

An Exhaustive Compilation of Adult Leader Knots to Recognize Achievement

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To the Doctoral Candidate Review Board:

I am submitting herewith a Dissertation written by Jeremy Cleary, entitled "An Exhaustive Study of Adult Leader Knots to Recognize Achievement: Thread heads & Knot heads". 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.



Walter Bates


We have read this Dissertation and recommend its acceptance:

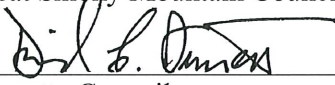

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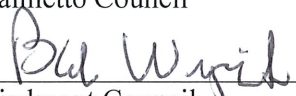

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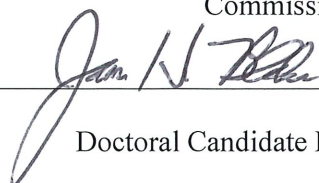

Great Smoky Mountain Council


Palmetto Council


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Commissioner Science:


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ACKNOWLEDGEMENTS

I would like to briefly acknowledge the Scouters that have helped me grow both as a person and as a Scouter. I'll start off with my Cubmasters and Scoutmasters when I was a boy in Palmetto Council starting off back in the late 80s and throughout the 90s. Mr. David Mahan and Mr. Bob White were both very influential in my Scouting career, and both played a vitally important role that eventually culminated with me earning my Eagle Scout award in 1999.

Next, I would like to thank my fellow Scouters from Southwest Florida Council where I originally started as an adult leader in the late 2000s. This is where I have done most of my adult Scouting career and started the pursuit toward earning my Doctorate of Commissioner Science. There are too many people to name them all, but some of them are Ron Barbour, Barbara Birch, Robyn Ford, John Hutton, Brian Lane, Stephan Larocque, Joel Madsen, Patrick Martin, Marleny Mejia, Matt Peterson, Stuart Pullen, Sybil Pullen, John Spence, Kimberly Wilber, and Dennis Wisniewski.

I have spent the last few years back in the Palmetto Council where I grew up. While I haven't spent as much time as an adult leader in this Council, there are still a few people that have influenced my Scouting career; these include Josh Bouldin, Wes Caudle, Patrick Cote, Stephanie Griffith, Chip Raterree, Mark Rozear, and Taylor Thomas.

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ABSTRACT

Completion of adult leader awards leads to volunteers providing a great Scouting program for our youth. Earning awards helps keep leaders actively involved in the Scouting movement plus completion of the requirements for each reward will result in a better program.

Unfortunately, there is not one place anywhere that a leader can go to find all the adult leader awards and knots. A volunteer would have to spend hours trying to find information about all of them. In fact, the information for all the adult leader awards and knots can't be found solely looking at BSA websites. Other sites must be used as well to find everything. I will rectify that issue by researching every knot and compiling all of them into this one document.

I have broken up the adult leader awards and knots into several categories. I started with the different types of BSA units. There is a section for Cub Scouts, Scouts BSA, Venturing, and Sea Scouts. Next, I included a section for all the Commissioner knots. After that, I put all the other assorted awards and knots that can be earned by an adult. Then I put all the knots that adult leaders can wear to show that they earned an award while they were a youth. Finally, a list of discontinued awards and knots is also provided for reference because even though people can't earn these awards anymore, any leader that previously earned them can continue to wear those knots on their uniform.

The Appendix has one example of the application form for one of the awards. There are links throughout the paper underneath the applicable award that will allow adult leaders to quickly find the awards they can earn as well as give them the requirements they need to

complete to earn the award. Since the award applications can change over time, the links will take the person searching for the award to the latest version of the award at that time. The ultimate goal is that adult leaders will gain awareness and knowledge of all these available awards, which will lead to an increase in applications, and consequently, a better program for our youth in the program.

CHAPTER I

INTRODUCTION

There are many reasons that adults volunteer to be leaders in the Boy Scouts of America. The most important reason is that adults get to guide and shape youth in our community, so they will become the bastions for a better world as they grow up. However, there are numerous other reasons that help provide the motivation for adults to continue volunteering their time for this sacrosanct Scouting movement even after their child(ren) are no longer in the program or even if they volunteer without any children in the program. One such motivation is through adult leader awards and knots.

While the sole purpose of doing a task or project simply to earn an award should never be the main motivation, earning an award as a sign of recognition for an accomplishment helps inspire adult leaders to continue to provide a great program for our youth. Ultimately, providing the best program possible for our youth is the main goal. Every adult award signifies that a Scouter has done something noteworthy to help push the Scouting movement forward. Therefore, it's in the best interest of the Boy Scouts of America if every adult leader strives to earn as many of these awards as possible because that will translate into a great program.

These adult leader knots can be found all over the place, which is great. However, that's also a problem. There is not one place where an adult leader can go to find all the information about all the different adult leader knots. Even the BSA's own website has these scattered across numerous webpages where it takes an exhaustive search to find them. Even then, I couldn't find every adult leader knot on one of the BSA's webpages. I had to search several other sites as well

to be able to find information about all of them. Ideally, the BSA Guide to Awards and Insignia would include all this information including links to the requirements for every award as well as the application forms too.

I want adult leaders to gain knowledge and awareness of these various adult leader knots, so that they will strive to complete them as they are volunteering their time for this great program. Earning these awards will both inspire them to continue to provide a great program as well as give guidelines and direction of items to work toward that will benefit the program simply by completing the requirements for the award. There are a lot of leaders that don't know much, if anything at all, about these awards. Then there are others that know about the awards, but the sporadic locations of the adult leader knots throughout the internet, even on BSA's own websites, make it hard to find all the information they need to work on completing the requirements. Researching all the adult leader knots and compiling them into one source will make it easy for adult leaders to start working on the award without having to spend time trying to lookup all that information themselves. This will incentivize leaders to work towards the requirements of these awards, and therefore, provide a better program for our youth.

