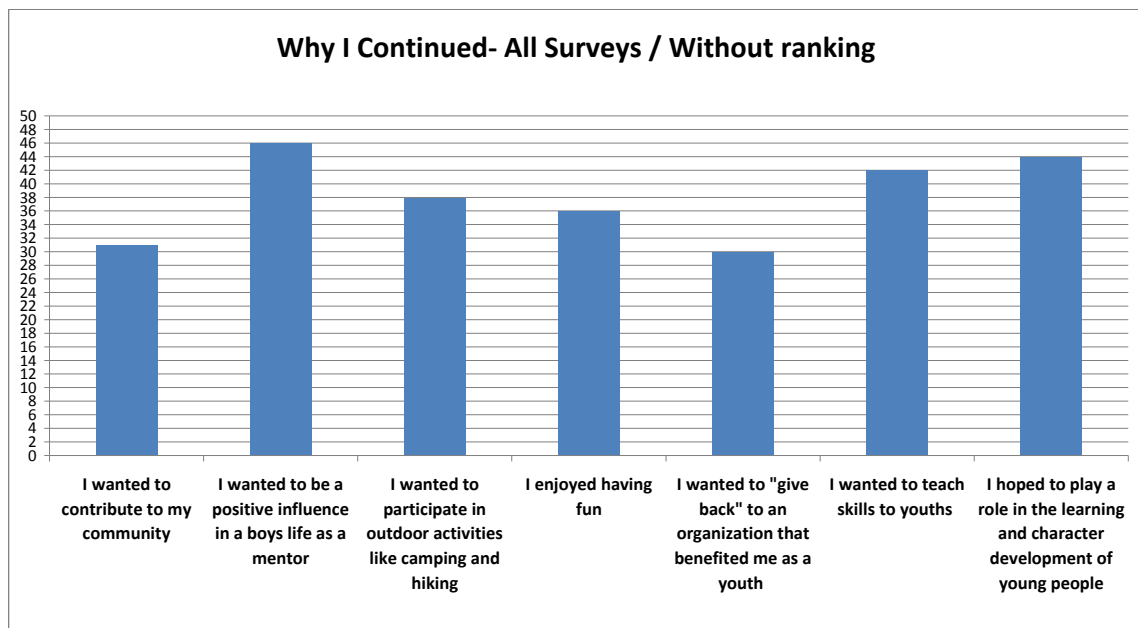
If ranking was not considered and all the answers that were checked off were counted (which allowed the 7 responses initially not used to be counted), "My son was in scouting" and "I wanted to be a positive influence in a boy's life as a mentor" were tied for top reason to become a Scout leader with 44 votes. Close behind was "I wanted to play a role in the learning and character development of young people" with 40 votes

Others receiving more than 30 votes were “I wanted to participate in outdoor activities like camping and hiking” (39 votes), “I wanted to teach skills to youth” (36 votes), “I wanted to ‘give back’ to an organization that benefited me as a youth” (35 votes), “I was asked to be” (35 votes), “I enjoyed having fun” (32 votes), “I wanted to contribute to my community”(31 votes), and “I had a positive experience as a youth in scouting and want our youth to have similar experience” (31votes).



The response to "Why I Continued To Stay A Scout Leader" indicated the number one vote for first rank was “My son was in scouting” with 17 out of 54 votes. The vote for second rank and third rank was “I hoped to play a role in the learning and character development of young people.” This category received 10 out of 54 votes for second and 14 out of 54 votes for third (Appendix F).

When tabulating the 61 responses without considering ranking, the top vote was “I wanted to be a positive influence in a boy's life as a mentor” with 46 out of 61. The second most checked was “I hoped to play a role in the learning and character development of young people” (44 votes). The third most checked was “I wanted to teach skills to youth” (42 votes). Those that had 30 checks or more were “I want to participate in outdoor activities such as camping and hiking” (38 votes), “I enjoyed having fun” (36 votes) and “I wanted to contribute to my community” (31 votes).



All the choices in both surveys had 7 or more checked as reasons to be and to stay a Scout leader.

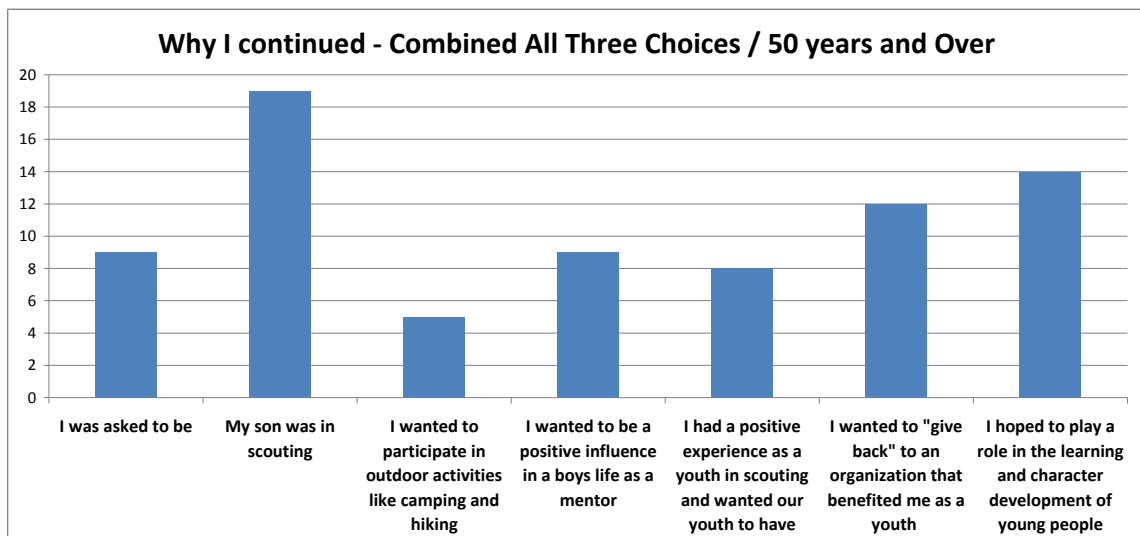
Results by Age

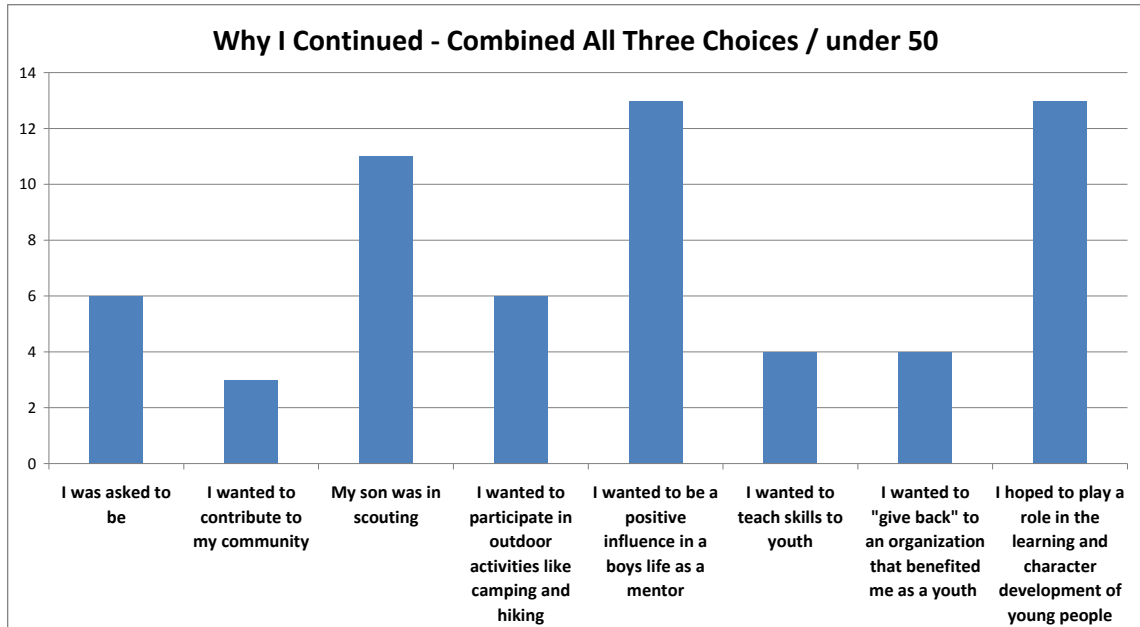
One of the profiles I wanted to check was the age of Scout leaders. I wanted to compare older Scout leaders with younger leaders. In order to decide at what age I would

use to separate young from older leaders I chose to use the median age (mathisfun). This age was 50 (Appendix G). I felt that this was a good age to use because most of the children of the 50 or older group were no longer youth scouts. Thus the fact they had a child actively in Scouting would not be a major influence on why they were still a Scout leader.

In the survey of “Why Did You Become A Scout Leader” the top reason for ranking number one was "My son was in scouting" for both under and over 50. (Appendix H) The top reasons for second was "I had a positive experience as a youth in Scouting and want our youth to have similar experience" for leaders under 50 year of age and "I was asked to be" by leaders 50 or older (Appendix I). The top reason for third was "I hoped to play a role in the learning and character development of young people" for both age categories (Appendix J).

When evaluating all respondents and what they checked without ranking the answers, "I wanted to be a positive influence in a boy's life as a mentor" was checked the most by leaders under 50 and "My son was in scouting" had the most checked by leaders 50 and older.





In the survey of “Why I Continued To Stay A Scout Leader” the top reason for ranking first was "My son was in scouting" for leaders under age of 50 and "I wanted to be a positive influence in a boy's life as a mentor" for leaders 50 and older (Appendix K). The top reasons for second was "I wanted to be a positive influence in a boy's life as a mentor" for leaders under age of 50 and "I hoped to play a role in the learning and character development of young people" by leaders 50 or older (Appendix L). The top reason for third was "I hoped to play a role in the learning and character development of young people" for both age categories (Appendix M).

When evaluating all respondents and what they checked without ranking the answers "I wanted to be a positive influence in a boy's life as a mentor" was checked the most by both age categories.

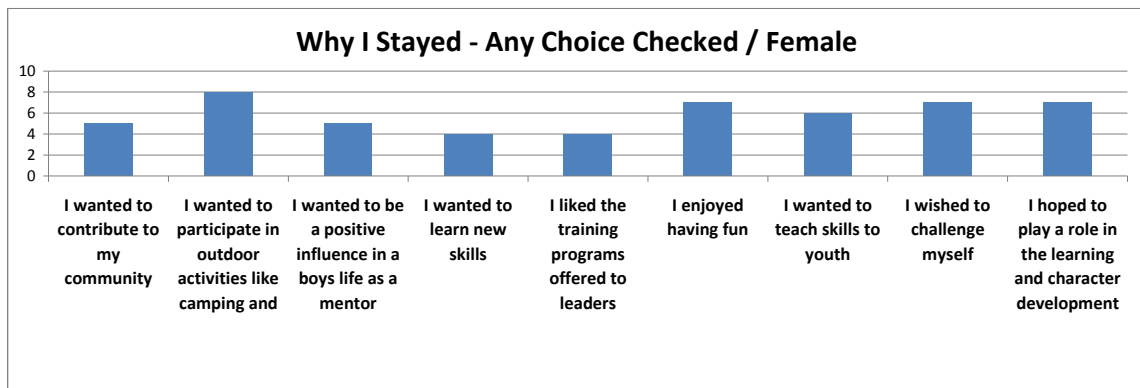
Results by Females

There were eight female leaders that did the surveys. Although a small number, I tabulated their results to see if their answers differ from the larger group. In the survey of “Why I Became A Scout Leader,” the top reason for ranking first was "My son was in scouting". There was a tie for ranking second. The two were "I was asked to be" and "I hoped to play a role in the learning and character of development of young people." The top reason for third rank was "I liked that it allows for family participation" (Appendix N).

When evaluating what they checked without ranking the answers there was a tie. All 8 females selected "I wanted to participate in outdoor activities such as camping and hiking" and "I enjoy having fun" (Appendix O).

In the survey of “Why I Continue To Stay A Scout Leader” the top reason for ranking first was "I wanted to be a positive influence in a boy's life as a mentor." Top reason for second was "I hoped to play a role in the learning and character development of young people." The top reason for third was "I enjoy having fun" (Appendix P).

When evaluating what they checked without ranking the answers, the top reason was "I wanted to participate in outdoor activities such as camping and hiking," which all eight respondents checked.

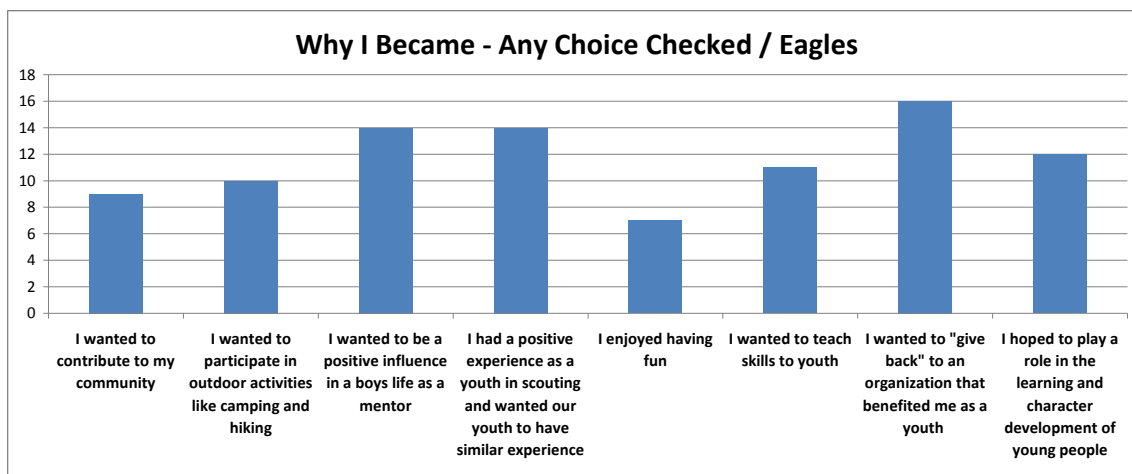


Results by Leaders who are Eagle Scouts

There were 17 Eagle Scouts that did the survey. They were tabulated to compare the group at large.

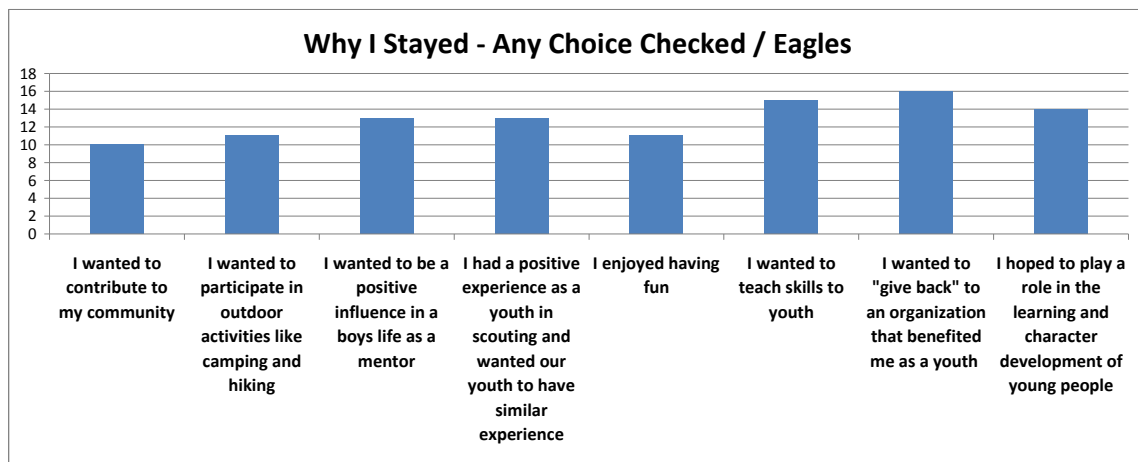
In the survey of “Why I Became A Scout Leader” the top reason for ranking first was "I wanted to ‘give back’ to an organization that benefited me as a youth." There was a tie for ranking second. They were "I wanted to ‘give back’ to an organization that benefited me as a youth" and "I had a positive experience as a youth in Scouting and want our youth to have similar experience." There was a three way tie for third. They were "I wanted to be a positive influence in a boy's life as a mentor," "I wanted to "give back" to an organization that benefited me as a youth" and "I hoped to play a role in the learning and character development of young people" (Appendix Q).

When evaluating what they checked without ranking the answers the top reason checked was, "I wanted to ‘give back’ to an organization that benefited me as a youth" sixteen of seventeen participants.



In the survey of “Why I Continued To Stay A Scout Leader” the top reason for ranking first was "I wanted to be a positive influence in a boy's life as a mentor". The top reason for second was "I wanted to ‘give back’ to an organization that benefited me as a youth". There was a three way tie for third. They were "I wanted to be a positive influence in a boy's life as a mentor", "I wanted to teach skills to youth" and "I hoped to play a role in the learning and character development of young people" (Appendix R).

When evaluating what they checked without ranking the answers the top reason checked was "I wanted to ‘give back’ to an organization that benefited me as a youth."

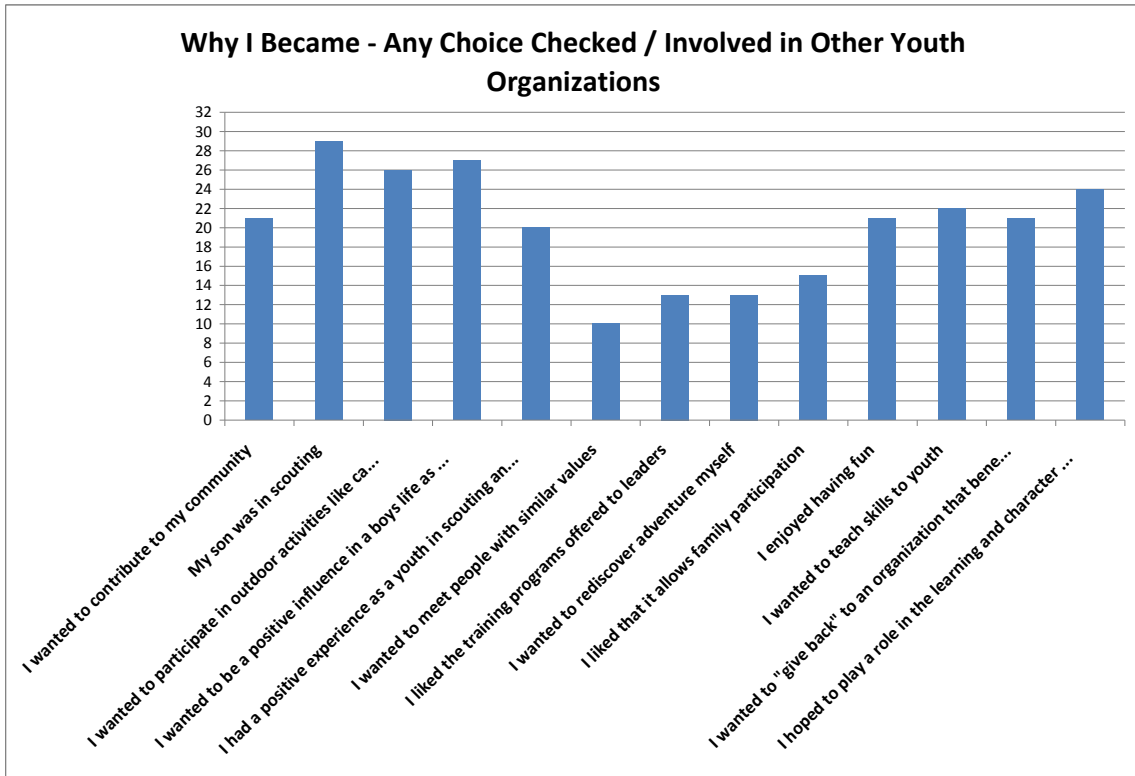


Results of Leaders Who Participated in Other Youth Organizations

The next profile that was examined was those that participated in youth organizations other than Scouting. There were 39 responses in this category.

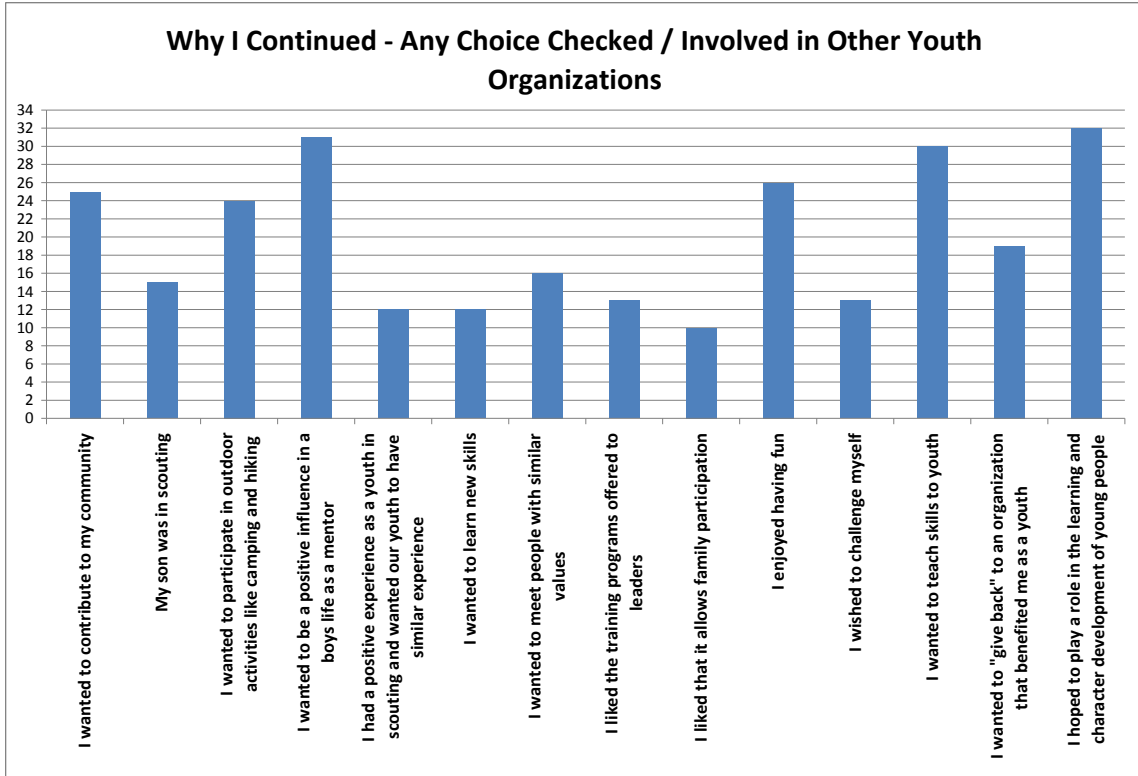
In the survey of “Why I Became A Scout Leader” the top reason was "My son was in scouting." There was a tie for top reason for second. They were "My son was in Scouting" and "I had a positive experience as a youth in Scouting and want our youth to have a similar experience." The top reason for third was "I hoped to play a role in the learning and character development of young people" (Appendix S).

When evaluating what was checked without ranking, "My son was in scouting" was the top response.



In the survey of "Why I Continued To Stay A Scout Leader," the top reason was "I wanted to be a positive influence in a boy's life as a mentor." The top reason for second was "I hoped to play a role in the learning and character development of young people". The top reason for third was "I hoped to play a role in the learning and character development of young people" (Appendix T).

When evaluating what was checked without ranking the reasons "I hoped to play a role in the learning and character development of young people" was the top response.



Additional Comments

There were twenty additional comments that were written at the end of the surveys. There were some interesting comments. Most of these were elaborations of some of the survey questions. But, some expressed concern about the new membership statements by the Boy Scouts of America (Appendix U).

CHAPTER V

DISCUSSION

This study was not done to prove anything. It was done to get a feel for why adults become and continue to stay a scout leader in the Boy Scout of America program in my district. Because I felt like there were different reasons that an adult would become a Scout leader vs. continuing to stay a Scout leader I chose to have two surveys with the same variety of choices. I know why I became a Scout leader and why I have continued to stay a Scout leader for thirty-seven years. I was curious to see if other Scout leaders had either similar or different reasons for their participation in the Boy Scout of America program.

The choices used in the surveys were a compilation of my thoughts and what I found in my research as mentioned in the Review of Literature Chapter. There were twenty choices along with space for a participant to write other choices or just to make comments. I was concerned about the possibility that the survey may be too long but I felt a variety of choices were needed. I was able to limit the surveys to one page each without the font size being too small to read by just using 20 choices.

Once I started reviewing the returned surveys I realized I may have not been clear enough as to how I wanted the surveys to be answered. I wanted the choices to be ranked first, second and third in priority but I also wanted them to check off any other choices that would apply. I had seven participants that only checked off their choices but did not rank them. On the other hand I had several that ranked their top 3 but did not check off any other choices. My instructions which were at top of the surveys could have been worded differently to have prevented this problem.

After I had handed out the surveys I realized the title I had for the first part of the survey "Why Did You Became A Scout Leader" was in the wrong tense. "Became" should have been "Become." It was interesting only one participant pointed this out.

Of the written comments, I received four that referred to the vote Boy Scouts of America had passed recently in regards to membership requirement for youth. They indicated they were not happy with the vote. Other comments were of more positive note. Two that stood out for me were "Every boy without a positive role model in his life that we can reach is one less boy in trouble" and "None of us can gage when or where you might make a difference in a boy's life."

When reviewing the surveys from the general group and the subgroups based on participants' profiles the strongest response was "My boy was in Scouting." This received the top rank for "Why Did You Became A Scout Leader?" in all groups but those participants that were Eagle Scouts. "My son was in Scouting" also ranked first for "Why I Continued To Stay A Scout Leader" for the general group and under 50 group. This also held true when looking at surveys without ranking for "Why Did You Became A Scout Leader?" in the general group, 50 and over group, and the group involved in other youth organizations. I find this as no surprise, but I do know leaders that have no children, especially the younger leaders. I also know a leader whose children are all girls.

I felt the 20 responses on the surveys fitted into two major classes. One was altruistic in nature (6 of the responses) and the other was self-gain in nature (11 of the responses). The remainder fitted into miscellaneous.

There were two strong responses for what I considered altruistic reasons. They were "I wanted to be a positive influence in a boy's life as a mentor" and "I hoped to play

a role in the learning and character development of young people.” The responses from the Eagle categories deviated from above with “I wanted to give back to an organization that benefited me as a youth” being a strong response in both “Why I Became” and “Why I Stayed” surveys.

I had felt that the self-gain responses would have had a strong showing in the “Why I Continued to Stay a Scout Leader” survey but this did not hold true. Only in the female category did “self-gain” show strong responses and they were “I wanted to participate in outdoor activities such as camping and hiking” and “I wanted to have fun.”

I found other items of interest when I was doing my web search for references. I searched under categories of "Why Do Adults Become Leaders in Youth Groups" and "Reasons Adult Become Leaders In Youth Groups." There were an extremely high number of sites dealing with school activities, followed by sports and church activities. A small number dealt with Girl Scouts and a minimal number dealt with Boy Scouts in these categories. I also did a search of "Why Adults Become Boy Scout Leaders." Very few sites dealt with that specific topic but a large number of sites were devoted to the vote Boy Scouts of America took on membership in 2013, both pro and con. This might be as a result of the timing of my web search.

When I reviewed the participant's demographics it occurred to me there were other areas that would have been of interest. They were how many had served as Cub Scout leaders and how many had spouses involved in Scouting.