CHAPTER II

REVIEW OF LITERATURE

The primary sources of information for my paper are the Boy Scouts of America national websites and the Guide to Awards and Insignia. There are numerous adult awards that can be found on the various BSA websites, but there is not a single page that has them all. In fact, I couldn't find a single BSA website that had more than several of them in one place. I had to piece together various adult leader awards by clicking through multiple pages and sites. The BSA sites I used the most are Scouting.org, Scoutshop.org, NESA.org, BSAAlumni.org, OA-BSA.org, and a few BSA council-specific websites. Some of the awards on the BSA website can't even be found just by clicking on the various links. For some of the awards, I had to search individual awards one at a time. This also means that I had to know the award existed before I began looking for it. If a leader just went to look to see what adult leader awards are available, they most likely would not have found these awards just using a precursory review of the BSA website.

Even after doing a thorough search of the BSA websites, there were still a lot of awards where I couldn't find enough information about the award, and some awards didn't have any information at all. Therefore, I had to turn to non-BSA websites. The next two websites that I used the most are USScouts.org and Mike Walton's ScoutingInsignia.com as both contained useful information about awards that are missing from BSA websites. Finally, I supplemented these two outside sources with a random outside source here and there to fill in the remaining missing pieces of information that I needed to gather all the adult leader knots plus a few other adult leader awards into this paper.

CHAPTER III

METHODS

I am going to create a compilation of all the BSA adult leader awards and knots into one document for other leaders to easily find information and application/nomination forms for each of the awards. My research will begin with the Boy Scout of America's national websites to try and find all the information across their various webpages since there is nowhere on any of their websites that contains all the information.

Once I have gathered everything I can from the national websites, I will turn my attention to council websites to try to plug holes for adult leader knots that are missing from the national sites. There won't be a lot of information found on the council websites that isn't already on the national sites since it's just a subsidiary of the same organization, but there will be a little bit of information found at the council level that can't be found on one of the national sites.

Finally, I will turn to sources outside of the Boy Scouts of America to supplement any missing information from the BSA sites on both the national level and council level. While I wish I could find all the information I need on BSA websites, I know that I'll have to supplement information for several items from outside sources.

Once I have compiled all the potential awards that leaders can earn, I will make sure that my units and leaders receive a copy of the award application(s) that pertain to them at the beginning of the Scouting year, so they will be able to incorporate the requirements into the program throughout the year. This will give each leader the best opportunity to earn their respective award(s), and therefore, provide a better Scouting program.

CHAPTER IV

RESULTS AND DISCUSSION


Cub Scout Leader Knots

The **Den Leader Training Award** is one of the most earned and most recognizable knots that Cub Scout leaders earn. Most den leaders meet every requirement for this award except for the attendance requirement at Roundtables, Pow Wow, or University of Scouting. The award can be earned by Tiger, Wolf, Bear, and Webelos den leaders for one year of service (at least 8 months for Tiger den leaders) plus meeting additional criteria (“Adult Awards and Recognition,” n.d.).



The item number is 5016 (“Den Leader Training Award,” n.d.). There is one reference on the Scouting.org website that mentions this award is available to Lion den leaders, but I cannot find any other documentation to support this statement including the application for the award from this very same website that does not list Lions as a choice for a den leader (“Adult Awards and Recognition,” n.d.).

The award can be earned multiple times: once each as a Tiger, Cub Scout (Wolf/Bear), and Webelos den leader. In addition to the cloth knot above, a device will be awarded that is specific to each rank (“Den Leader Training Award,” n.d.). Those item numbers are as follows: 620592

Tiger device  (“Cub Scout Tiger Rank Device Pin,” n.d.), 604950 Cub Scout device




(“Device,” n.d.), and 932 Webelos device  (“Device,” n.d.). This means

that it is possible to earn this knot and have all three of the above devices pinned into it. The application form can be seen on Appendix A and at the following link: [Den-Leader-Training-Award-511-052 WB.pdf \(scouting.org\)](#).

The **Scouter's Training Award** is available to any registered adult leader in a Cub Scout pack. It requires two years of tenure as well as meeting additional criteria such as participating in




an annual pack planning meeting and serving as a leader in a pack that achieves at least the bronze level in Journey to Excellence. Most Cub Scout leaders should either be able to earn the Den Leader Training Award or this award simply by doing their job well. The award is a medal that is worn on formal occasions pinned to the left shirt

pocket ("Scouter Training Award," n.d.). The item number is 922 ("Boy Scouts of America Training Award Medal," n.d.). A Cub Scout device  is also worn pinned to the medal to show that this award was earned for service to Cub Scouting. The Cub Scout device item number is 604950 ("Cub Scout Device Pin," n.d.). As you will see later, it is possible to earn this award in multiple BSA program areas, so it is possible to earn this medal and have a few different devices pinned into it.

There is also a knot made available to wear on the field uniform in lieu of the medal since it's not practical to wear a medal most of the time in Scouting ("Adult Awards and Recognition," n.d.). The item number is 5008 ("Scouter




Training Award Knot," n.d.). The aforementioned Cub Scout device is also pinned to this knot to once again show that this award has been earned in Cub Scouting ("Scouter Training Award," n.d.). Just like it's possible to wear multiple program area devices on the medal, a Scouter can wear this knot with multiple BSA program area devices pinned into it. The application form can be seen at the following link: [Scouters-Training-Award-for-Cub-Scouting-511-057 WB.pdf](#).

The **Cubmaster's Key** (Scouter's Key) is an award that can be earned after three years of service within a five-year period. Two of the three years must be as the registered Cubmaster and the third year can be registered as either Cubmaster or Assistant Cubmaster (Adult Awards and Recognition," n.d.). In addition to the tenure requirement, the cubmaster needs to complete a few more objectives such as achieve at least the silver level of Journey to Excellence for at least two years and earn the National Summer Pack Award at least once in addition to other items. The award is a medal that is worn in formal occasions pinned to the left shirt pocket. The item number is 924 ("Scouters Key Gold Medal," n.d.). A Cub Scout device  is also worn pinned to the medal to show that this award was earned for service to Cub Scouting. The Cub Scout device item number is 604950 ("Scouter Training Award," n.d.).

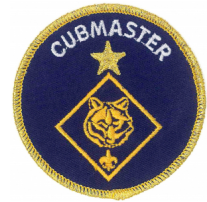
Similar to the Scouter's Training Award, there is a knot made available to wear on the field uniform in lieu of the medal ("Adult Awards and Recognition," n.d.). The item number is 5006 ("Scouter Key Award Knot," n.d.). The aforementioned Cub Scout device is also pinned to this knot to once again show that this award has been earned in Cub Scouting. ("Scouter Training Award," n.d.). The application form can be seen at the following link: [Cubmasters-Key-511-053_WB.pdf \(scouting.org\)](#).

The **Unit Leader Award of Merit** is an award that can be earned after at least 18 consecutive months of service in the position. In addition, there are six other requirements that must be satisfied as well. Unlike the previous awards, this



award cannot just be applied for by the unit leader. Instead, the unit leader must be nominated by the unit committee for the award. There is not a medal for this award as the award is actually the knot itself (“Adult Awards and Recognition,” n.d.). The item number is 610091. A Cub Scout device is also worn pinned to the medal to show that this award was earned for service to Cub Scouting. The Cub Scout device  item number is 604950 (“Scouter Training Award,” n.d.). The nomination form can be seen at the following link: [512-003 WB.pdf \(scouting.org\)](#).

In addition to the knot, the Cubmaster can change out their Cubmaster leadership position patch for one with a gold border and a star on it signifying that they have earned the unit leader award of merit. This item number is 610094 (“Cub Scout Cubmaster Merit Emblem,” n.d.).



Scouts BSA Leader Knots


The **Scouter's Training Award** is also available to any registered adult leader in a Scouts BSA troop. It requires two years of tenure as well as meeting additional criteria. Most Scouts



BSA leaders should be able to qualify for this award if they are taking training to make themselves better leaders including going to Roundtable or the University of Scouting.

The award is a medal that is worn on formal occasions pinned to the left shirt pocket.

The item number is 922 (“Boy Scouts of America Training Award Medal,” n.d.). A Scouts BSA

device  is also worn pinned to the medal to show that this award was earned for service


to Scouts BSA. The Scouts BSA device item number is 927 (“Scouter Training Award,” n.d.).

Just like with the Cub Scout version of this award, there is also a knot made available to wear on the field uniform in lieu of the medal since the medal can become cumbersome in the outdoors (“Adult Awards and Recognition,” n.d.). The




item number is 5008 (“Scouter Training Award Knot,” n.d.). The aforementioned Scouts BSA device is also pinned to this knot to once again show that this award has been earned in Cub Scouting. (“Scouter Training Award,” n.d.). If this award is earned in both Cub Scouts and Scouts

BSA, then the leader would wear one knot with multiple devices representing each of the program areas earned. The application form can be seen at the following link: [511-058 wb.pdf \(scouting.org\)](#).

The **Scoutmaster's Key** (Scouter's Key) is another award that can be earned in Scouts BSA in addition to Cub Scouts. Just like in Cub Scouts, this award can be earned in Scouts BSA after three years of service within a five-year period. Two of the three years must be as the registered Scoutmaster and the third year can be registered as either Scoutmaster or Assistant Scoutmaster (Adult Awards and Recognition," n.d.). In addition to the tenure requirements, Scoutmasters have to complete a few more objectives such as completing additional training, conducting an annual troop planning session, and the troop earning the National Outdoor Challenge Award at least once. The award is a medal that is worn on formal occasions pinned to the left shirt pocket. The item number is 924 ("Scouters Key Gold Medal," n.d.). A Scouts BSA device  is also worn pinned to the medal to show that this award was earned for service to Scouts BSA. The Scouts BSA device item number is 927 ("Scouter Training Award," n.d.).

There is also a knot made available to wear on the field uniform in lieu of the medal ("Adult Awards and Recognition," n.d.). The item number is 5006 ("Scouter Key Award Knot," n.d.). The aforementioned Scouts BSA device is also pinned to this knot to once again show that this award has been earned in Scouts BSA. ("Scouter Training Award," n.d.). If this award is earned in both Cub Scouts and Scouts BSA, then the leader would wear one knot with multiple devices representing each of the program areas earned. The application form can be seen at the following link: [511-054 WB.pdf \(scouting.org\)](#).



The **Unit Leader Award of Merit** is an award that can be earned after at least 18 consecutive months of service in the position. In addition, there are six other requirements that must be satisfied as well. Unlike the previous awards, this award cannot just be applied for by the unit leader. Instead, the unit leader must be nominated by the unit committee for the award. In addition, the unit leader award of merit award application for Scoutmasters must also be accompanied by an endorsement by the senior patrol leader. There is not a medal for this award as the award is actually the knot itself (“Adult Awards and Recognition,” n.d.). The item number is 610091 (“Unit Leader Award of Merit Knot,” n.d.). A Scouts BSA device  is also worn pinned to the medal to show that this award was earned for service to Scouts BSA. If this award is earned in both Cub Scouts and Scouts BSA, then the leader would wear one knot with multiple devices representing each of the program areas earned. The Scouts BSA device item number is 927 (“Scouts BSA Device Pin,” n.d.). The nomination form can be seen at the following link: [512-003 WB.pdf \(scouting.org\)](#).




In addition to the knot, the Scoutmaster can change out their Scoutmaster leadership position patch for one with a gold border and a star on it signifying that they have earned the unit



leader award of merit. This item number is 610093 (“Scouts BSA Scoutmaster Merit Emblem,” n.d.).