CHAPTER VI

CONCLUSION

My original intention was to satisfy my personal curiosity as to why adults become Scout Leaders. I wanted to determine if my own personal reasons for becoming a Scout leader were similar to other leaders. It seemed the logical thing to study. As a youth I had had a great experience as I worked toward the rank of Eagle Scout. As a young adult I wanted to be involved in the community and as a result it was logical for me to choose an activity that had made such an impression on me as a youth. I sought out the opportunity to be involved in scouting as a leader. When I had two young sons who were scouting age they joined the troop that I had already joined as a leader. Both of my sons became Eagles. Today one of them lives in Australia and hopes that his son will become a scout there. The other continues as a Venture Crew leader in our community. I remained in scouting because the principles of scouting are as important to me today as they were as a youth and a young adult. It appeared that the survey supported the same level of involvement by other adults. My personal involvement in scouting has been very gratifying and the results of the survey suggest that the same holds true for the survey participants.

As I compiled my results I felt that this would be a good program for my District Roundtable. I have discussed this with the Roundtable Commissioner and plan to make such a presentation in the future.

A second idea is that it could be another tool that Commissioners could present to Chartered Organizations as they seek to recruit new volunteer leaders.

Lastly since this dissertation is placed on the Piedmont Appalachian College of
Commissioner Science website it may prove to be useful to other individuals wishing to
do a similar survey.

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APPENDICES

Appendix A

WHY DID YOU BECAME A SCOUT LEADER

When you fill out the survey please rank your top three reasons for membership as 1, 2 and 3. Then put check marks by any of the others you think also apply.

- I was asked to be
- I wanted to contribute to my community
- My son was in scouting
- I wanted to participate in outdoor activities such as camping and hiking
- I wanted to be a positive influence in a boy's life as a mentor
- I had a positive experience as a youth in Scouting and want our youth to have similar experience
- I wanted to learn new skills
- I wanted to meet people with similar values
- I liked the training programs offered to leaders
- I wanted to rediscover adventure for myself
- I wanted to be appreciated as an adult
- I wanted to gain recognized leadership and management qualifications
- I wanted to be a kid again
- I liked that it allows family participation
- I enjoyed having fun
- I wished to challenge myself
- I wanted to teach skills to youth
- I hoped to make new friends
- I wanted to "give back" to an organization that benefited me as youth
- I hoped to play a role in the learning and character development of young people.
- Others-please explain below

Appendix B

WHY I CONTINUED TO STAY A SCOUT LEADER

When you fill out the survey please rank your top three reasons for membership as 1, 2 and 3. Then put check marks by the any of the others you think also apply.

- I was asked to be
- I wanted to contribute to my community
- My son was in scouting
- I wanted to participate in outdoor activities such as camping and hiking
- I wanted to be a positive influence in a boy's life as a mentor
- I had a positive experience as a youth in Scouting and want our youth to have similar experience
- I wanted to learn new skills
- I wanted to meet people with similar values
- I liked the training programs offered to leaders
- I wanted to rediscover adventure for myself
- I wanted to be appreciated as an adult
- I wanted to gain recognized leadership and management qualifications
- I wanted to be a kid again
- I liked that it allows family participation
- I enjoyed having fun
- I wished to challenge myself
- I wanted to teach skills to youth
- I hoped to make new friends
- I wanted to "give back" to an organization that benefited me as youth
- I hoped to play a role in the learning and character development of young people.
- Others-please explain below

Appendix C
Letter to Scout Leaders

Fred Knickerbocker
160 Flannagan Drive
Bristol, Virginia 24202

Dear Scout Leader,

I am conducting a survey to gather information on why an individual chose to become a Scout Leader and has continued to stay a Scout Leader. This is a project I have undertaken as part of my participation in the College of Commissioner Science. Although the survey is in two parts, the statements are similar. The first set of statements should be checked as to Why Did You Became a Scout Leader. The second set is to be checked off as to Why Do You Continue to Stay a Scout Leader.

In addition there is a section for general information about yourself. I am not asking for your name (you may sign if you want) for I want your answers to be as sincere and honest as possible. When you fill out the survey please rank your top three reasons for membership as 1, 2 and 3. Then put check marks by the any of the others you think also apply. Please answer the personal data, for this will help me to correlate your survey answer in a more conclusive manner.

Your help is sincerely appreciated.

Yours in Scouting,

Fred Knickerbocker

Appendix D

PARTICIPANT INFORMATION

Age _____

Gender Male () Female ()

Were you in Scouting as a youth? Yes () No () How many years? _____

If yes, what Scouting rank did you achieve? _____

Are you currently a Scoutmaster? Yes () No ()

If yes, what other roles have you held as a Scouter?

If no, what role as a Scouter do you hold now and what other roles have you held?

How many years have you participated in Scouting as an adult? _____

If a female, did you participate in a Girl Scout program as a youth? Yes () No ()

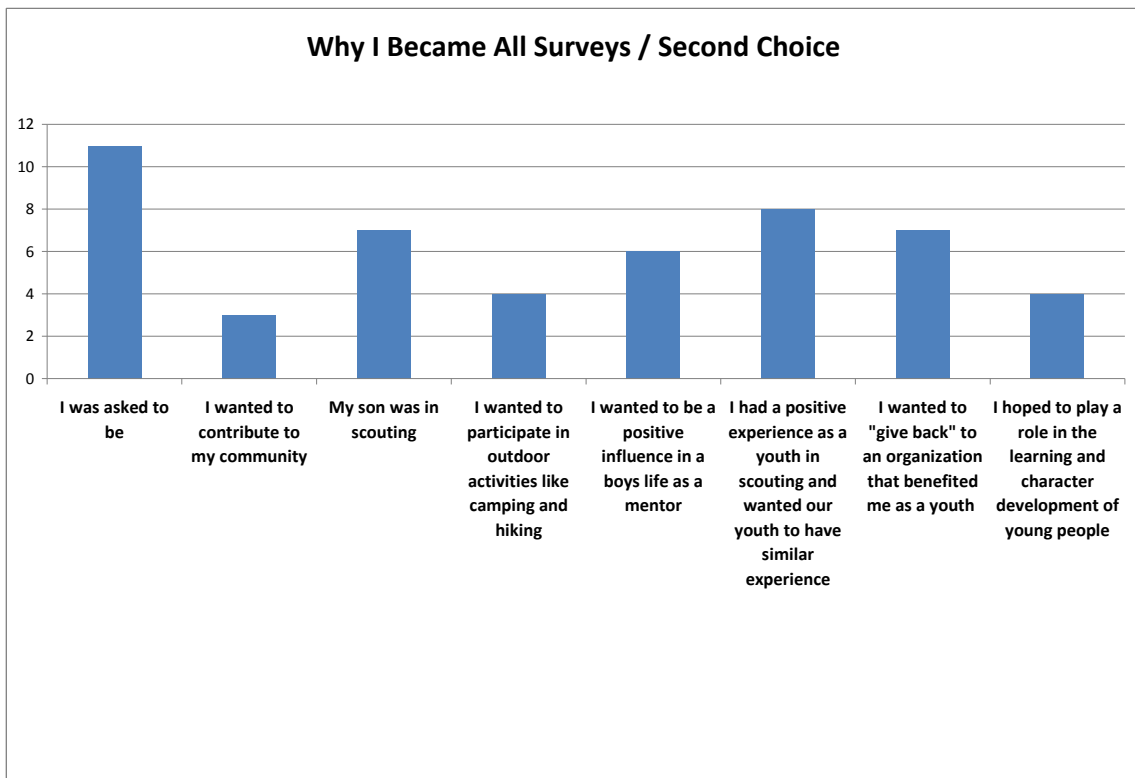
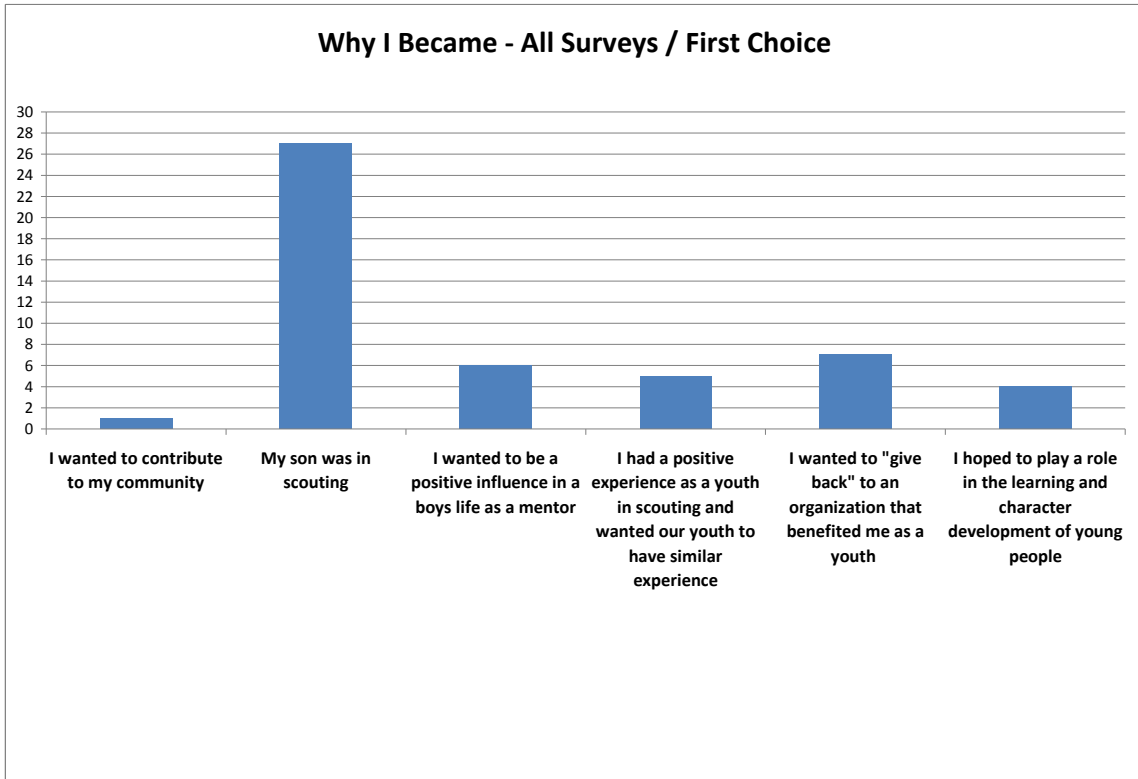
If yes, what rank did you achieve? _____

Do you have a youth in Scouting? Yes () No () How many? _____

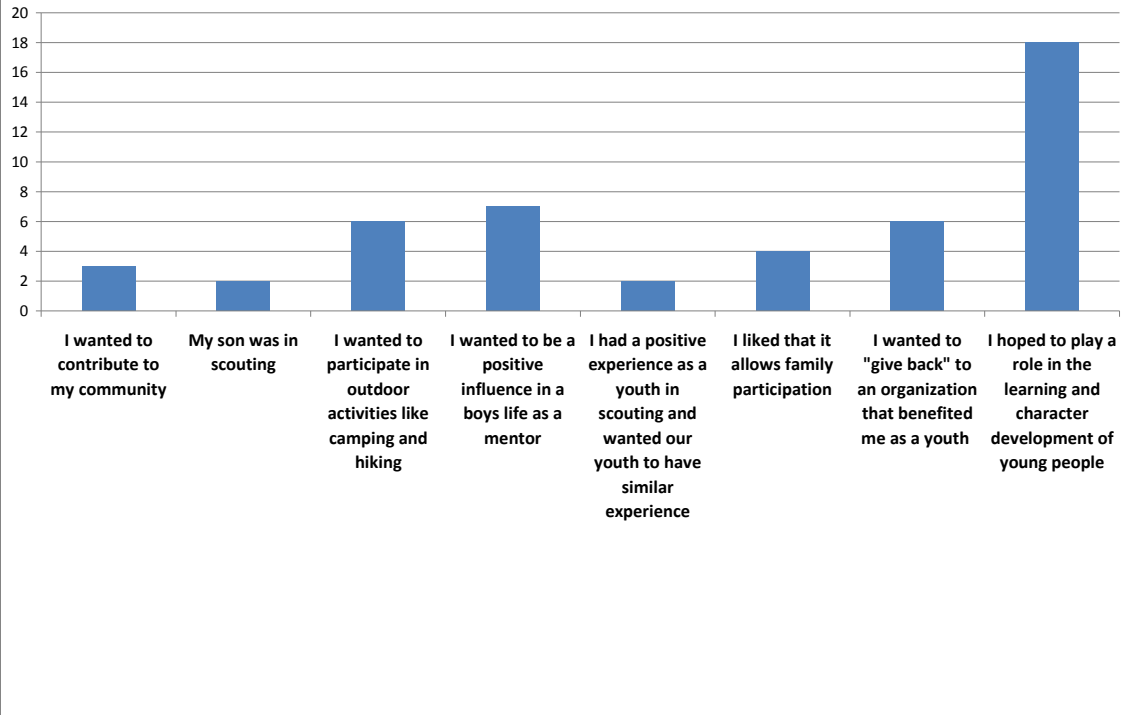
Have you been a leader in any other youth organization? Yes () No ()