Venturing Leader Knots

The **Scouter's Training Award** is also available to any registered adult leader in a Venturing crew. This is the same award that can be earned by both Cub Scout leaders as well as Scouts BSA leaders. It requires two years of tenure as well as meeting additional criteria like completing additional training and participating in an annual crew planning meeting each year. The award is a medal that is worn on formal occasions pinned to the left shirt pocket. The item number is 922 ("Boy Scouts of America Training Award Medal," n.d.). A Venturing device is  also worn pinned to the medal to show that this award was earned for service to Venturing. The Venturing device item number is 940 ("Venturing Leader Device," n.d.).





Just like with the Cub Scout and Scouts BSA version of this award, there is also a knot made available to wear on the field uniform in lieu of the medal since it's unreasonable to wear a medal in many activities in Scouting especially in the outdoors ("Adult Awards and Recognition," n.d.). The item number is 5008 ("Scouter Training Award Knot," n.d.). The aforementioned Venturing device is also pinned to this knot to once again show that this award has been earned in Venturing ("Scouter Training Award," n.d.). If this award is earned in both Cub Scouts and/or Scouts BSA, then the leader would wear one knot with multiple devices representing each of the program areas earned. The application form can be seen at the following link: [511-060 WB.pdf \(scouting.org\)](#).




The **Venturing Advisor's Key** (Scouter's Key) is another award that can be earned in Venturing in addition to Cub Scouts and Scouts BSA. Just like in those programs, this award can



be earned after three years of service within a five-year period only to Venturing in this case. Two of the three years must be as the registered Advisor and the third year can be registered as either Advisor or Assistant Advisor (Adult Awards and Recognition," n.d.). In order to earn this award, the adult leader needs to complete additional requirements like achieving at least the Silver level of Journey to Excellence for at least two years and participating in additional training in addition to the tenure requirements. The award is a medal that is worn on formal occasions pinned to the left shirt pocket. The item number is 924 ("Scouters Key Gold Medal," n.d.). A Venturing device  is also worn pinned to the medal to show that this award was earned for service to Venturing. The Venturing device item number is 940 ("Venturing Leader Device," n.d.).

There is also a knot made available to wear on the field uniform in lieu of the medal since it's not practical to wear a medal most of the time in Scouting ("Adult Awards and Recognition," n.d.). The item number is 5006 ("Scouter Key Award Knot," n.d.). The  aforementioned Venturing device is also pinned to this knot to once again show that this award has been earned in Venturing. ("Scouter Training Award," n.d.). If this award is earned in both Cub Scouts and/or Scouts BSA in addition to Venturing, then the leader would wear one knot with multiple devices representing each of the program areas earned. The application form can be seen at the following link: [511-056 WB.pdf \(scouting.org\)](#).

The **Unit Leader Award of Merit** is an award that can be earned after at least 18 consecutive months of service in the position. In addition, there are six other requirements that must be satisfied as well. Unlike the previous awards, this award cannot just be applied for by the unit leader. Instead, the unit leader must be nominated by the unit committee for the award. In addition, the unit leader award of merit award application for Advisors must also be accompanied by an endorsement by the crew president. There is not a medal for this award as the award is actually the knot itself (“Adult Awards and Recognition,” n.d.). The item number is 610091 (“Unit Leader Award of Merit Knot,” n.d.). A Venturing device  is also worn pinned to the medal to show that this award was earned for service to Venturing. If this award is earned in both Cub Scouts and/or Scouts BSA in addition to Venturing, then the leader would wear one knot with multiple devices representing each of the program areas earned. The Venturing device item number is 940 (“Venturing Leader Device,” n.d.). The nomination form can be seen at the following link: [512-003 WB.pdf \(scouting.org\)](#).



In addition to the knot, the Advisor can change out their Advisor leadership position patch for one with a gold border and a star on it signifying that they have earned the unit leader award of merit. This item number is 610095 (“Venturing Advisor Merit Emblem,” n.d.).



The **Venturing Leadership Award** recognizes Venturers and Venturing Advisors that have made significant contributions to Venturing. There are three qualifications to be eligible to

be nominated for this award. The individual must be registered and actively involved as a Venturer or Venturing Advisor for a minimum of one year. The individual needs to hold a leadership position or an office at the level the award is presented (unit, district, area, region, or national level). And finally, the individual must have made exceptional contributions




in leadership and service to Venturing (“Venturing Leadership Award”, n.d.). The award is both




a medal suspended from a ribbon to be worn around the neck as well as a square knot for uniform wear. The colors of the ribbon on the medal varies by the level earned. The item numbers for the medals are as follows: 4220 Venturing Council Medal (“Venturing Council Leadership Award,” n.d.), 614296 Venturing Area Medal (“Venturing Area Leadership Award,” n.d.), 606782 Venturing Region Medal (“Venturing Region Leadership Award,” n.d.), and 4222 Venturing National Medal (“Venturing National Leadership Award,” n.d.). The knot is a silver knot on a green, red, and blue background with a silver border. The item number is 14220 (“Venturing Leadership Award Knot”, n.d.). The nomination form can be seen at the following link: [25-203.pdf \(scouting.org\)](#).

Sea Scouts Leader Knots

The **Scouter’s Training Award** is also available to any registered adult leader in a Sea Scout ship. It requires two years of tenure as well as meeting additional criteria. In addition to the tenure requirements, the Sea Scout leader needs to complete additional requirements such as participating in ILSS training or the quarterdeck training for the ship each year, serving on a ship that achieves at least the bronze level of Journey to Excellence in each year, and complete supplemental or advanced training. The award is a medal that is worn on formal occasions pinned to the left shirt pocket. The item number is 922 (“Boy Scouts of America Training Award Medal,” n.d.). A Sea Scout device  is also worn pinned to the medal to show that this award was earned for service to Sea Scouts. The Sea Scout device item number is 931 (“Sea Scout Leader Device,” n.d.).




Just like with the Cub Scout, Scouts BSA, and Venturing version of this award, there is also a knot made available to wear on the field uniform in lieu of the medal since it’s not practical to wear a medal most of the time in Scouting (“Adult Awards and Recognition,” n.d.). The item number is 5008 (“Scouter Training Award Knot,” n.d.). The aforementioned  Sea Scout device is also pinned to this knot to once again show that this award has been earned in Sea Scout. (“Scouter Training Award,” n.d.). If this award is earned in both Cub Scouts, Scouts BSA, and/or Venturing, then the leader would wear one knot with multiple devices representing each of the program areas earned. The application form can be seen at the following link: [Sea Scout Adult Training Award.pdf \(scouting.org\)](#).

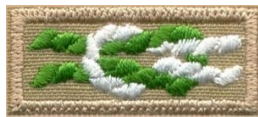
The **Skipper's Key** (Scouter's Key) is another award that can be earned in Sea Scouts in addition to Cub Scout, Scouts BSA, and Venturing. Just like in those programs, this award can be earned in Sea Scouts after three years of service within a five-year period (Adult Awards and



Recognition,” n.d.). The award is still a medal that is worn on formal occasions pinned to the left shirt pocket, but it's a slightly different medal than the one that is earned for the Scouter's Key for Cub Scouts, Scouts BSA, and Venturing.

In addition to the tenure requirements, the Skipper needs to complete additional requirements such as the achieving at least the silver level of Journey to Excellence for at least two years and participate in at least one supplemental or advanced training. The item number is 616990 (“Sea Scouts Skipper's Key,” n.d.). A Sea Scout device  is also worn pinned to the medal to show that this award was earned for service to Sea Scouts. The Sea Scout device item number is 931 (“Sea Scout Leader Device,” n.d.).


There is also a knot made available to wear on the field uniform in lieu of the medal since it's not practical to wear a medal most of the time in Scouting (“Adult Awards and Recognition,” n.d.). The item number is 5006 (“Scouter Key Award Knot,” n.d.). The aforementioned Sea Scout



device is also pinned to this knot to once again show that this award has been earned in Sea Scouts. (“Scouter Training Award,” n.d.). If this award is earned in both Cub Scouts, Scouts BSA and/or Venturing in addition to Sea Scouts, then the leader would wear one knot with multiple devices representing each of the program areas earned. The application form can be seen at the following link: [Sea Scout Skippers Key.pdf \(scouting.org\)](https://www.scouting.org/sea-scout-skippers-key.pdf).

The **Unit Leader Award of Merit** is an award that can be earned after at least 18 consecutive months of service in the position. In addition, there are six other requirements that must be satisfied as well. Unlike the previous awards, this award cannot just be applied for by the unit leader. Instead, the unit leader must be nominated



by the unit committee for the award. In addition, the unit leader award of merit award application for Skippers must also be accompanied by an endorsement by the ship's boatswain. There is not a medal for this award as the award is actually the knot itself ("Adult Awards and Recognition," n.d.). The item number is 610091 ("Unit Leader Award of Merit Knot," n.d.). A Sea Scout device  is also worn pinned to the medal to show that this award was earned for service to Sea Scout. If this award is earned in Cub Scouts, Scouts BSA and/or Venturing in addition to Sea Scouts, then the leader would wear one knot with multiple devices representing each of the program areas earned. The Sea Scout device item number is 931 ("Sea Scout Leader Device," n.d.). The nomination form can be seen at the following link: [512-003 WB.pdf \(scouting.org\)](#).

In addition to the knot, the Skipper can change out their Skipper leadership position patch for one with a gold border and a star on it signifying that they have earned the unit leader award of merit. This item number is 635892 ("Sea Scouts Skipper Award of Merit Emblem," n.d.).



Commissioner Knots (and Arrowhead Honor)

The **Arrowhead Honor** is an award that all commissioners should strive to earn in their first year in the position. There are several different commissioner positions, and each one has its




own set of requirements. However, the requirements for the award regardless of the specific commissioner position includes the basic training needed for the position, continuing education, and then some additional requirements specific to the type of commissioner position (“Arrowhead Honor,” n.d.). The Arrowhead is worn on the left shoulder with the point of the arrow touching the commissioner leadership patch. The item number is 604940 (“Commissioner Arrowhead Honor Emblem,” n.d.). The requirements will vary by the type of commissioner, which are listed below.


- Unit Commissioner [Microsoft Word - Arrowhead Honor Progress Record Unit Commissioner 04.05.16 Fillable Format \(scouting.org\)](#)
- Assistant Roundtable Commissioner [Microsoft Word - Arrowhead Honor Progress Record Assistant Roundtable Commissioner 04.05.16 Fillable Format \(scouting.org\)](#)
- Roundtable Commissioner [Microsoft Word - Arrowhead Honor Progress Record Roundtable Commissioner 04.05.16 Fillable Format \(scouting.org\)](#)
- Assistant District Commissioner – Roundtable [Microsoft Word - Arrowhead Honor Progress Record Assistant District Commissioner-Roundtable 04.05.16 Fillable Format \(scouting.org\)](#)

- Assistant Council Commissioner – Roundtable [Microsoft Word - Arrowhead Honor Progress Record Assistant Council Commissioner-Roundtable 04.05.16 Fillable Format \(scouting.org\)](#)
- Assistant District Commissioner [Microsoft Word - Arrowhead Honor Progress Record Assistant District Commissioner 04.05.16 Fillable Format \(scouting.org\)](#)
- District Commissioner [Microsoft Word - Arrowhead Honor Progress Record District Commissioner 04.05.16 Fillable Format \(scouting.org\)](#)
- Assistant Council Commissioner [Microsoft Word - Arrowhead Honor Progress Record Assistant Council Commissioner 04.05.16 Fillable Format \(scouting.org\)](#)
- Council Commissioner [Microsoft Word - Arrowhead Honor Progress Record Council Commissioner 04.05.16 Fillable Format \(scouting.org\)](#)
- Area Commissioner [Microsoft Word - Arrowhead Honor Progress Record Area Commissioner 04.05.16 Fillable Format \(scouting.org\)](#)
- Regional Commissioner [Microsoft Word - Arrowhead Honor Progress Record Regional Commissioner Commissioner 04.05.16 Fillable Format \(scouting.org\)](#)

The application form for each position can be seen at the link following each award respectively.