If yes, please list them. _____

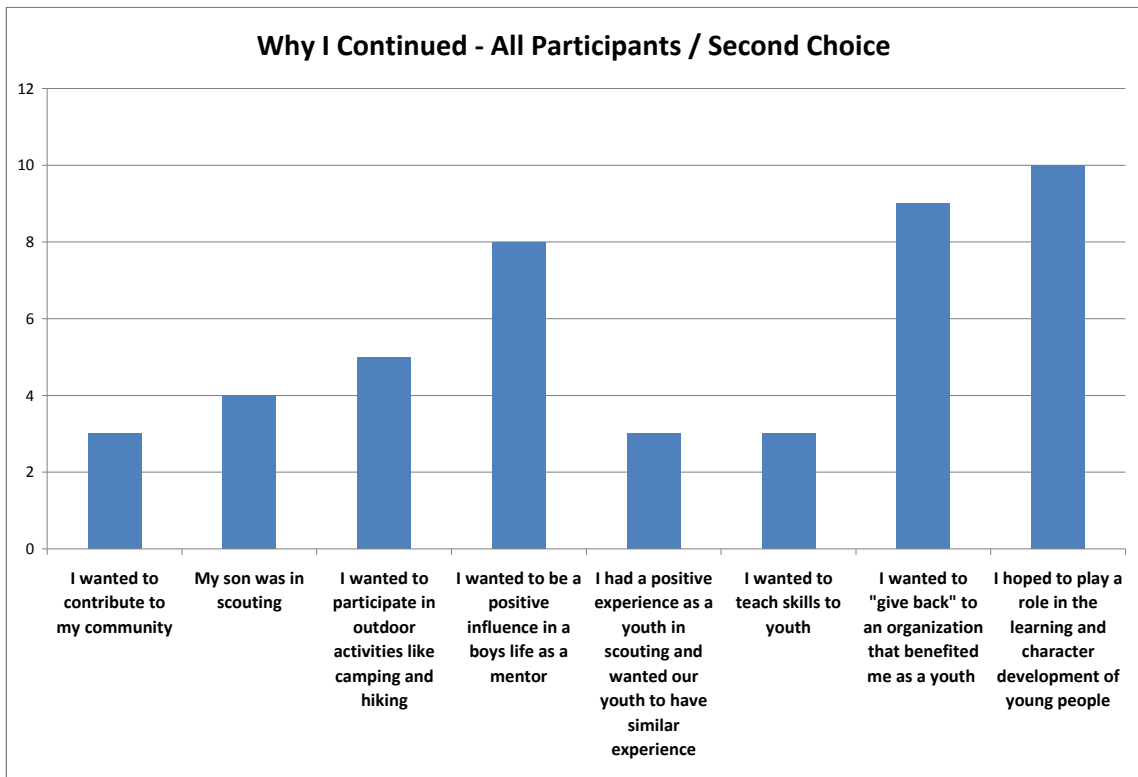
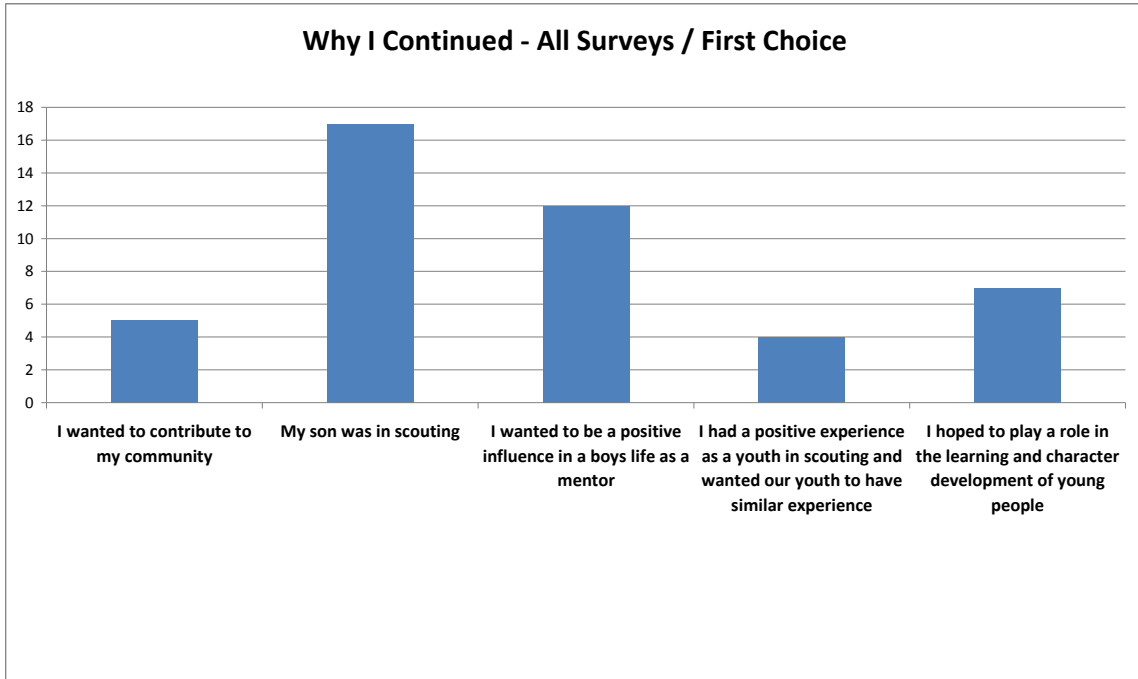
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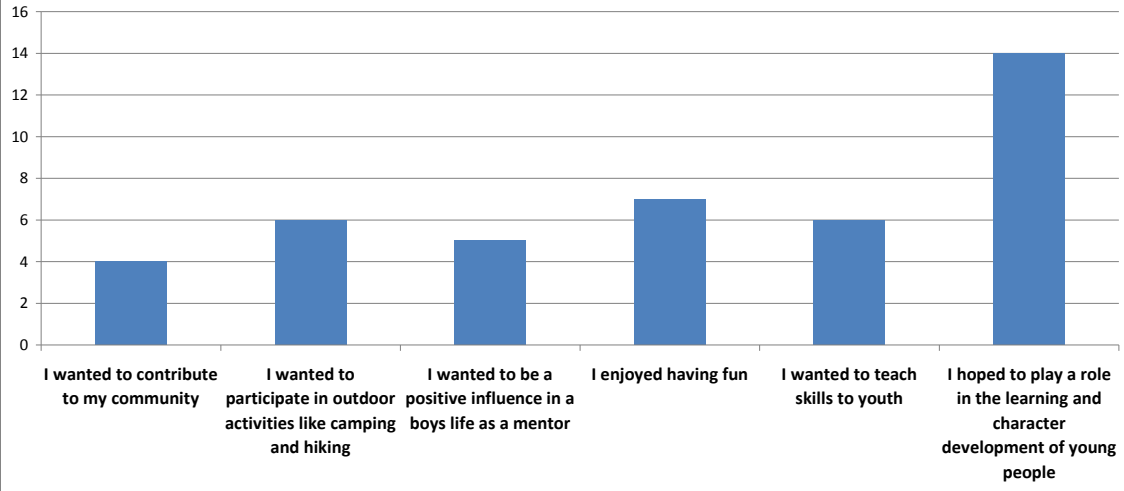
Why I Became - All Surveys / Third Choice



Appendix F



Why I Continued - All Participants / Third Choice

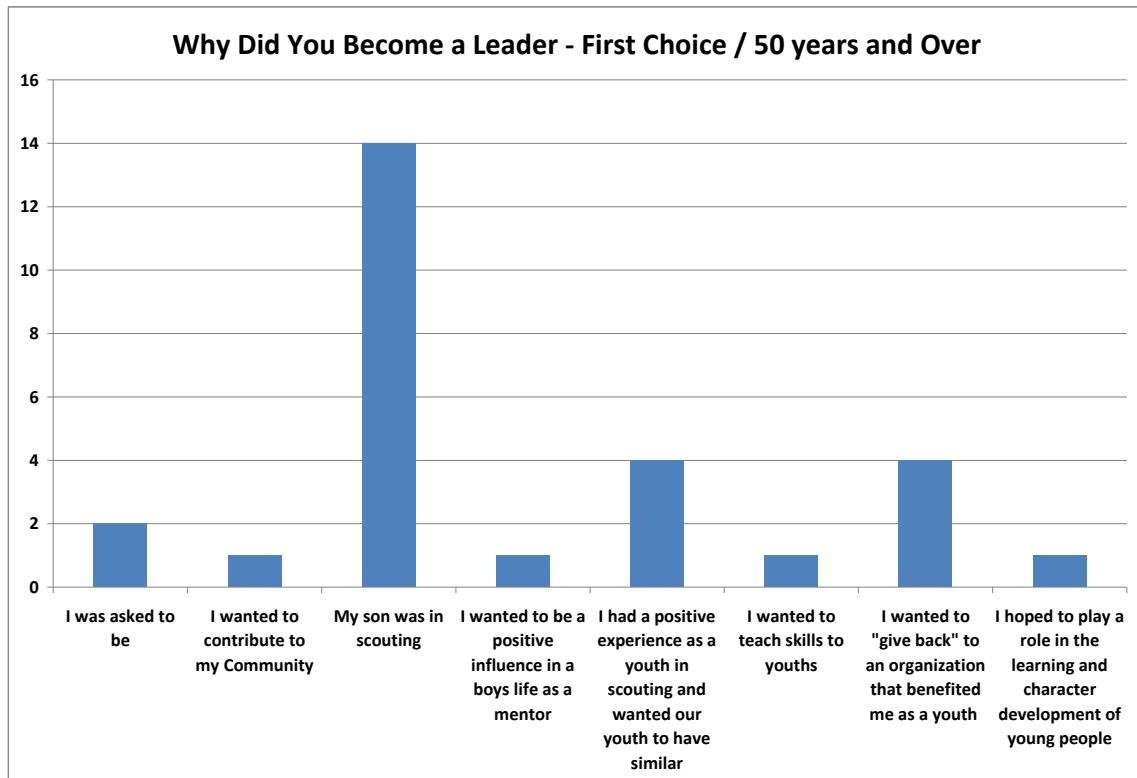
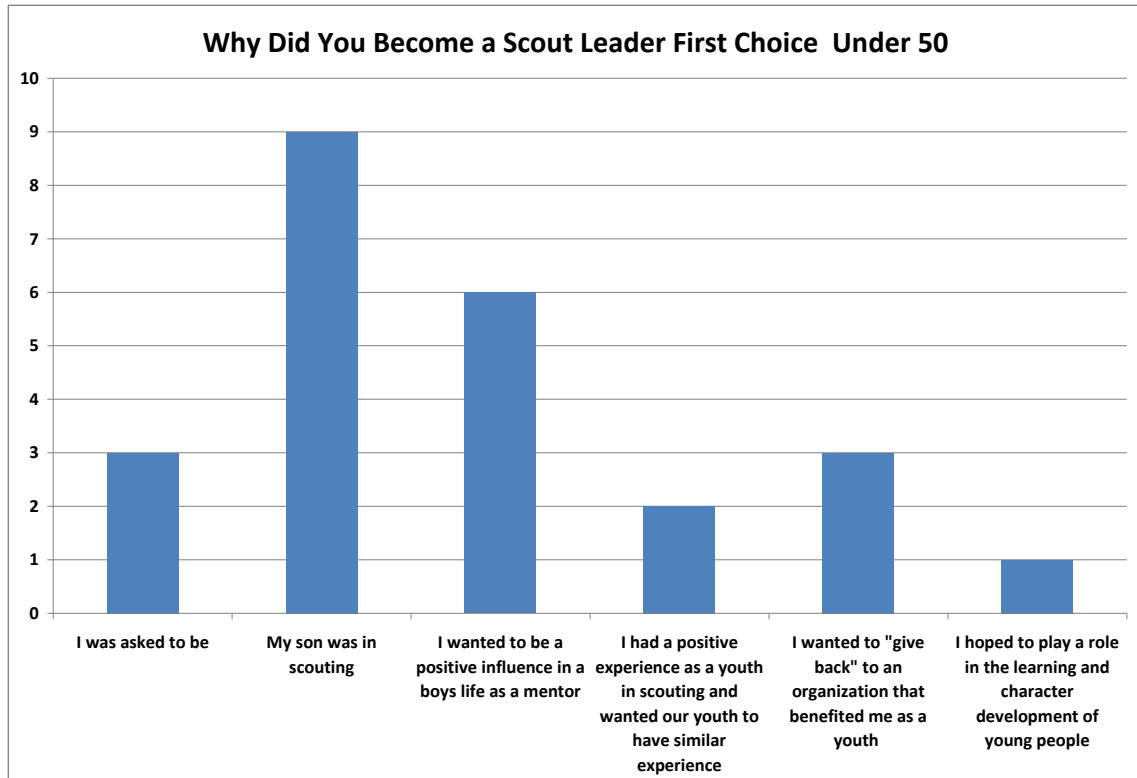


Appendix G

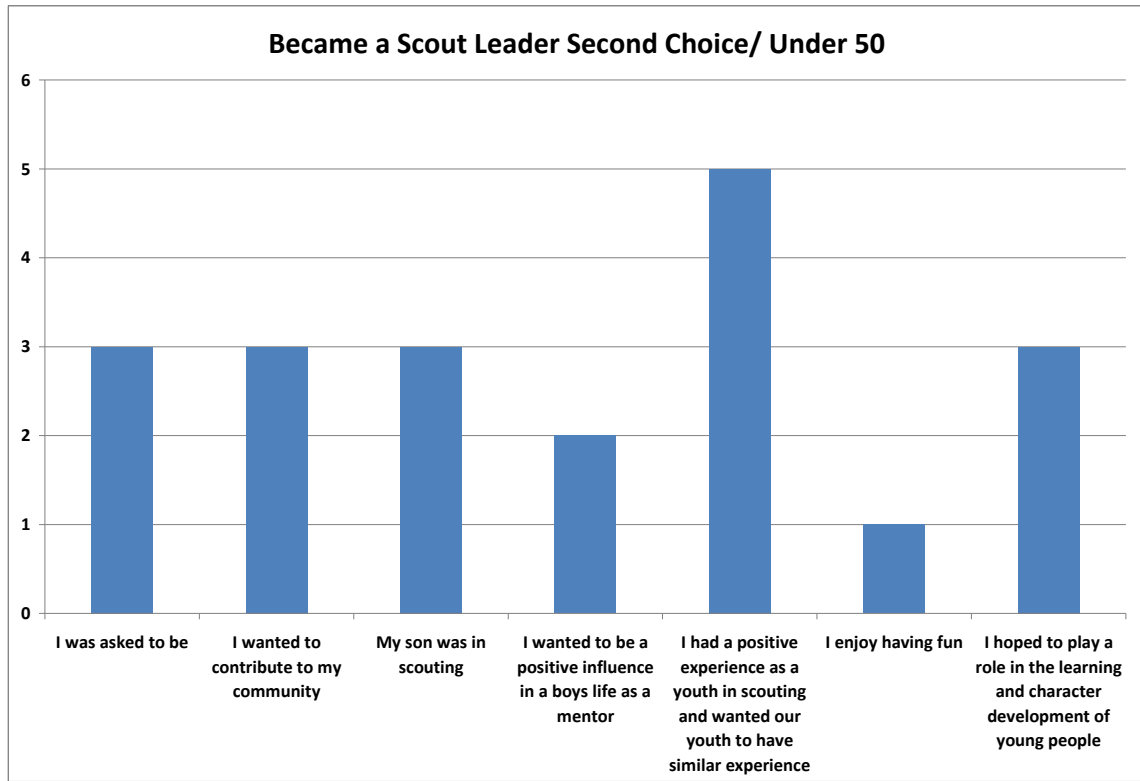
Median Age of Survey Participants

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23	51
23	51
25	51
25	52
28	52
30	53
32	55
32	55
33	56
33	58
34	58
36	59
40	59
41	62
42	62
42	63
43	64
43	65
44	66
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46	72
46	72
47	75
48	76
49	78
50	80
50	86
50-----Median	