The **Commissioner Award of Excellence in Unit Service** is available to any commissioner that provides direct unit service. It requires two years of tenure as well as meeting additional criteria such as developing a unit service plan and ensuring that the units improve in Journey to Excellence each year (“Commissioner Awards and Recognition,” n.d.). The item number is 613223 (“Commissioner Award of Excellence Knot,” n.d.). This award may be earned up to three times with each time requiring a separate two years of service. A commissioner device is awarded the 2nd and 3rd times the award is earned. The commissioner device  item number is 871 (“Commissioner Recognition Device Pin,” n.d.). The application form can be seen at the following link: [Microsoft Word - Commissioner-Award-of-Excellence-in-Unit Service Progress Form.docx \(scouting.org\)](#).




The **Commissioner’s Key** (Scouter’s Key) is the same award that can be earned in Cub Scouts, Scouts BSA, Venturing, and Sea Scouts just with a focus on commissioners instead. Just like in those programs, this award can be earned by commissioners after three years of service within a five-year period (“Commissioner Awards and Recognition,” n.d.). The award is a medal that is worn on formal occasions pinned to the left shirt pocket. The item number is 924 (“Scouters Key Gold Medal,” n.d.). A commissioner device is also worn pinned to the medal to show that this award was earned for commissioner service. The commissioner device  item number is 871 (“Commissioner Recognition Device Pin,” n.d.).




There is also a knot made available to wear on the field uniform in lieu of the medal since it's not practical to wear a medal most of the time in Scouting ("Adult Awards and Recognition," n.d.). The item number is 5006 ("Scouter Key Award Knot," n.d.). The commissioner device is also pinned to this knot to once again show that this award has been earned by commissioners ("Scouter Training Award," n.d.). If this award is also earned in another program such as Cub Scouts, Scouts BSA, Venturing, and/or Sea Scouts, then the leader would wear one knot with multiple devices representing each of the program areas earned. The application form for each position can be seen at the link following each award respectively.



- Unit Commissioner [Microsoft Word - UC Commissioner Key 03.31.16 Fillable Format \(scouting.org\)](#).
- Roundtable / Assistant Roundtable Commissioner [Microsoft Word - RTC-ARTC Commissioner Key 03.31.16 Fillable Format \(scouting.org\)](#)
- Assistant District / Council Commissioner – Roundtable [Microsoft Word - ADC-ACC RT Commissioner Key 03.31.16 Fillable Format \(scouting.org\)](#)
- District Commissioner / Assistant District Commissioner [Microsoft Word - DC-ADC Commissioner Key 03.31.16 Fillable Format \(scouting.org\)](#)
- Council Commissioner / Assistant Council Commissioner [Microsoft Word - CC-ACC Commissioner Key 03.31.16 Fillable Format \(scouting.org\)](#)

The **Doctorate of Commissioner Science Knot Award** can be earned by attending a College of Commissioner Science and completing the entire program culminating with the completion of a thesis to earn a doctorate in commissioner science. In  addition to taking the courses needed to earn the doctorate, a commissioner must also earn their Arrowhead Honor, Commissioner's Key, and serve on a College of Commissioner Science staff for at least one year. There is not a medal for this award as the award is actually the knot itself ("Adult Awards and Recognition," n.d.). The item number is 18093 ("Commissioner Doctorate of Science Award Knot," n.d.). The application form can be seen at the following link: [Microsoft Word - Doctorate of Commissioner Science Knot Award 03.29.16 Fillable Format \(scouting.org\)](#).

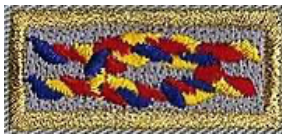
The **Distinguished Commissioner Service Award** is an award that a commissioner cannot apply for themselves, but rather it is an award that one must be nominated for instead. In fact, it  is the highest recognition that can be given to a commissioner. To even be eligible to be nominated, a commissioner must have served as a commissioner within the last five years and have earned the Commissioner's Key. There is not a medal for this award as the award is actually the knot itself ("Adult Awards and Recognition," n.d.). The item number is 5019 ("Distinguished Commissioner Service Award Knot," n.d.). The nomination form can be seen at the following link: [Distinguished CSAwd Nomination Form.pdf \(scouting.org\)](#).

Assorted Adult Leader Knots

The **Adult Religious Emblem** is not an award that is earned, but rather it's bestowed upon an adult leader. It must be presented to the adult leader by their religious organization for their service to Scouting, their religion, and the community. It is not earned by simply completing requirements and applying for the award (Adult Religious Award, 2020). Also, this award is not actually a BSA award, but rather the BSA recognizes the awarding of a religious emblem from a vast number of religions by allowing the adult leader to wear this knot in recognition of receiving that religious emblem. The award is a purple square knot on a grey background ("Adult Awards and Recognition," n.d.). The item number is 5014 ("Adult Religious Award Knot," n.d.). Only one knot is worn no matter how many awards the adult leader has received.