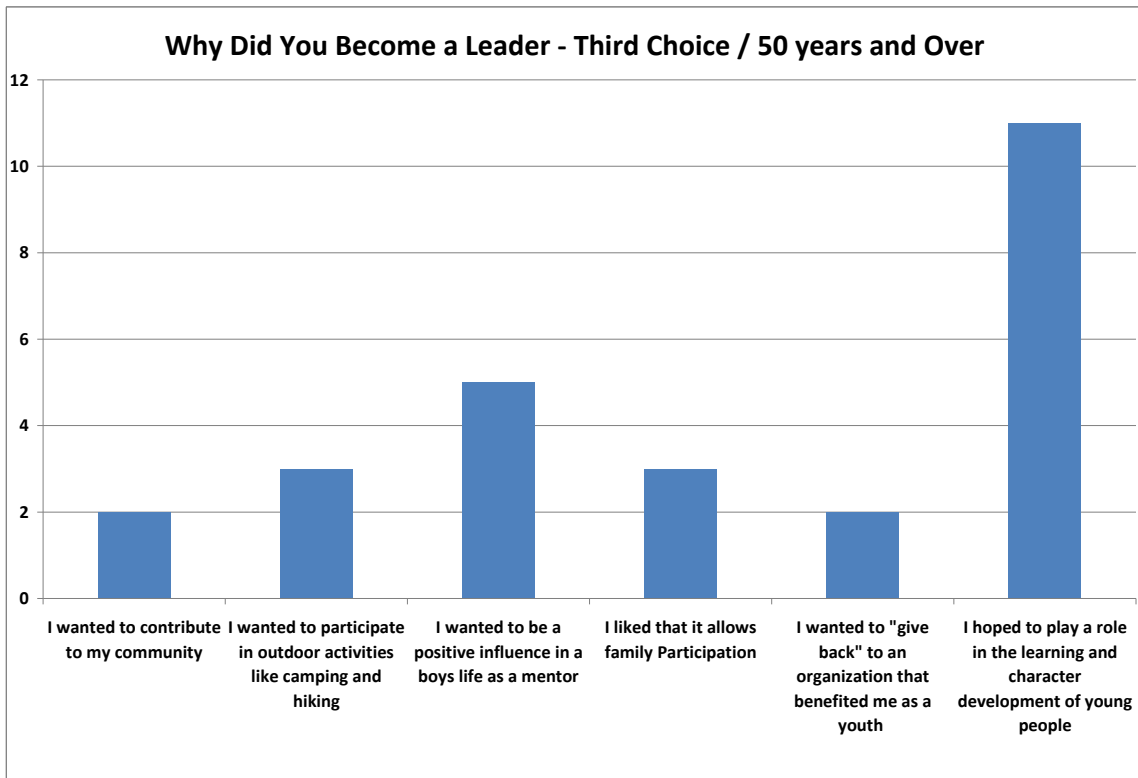
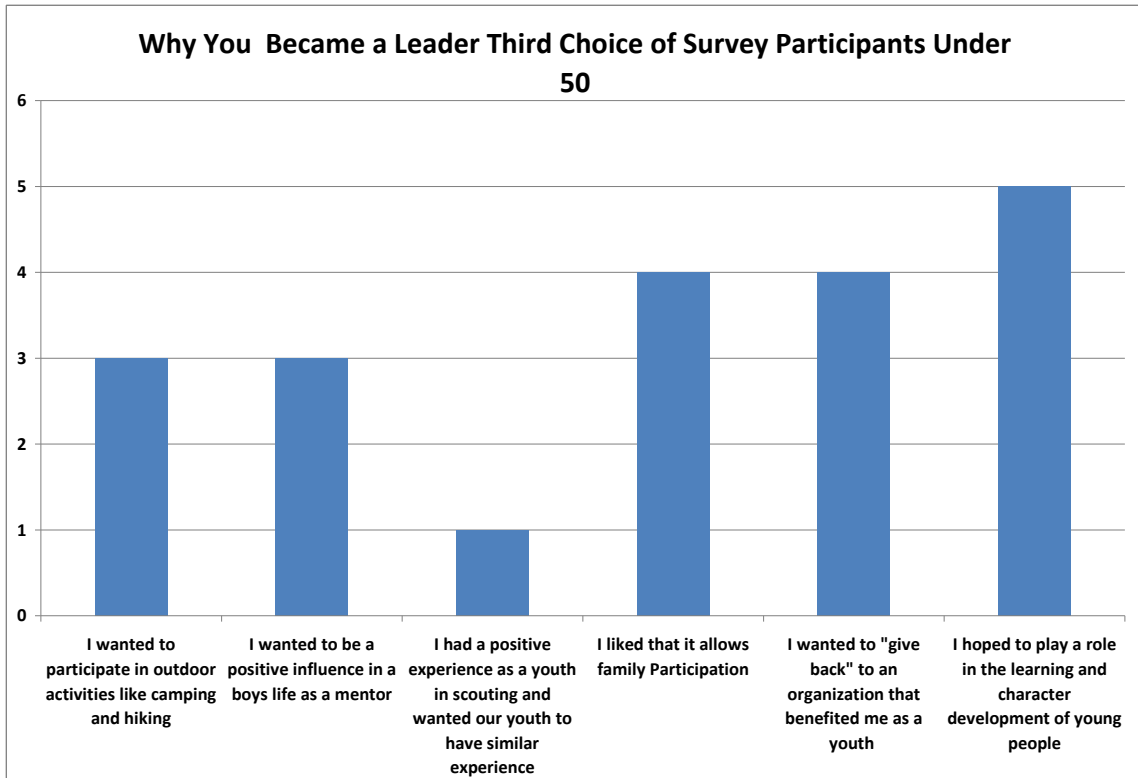
Appendix H



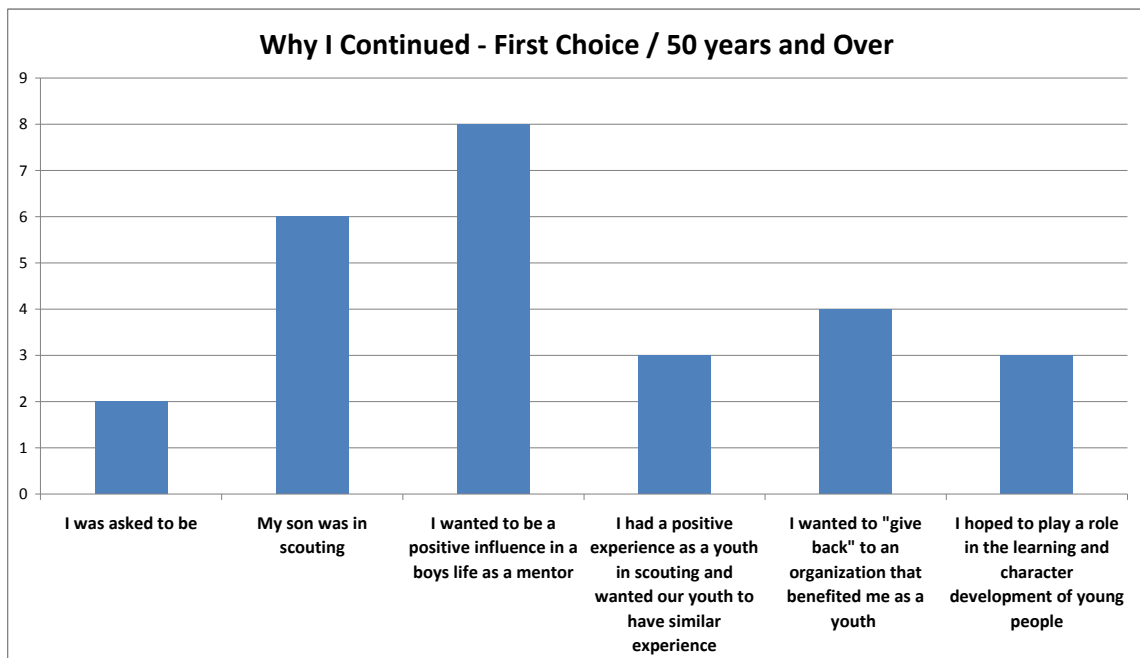
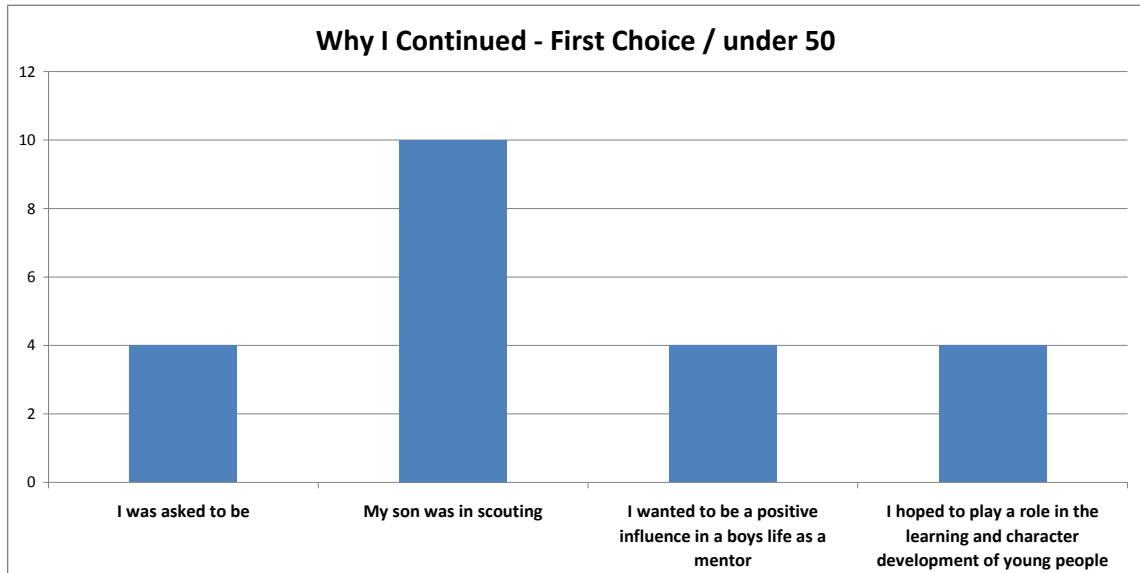
Appendix I