The **Alumni Award** is a recognition program to inspire involvement in numerous alumni activities. Essentially, the Boy Scouts of America wants to promote continued engagement of alumni in the program. Anyone applying must be a member of Scouting Alumni & Friends at one of the three donation levels as well as hold a leadership role in the Scouting Alumni & Friends or affinity group (i.e., National Eagle Scout Association, Order of the Arrow, American Wood Badge Alumni, Florida Sea Base Alumni Association, National Organization of Sea Scout Alumni, etc.). In addition, applicants must also complete 13 different requirements from a list of 24 total requirements that are broken into six different groups ("Alumni Award," n.d.). The award is a multicolored knot on a grey background with a gold



border. The item number is 611866 (“Alumni Award Knot,” n.d.). The application form can be seen at the following link: [542-056 WB.pdf \(sdcbsa.org\)](#).

The **BSA Distinguished Conservationist** (Adult Award) is an award that can only be bestowed upon an adult Scouter by nomination for distinguished and exemplary service to natural resource conservation and environmental improvement. This service must be for a period of 20 years or longer. This award was formally known as the William T. Hornaday Award, but it has since been rebranded into the new award name, and the requirements have been updated as well.



The award used to be both a medal for formal occasions as well as a square knot to be worn on the field uniform. However, the medal has been discontinued and only the square knot is now issued for the new award (“The BSA Distinguished Conservation Service Award,” n.d.). The nomination form can be seen at the following link: [BSA-Distinguished-Conservationist-Award-Application-430-107b-1.pdf \(scouting.org\)](#).

The **Community Organization Award** is not a BSA award at all. Instead, it’s an award that is used to signify that a Scouter was recognized for their voluntary service and achievement by other secular, national, and community organizations. In addition, that organization must also be a BSA national chartered organization.



The list of approved organizations are as follows:

- AFL/CIO George Meany Award
- Alpha Phi Alpha Fraternity Good Turn Service Award

- Alpha Phi Omega Herbert G. Horton Youth Service Award
- American Legion Scouting Award
- AMVET Boy Scouts of America Youth Outreach Award
- ARRL Amateur Radio Service to Scouting Award
- Benevolent and Protective Order of Elks Marvin M. Lewis Award
- Charles L. Sommers Alumni Association, George D. Hedrick Volunteer Service Award
- Department of Defense-United States Military Outstanding Volunteer Service Medal
- International Fellowship of Scouting Rotarians Cliff Dochterman Award
- Kiwanis International – Boy Scouts of America Community Organization Award
- Lions Club Scouting Service Award
- Masonic Daniel Carter Beard Scouter Award
- Military Order of the World Wars
- National Society of the Sons of the American Revolution Boy Scout Volunteer Award
- Requirements
- Nonprofit Leadership Alliance H. Roe Bartle Training Award
- Philmont Staff Association, Silver Sage Award
- Ruritan National Service Clubs Scout Leader Community Service Award
- United States Power Squadrons, Raymond A. Finley, Jr. Sea Scout Service Award
- Veterans of Foreign Wars Scouter’s Achievement Award
- Woods Services, Woods Services Award for Scouting with Special Needs

Once a volunteer has received one of these awards mentioned above, they simply need to provide documentation of that award at any Scout Shop to purchase the representative knot (“Community Organization Award”, n.d.). The award is a gold knot on a navy-blue background with a gold border. The item number is 613864 (“Community Organization Award Knot,” n.d.).

The **Distinguished Eagle Scout Award (DESA)** is an honor that can only be bestowed upon adults that earned the Eagle Scout rank as a youth. This award is bestowed upon Eagle Scouts that have “received extraordinary national-level recognition, fame, or demonstrated eminence within their field, and have a strong record of voluntary service to their community. It is NESA’s highest honor” (“Distinguished Eagle Scout Award”, n.d.). In addition, Eagle Scouts must have earned the Eagle Scout rank a minimum of 25 years prior to being able to be nominated for



this award. The award is both a medal to be hung around the recipient’s neck as well as an eagle device that is pinned to the Eagle Scout knot.

The item number for the medal is 330 and the item number for the eagle device is 94 (“Distinguished Eagle Scout Award”, n.d.). The nomination form can be seen at the following link: [DESA-Nomination-Form.pdf \(nesa.org\)](#).

The **District Award of Merit** is the highest award that can be presented to a Scouter at the district level. A Scouter cannot apply for this award themselves, and instead, must be nominated by another individual. A nominated Scouter should have provided noteworthy service to youth in Scouting or outside of Scouting or even both. The award is a plaque as well as a knot for uniform wear (“District Award of Merit,”



n.d.). The item number of the plaque is 17565 and the item number of the knot is 5013 (“District Award of Merit Knot,”

n.d.). The nomination form can be seen at the following link: [33720.pdf \(scouting.org\)](#).

The **George Meany Award** is a national recognition that can be presented to union members who have made substantial contributions to the Scouting movement. The award is named on behalf of the AFL-CIO’s first president due to his strong support of the Scouting. This is another award where a Scouter must be nominated for the award. Each AFL-CIO city central labor council and each AFL-CIO state federation can only give out a maximum of one award per year. The award is both a medal as well as a knot for uniform wear. The items are supplied by



national after the local labor council has chosen the worthy recipient from the list of nominations and paid the required \$100

for the awards (“George Meany Award”, n.d.). The nomination form can be seen at the following link: [George Meany Award 512-011.pdf \(scouting.org\)](#).

The **Heroism Award** is an award to recognize registered youth and adults who have demonstrated heroism and skill while saving or attempting to save life with minimal risk to oneself (Wendell, 2018). However, the individual will not receive any recognition for lifesaving actions that were performed while in the line of duty such as a lifeguard, doctor, or EMT. There must be a witness to the act, and they must prepare a signed statement describing the action. In addition, the individual getting nominated for the award also must prepare a written statement testifying to the incident (“Recommendation for



Lifesaving or Meritorious Action Award,” n.d.). The award is both a medal for formal occasions as well as a square knot to be worn on the field uniform. The medal is only available from the National Court of Honor (“Lifesaving and Meritorious Action Award,” n.d.). The item number for the knot is 5020 (“Heroism Award Knot,” n.d.). The nomination form is actually for the National Certificate of Merit or Medal of Merit. The local council can determine if the application should be upgraded to an application for the Heroism Medal. The nomination form can be seen at the following link: [10.15.19 Lifesaving-Award-applicationdFINAL.pdf \(scouting.org\)](#).