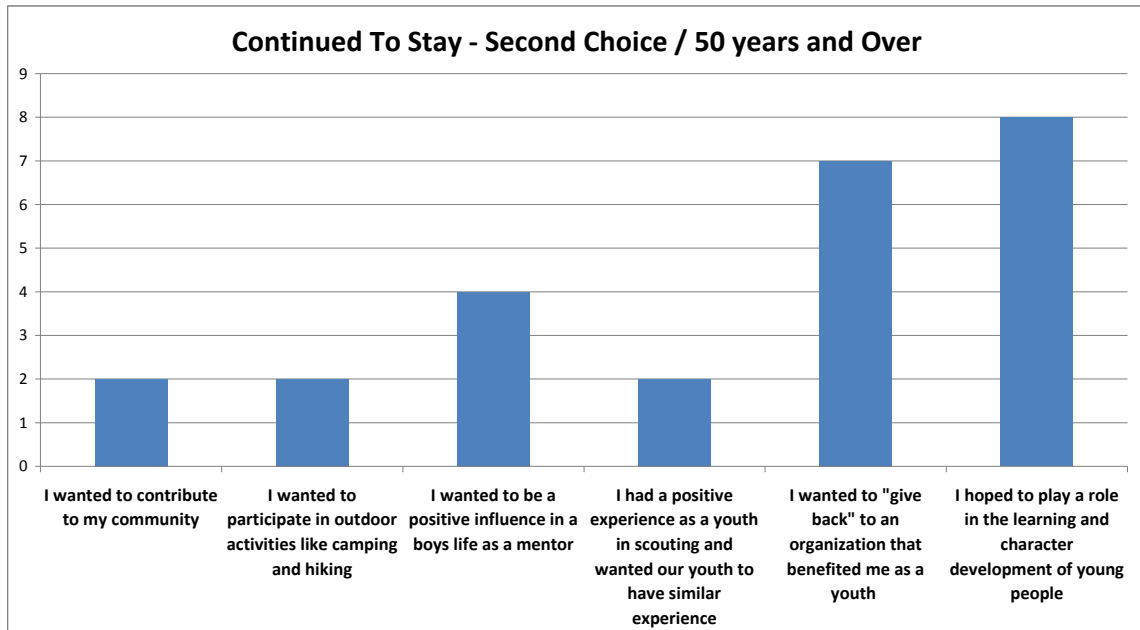
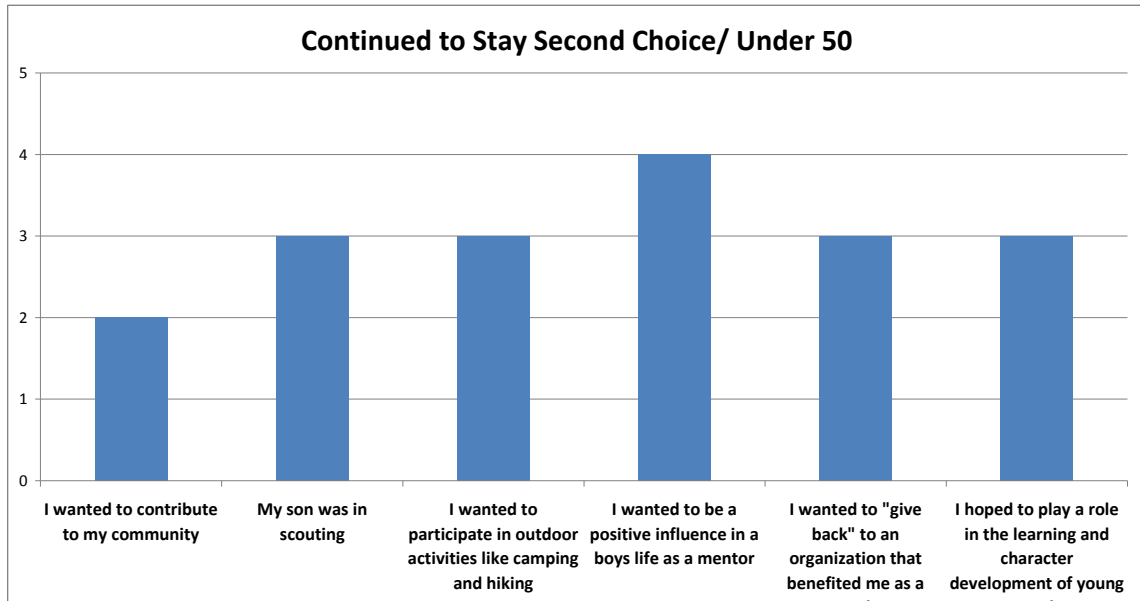
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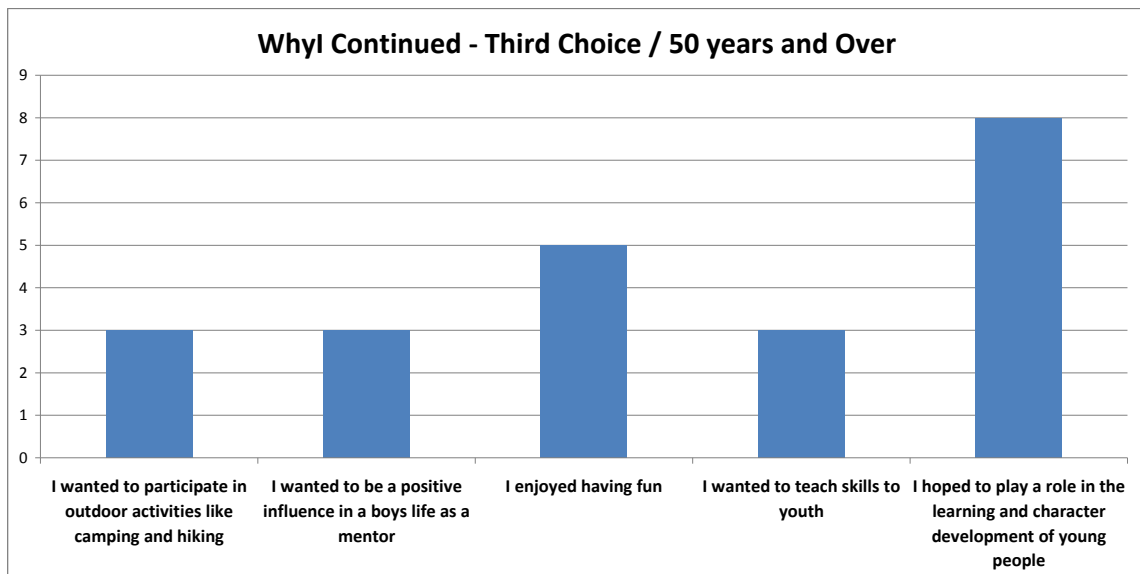
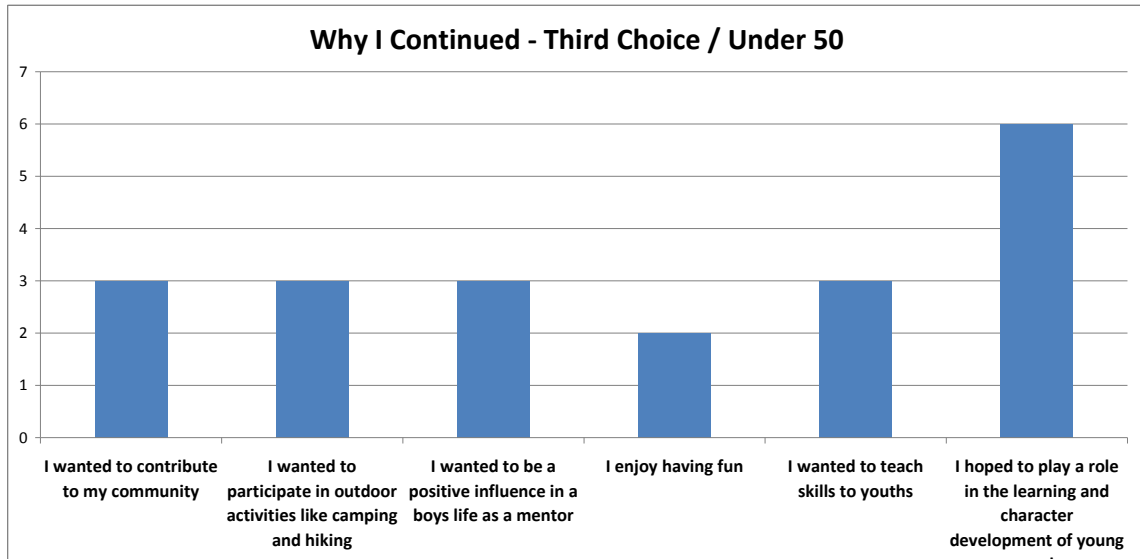
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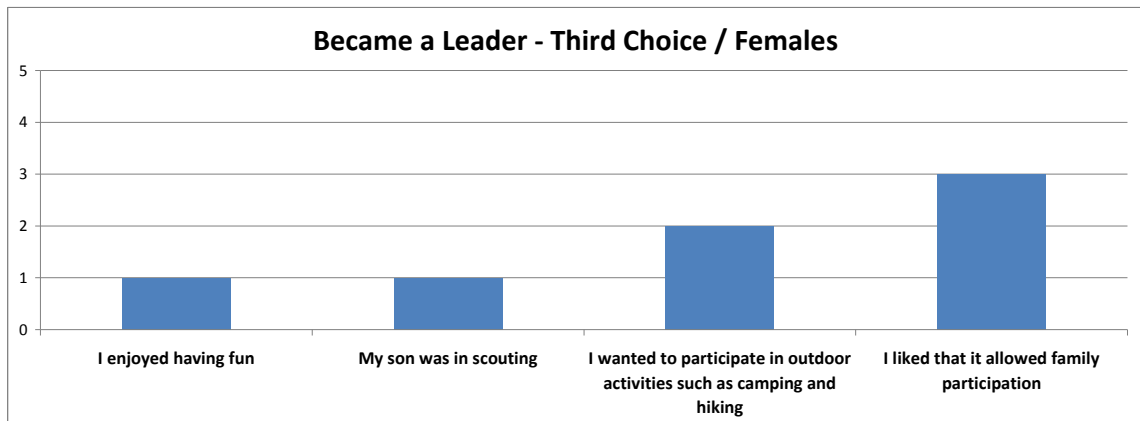
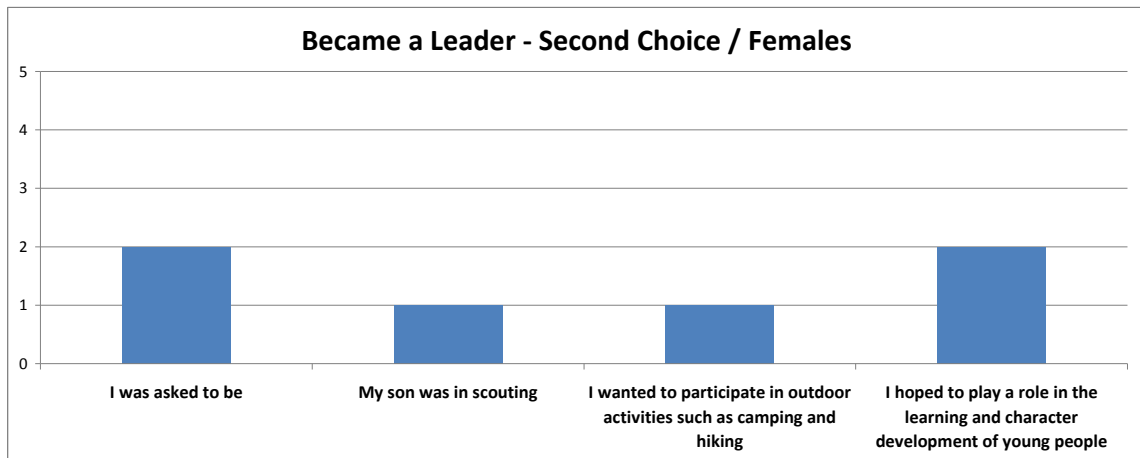
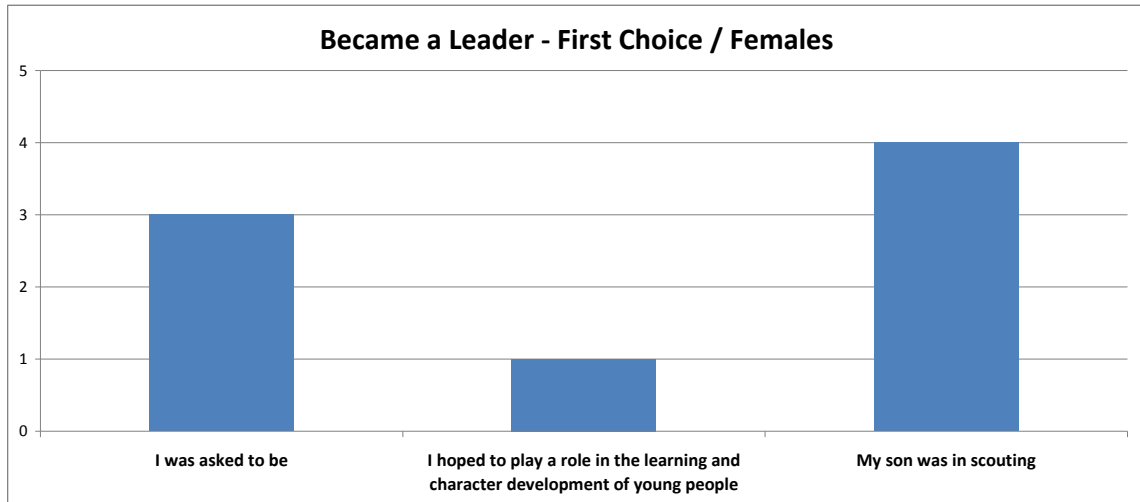
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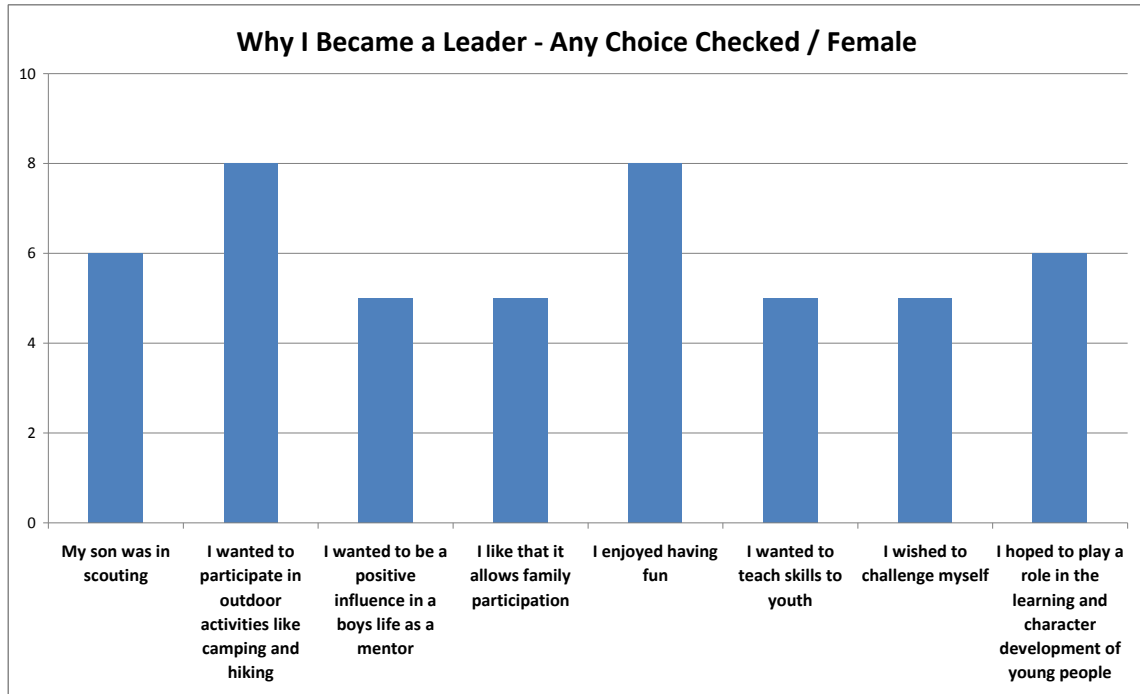
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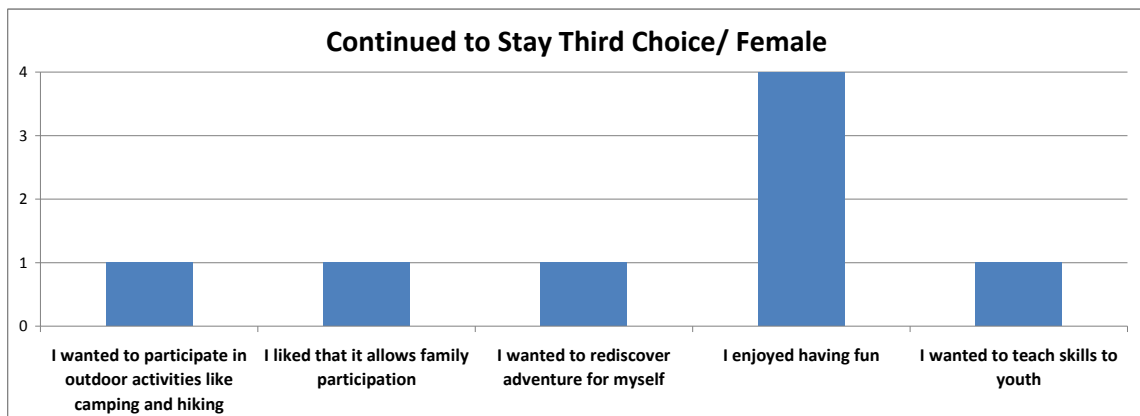
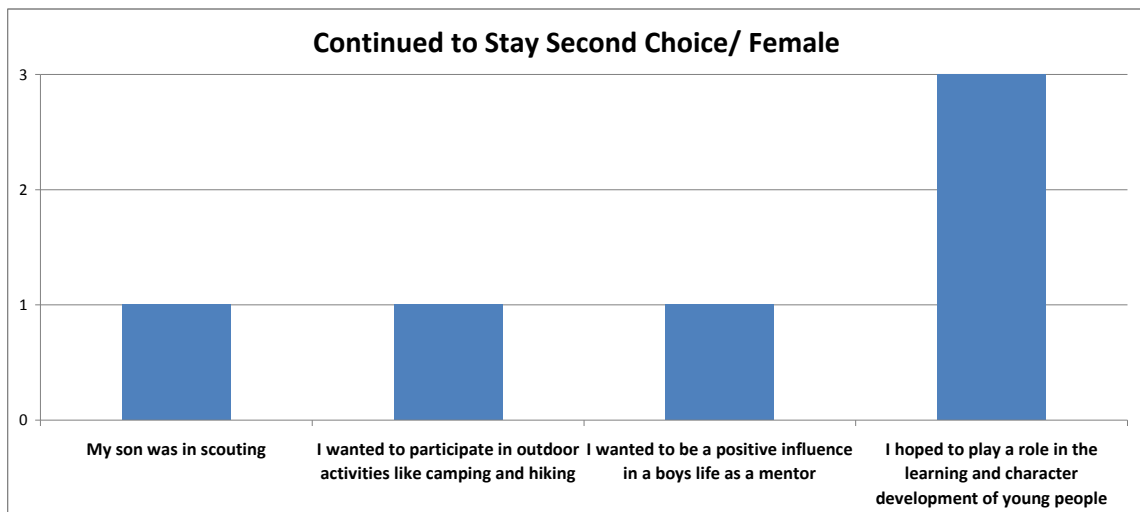
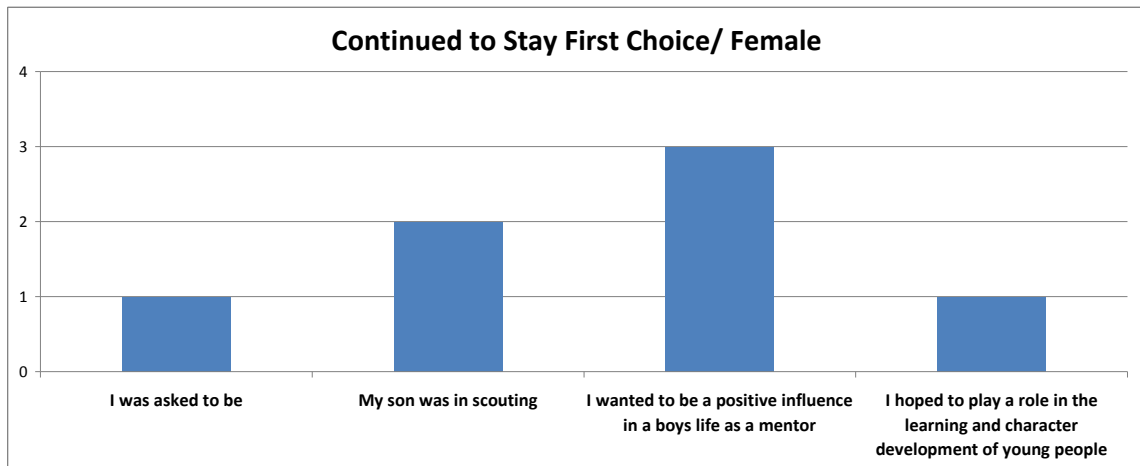
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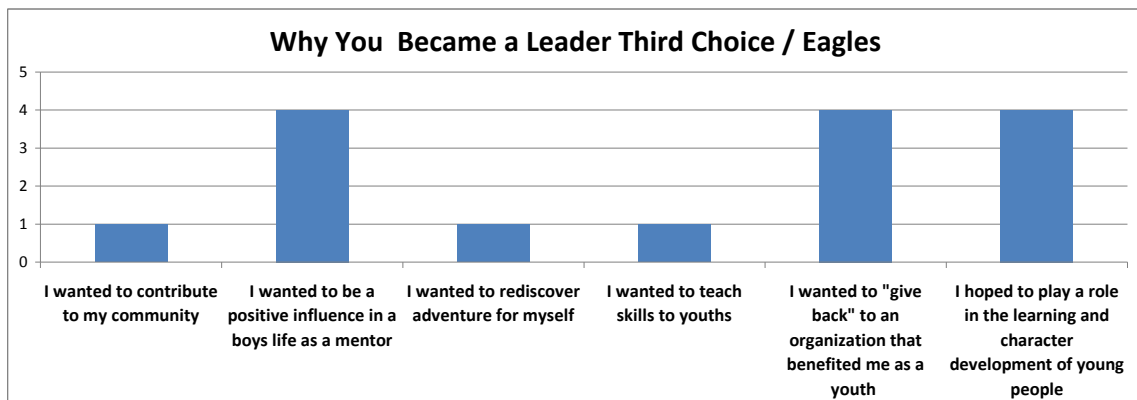
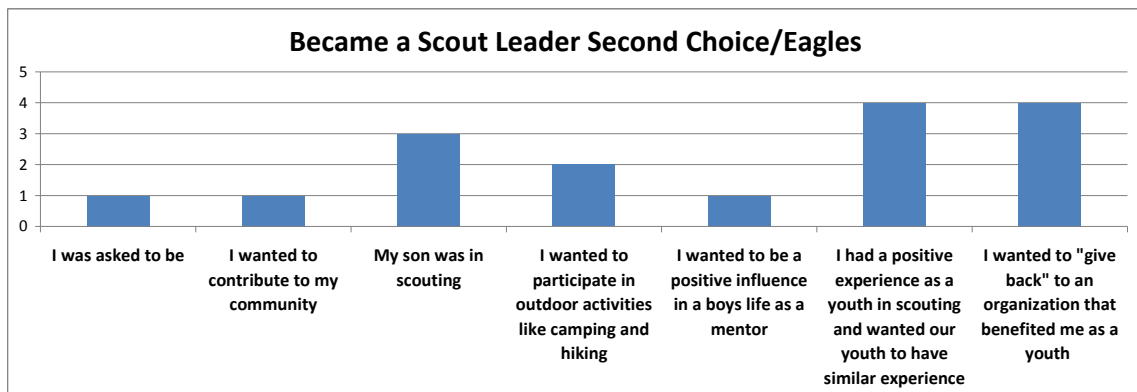
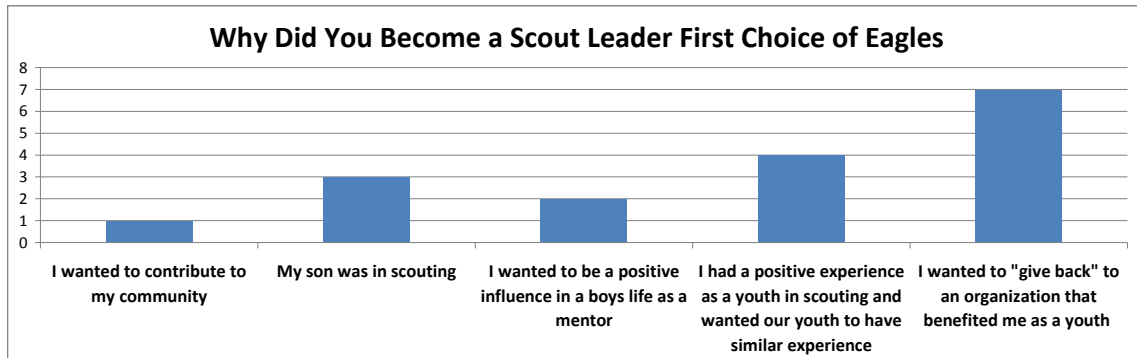
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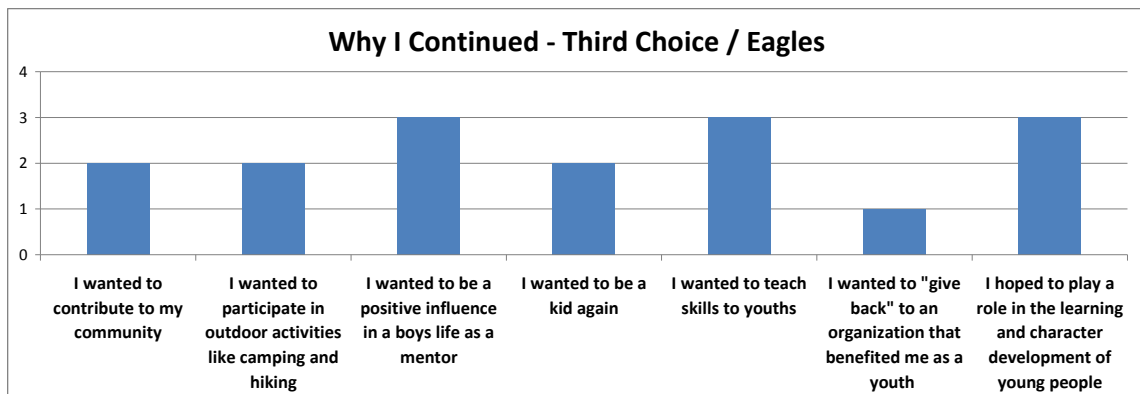
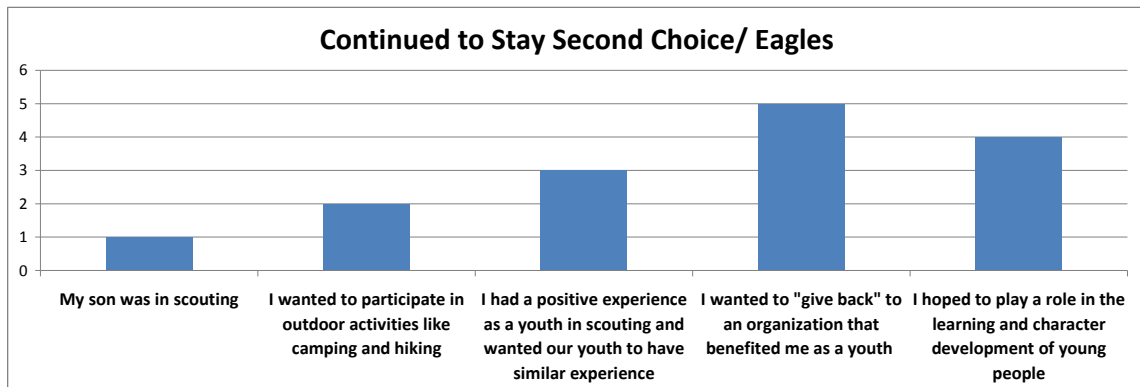
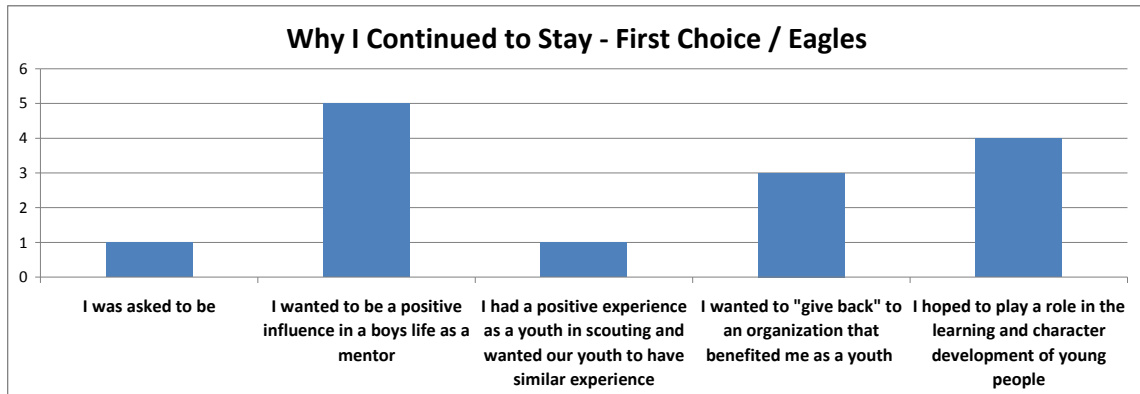
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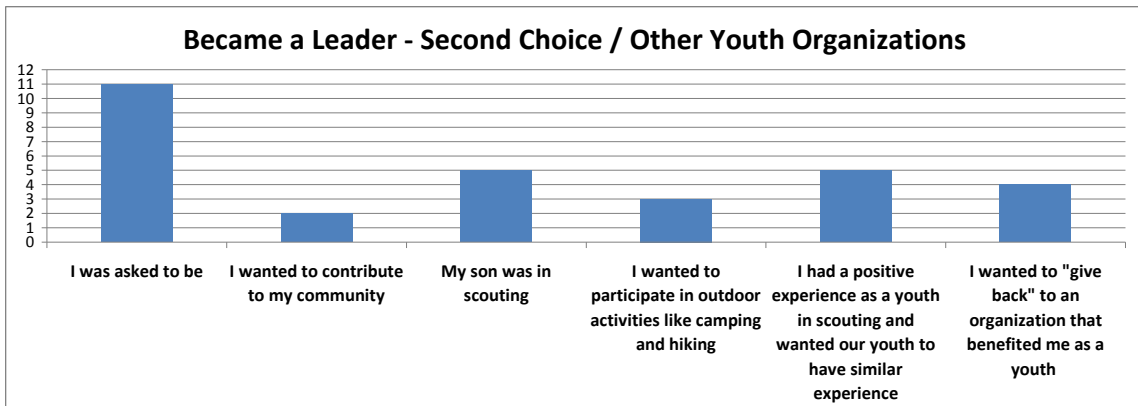
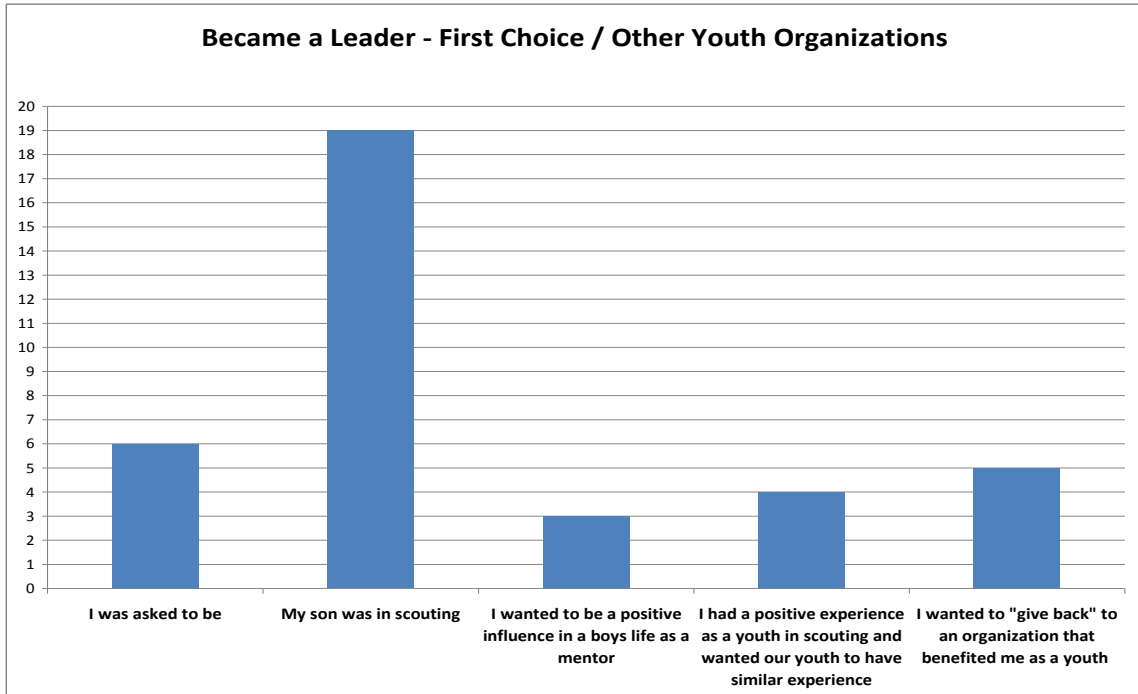
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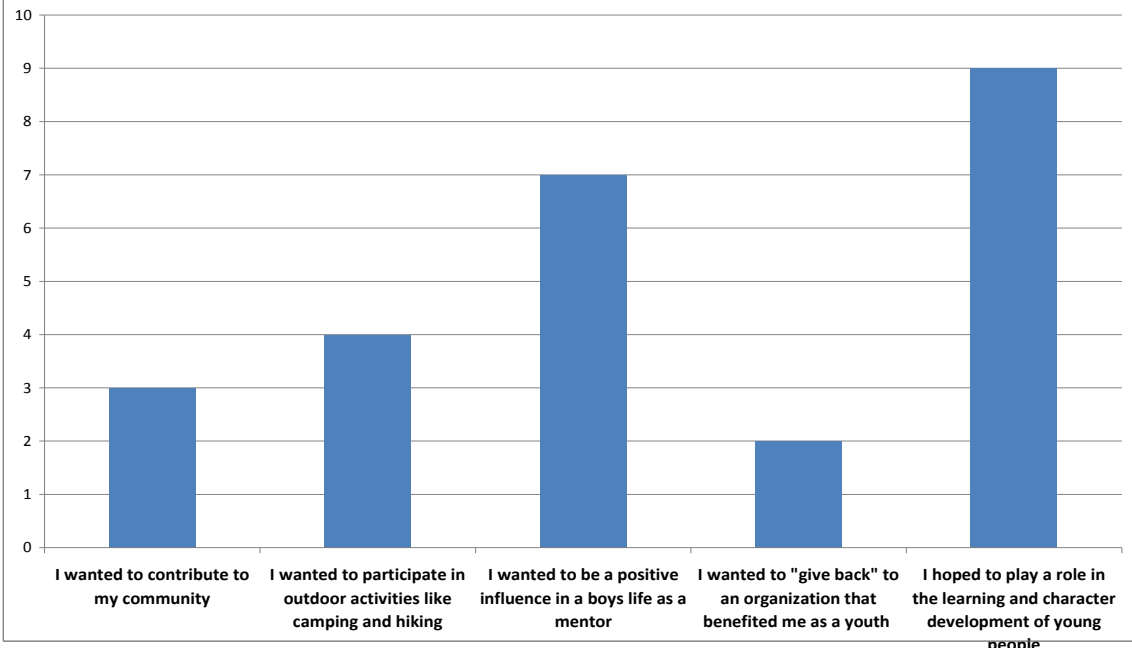
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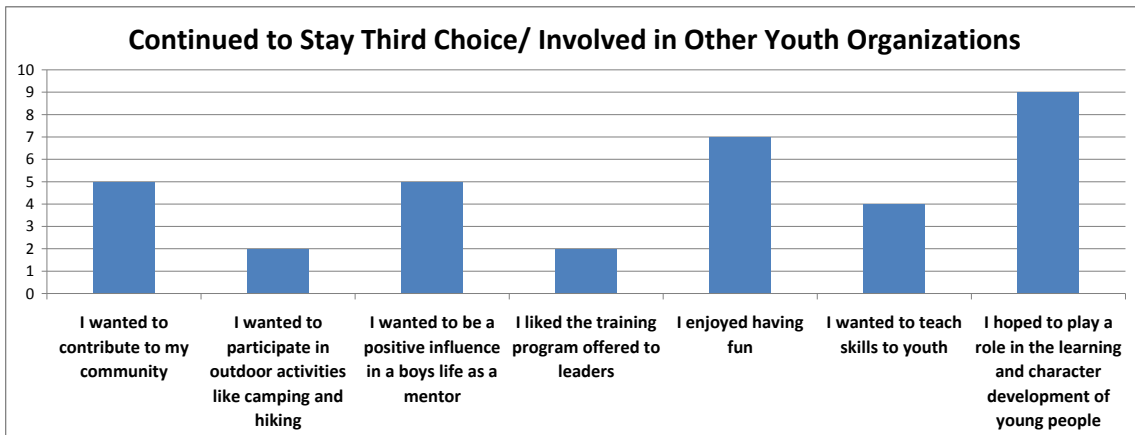
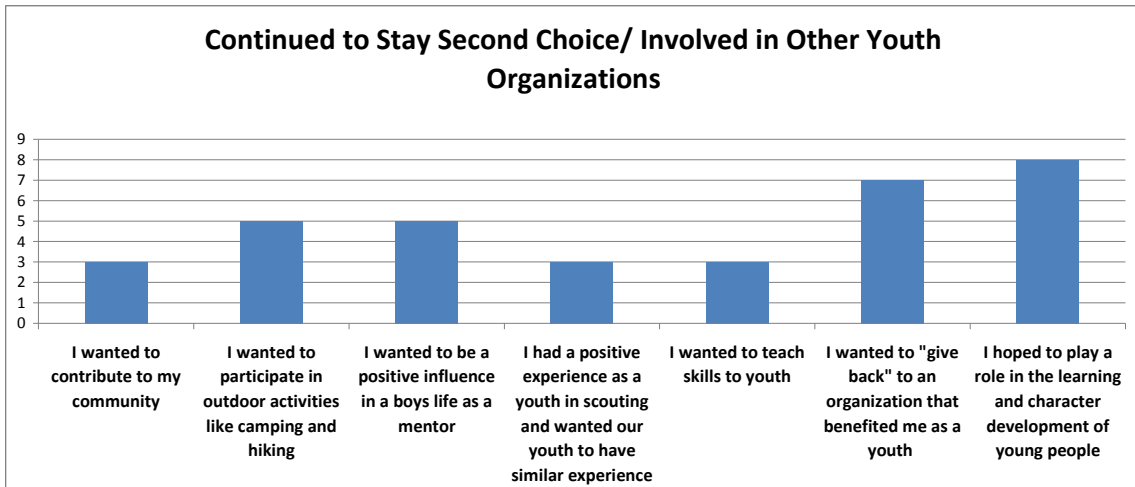
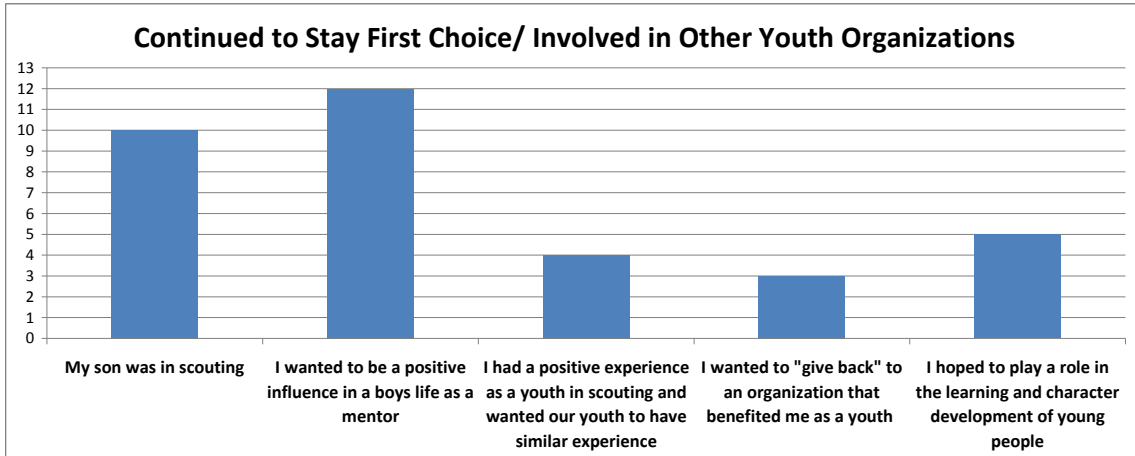
Appendix S



Became a Leader - Third Choice / Other Youth Organizations



Appendix T



Appendix U

ADDITIONAL COMMENTS

1. "Daughter in scouting"
2. "Scout law and oath to live by"
3. "Did our values get sold in membership change???"
4. "I wanted to "give back" to the organization that provided a positive experience in the learning and character development of my son"
5. "Still a very good program in spite of the vote"
6. "I became interested in the scouting program through my husband"
7. "I still wish to make a difference in the lives of children. It makes me feel good to see these young men grow in many difference ways"
8. "Character development in a troop to which I am already connected"
9. "A major reason I remain active was to challenge me to live up to Scout oath and law By asking youth to live up to certain standards you must first be willing to live up to them yourself"
10. "I was told that if I didn't become the Bear Den leader my son would not be able to participate in scouts since no one else would do it."
11. "Family tradition"
12. "I figured I owed my Scoutmaster---this is how I paid him back"
13. "Due to the recent Homosexual Decision we have pulled our Cub scout out of scouting. However; my other son is currently close to Eagle to pull out of scouting. We/I will not support(with money) any Boy Scout fund raiser due to above mentioned decision. The fools who caved to the Homosexual pressure

- obviously do not have the morals or leadership to stand up for Godly morals...So why bother joining Scouts if it doesn't promote Morals or Godly values."
14. "P.S.--I was very close to resigning after the BSA policy change earlier this year. Their decision was unnecessary, distasteful and an insult to troop leadership. It is a violation of God's principles, and therefore, mine as well. My son chose to stay because he is so close to Eagle. I stayed to support him and our troop of five young men"
 15. "To me, Scouting represents a mission in my life. Every boy without a positive role model in his life that we can reach is one less boy in trouble. One less boy who grows up with a disturbed view of what a man should be. We can't reach them all but the ones we reach are worth the hours we invest. We can teach them the skills they need and help them gain self-esteem they may not have. It can make a world of difference in their life"
 16. "To improve Scouting in our area with a new unit"
 17. "Enjoy working with all the kids and allowing them to do outdoor activities that they otherwise would not have the opportunity to do"
 18. Spend time camping, hiking, etc. with my own children"
 19. "Love the structure that we provide to these kids"
 20. Also had a full letter from one of the participant. These are some of his statements. "Scouting offers some very unique opportunities for young men and leaders. In many ways we gain from them the same as they can from us. Having been asked (to be a leader) is a given, that someone or some group recognized that

you may have talents or resources to lead or work with others for a common goal.

None of us can gage when or where you might make a difference in a child's life."