The **Honor Medal** is an award to recognize registered youth and adults who have demonstrated unusual heroism and skill while saving or attempting to save life with considerable risk to oneself (Wendell, 2018). However, the individual will not receive any recognition for lifesaving actions that were performed while in the line of duty such as a lifeguard, doctor, or EMT. There must be a witness to the act, and they must prepare a signed statement describing the action. In addition, the individual getting nominated for the award also must prepare a written statement testifying to the



incident (“Recommendation for Lifesaving or Meritorious Action Award,” n.d.). The award is both a medal for formal occasions as well as a square knot to be worn on the field uniform. The



medal is only available from the National Court of Honor (“Lifesaving and Meritorious Action Award,” n.d.). The item number for the knot is 5010 (“Scouts BSA Honor Medal Award Knot,” n.d.). The nomination form is actually for the National Certificate of Merit or Medal of Merit. The local council can determine if the application should be upgraded to an application for the Honor Medal. The nomination form can be seen at the following link: [10.15.19 Lifesaving-Award-applicationdFINAL.pdf \(scouting.org\)](https://www.scouting.org/10.15.19-Lifesaving-Award-applicationdFINAL.pdf).

The **Honor Medal with Crossed Palms** is the same award as the Honor Medal with one distinctive difference; the risk is elevated from considerable up to extreme risk to oneself while saving or attempting to save a life (Wendell, 2018). The medal and knot are the same as the Honor Medal too with the only exception being the medal now has two crossed palms on the ribbon. The medal is only available from the National Court of Honor (“Lifesaving and Meritorious Action Award,” n.d.). The nomination form is actually for the National Certificate of Merit or Medal of Merit. The local council can determine if the application should be upgraded to an application for the Honor Medal with Crossed Palms. The nomination form can be seen at the following link: [10.15.19 Lifesaving-Award-applicationdFINAL.pdf \(scouting.org\)](#).





The **International Scouter’s Award** is an award used to recognize Scouters for their contributions to world Scouting including promote international Scouting to others to help broaden the perspectives of others. In order to earn the award, the adult Scouter must complete any six items from five different categories of which at least three of the categories must be used (“International Scouter Award Knot,” n.d.). The award is a knot for uniform wear. The item number is 618969 (“International Scouter Award Knot,” n.d.). The application form can be seen at the following link: [International-Scouters-Award-app.pdf \(scouting.org\)](#).

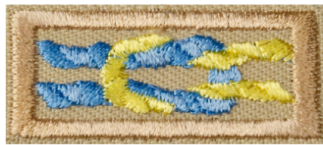


The **James E. West Award** is another award that is not necessarily earned, but rather awarded as appreciation for a substantial financial gift to Scouting to the local council endowment fund. As a volunteer organization, Scouting needs a lot of financial support to continue to provide the program to help mold the youth of



today to become the future leaders of tomorrow. A gift of \$1,000 or more qualifies for the award for the donor (“Adult Awards  and Recognition,”  n.d.). The item number is 606783 (“James E. West Fellowship Award Knot,” n.d.). Even better, the donor also has the option of making the donation in honor of another Scout leader or Scout who will receive the award instead. Major donors will also receive a device to be pinned onto this square knot for receiving one of two additional honors (1910 Society and Founder’s Circle). An individual qualifies for the **1910 Society** by donating immediate gifts of \$25,000 or more in cash, stock, bonds, or other assets that can easily be converted into cash. An individual qualifies for the **Founder’s Circle** by donating deferred gifts of \$100,000 or more such as using wills, retirement plan designations, charitable trusts, or other local council approved gifts (“James West Fellowship Award,” n.d.). The application form can be seen at the following link: [James E West Application.pdf \(scouting.org\)](#).

The **Medal of Merit** is an award “a youth member or adult leader who has performed an act of service of a rare or exceptional character that reflects an uncommon degree of concern for the wellbeing of others” (“Recommendation for Lifesaving or Meritorious Action Award,” n.d.). The action doesn’t have to include saving or attempting to save a life, nor does it have to even be at risk to oneself. The focus of this award is that the individual put Scouting skills and/or ideals into practice in a manner that contained significant or outstanding act of service. The award is both a medal for formal occasions



as well as a square knot to be worn on the field uniform. The item number for the medal is 620561 (“Recommendation for Lifesaving or Meritorious Action Award,” n.d.). The item number for the knot is 5025 (“Medal of Merit Award Knot,” n.d.). The nomination form can be seen at the following link: [10.15.19 Lifesaving-Award-applicationdFINAL.pdf \(scouting.org\)](#).

The **NESA Outstanding Eagle Scout Award (NOESA)** is an honor that can only be bestowed upon adults that earned the Eagle Scout rank as a youth. This award is bestowed upon Eagle Scouts that have performed distinguished service at the local, state, or regional level. “Often, worthy candidates for the NOESA have inspired others through their actions and have devoted a lifetime to their profession, avocation, community, and beliefs, at great sacrifice to themselves and their families” (“NESA Outstanding



Eagle Scout Award”, n.d.). The award is both a medal to be hung around the recipient’s neck as well as an eagle device that is pinned to

the Eagle Scout knot. The item number for the medal is 614640 (“NESA Outstanding Eagle Scout Award”, n.d.). The item number for the eagle device is LP-4 (“NESA Outstanding Eagle Scout Device NOESA”, n.d.). The nomination form can be seen at the following link: [NOESA-NOMINATION-FORM11.14.17.pdf \(nesa.org\)](#).

The **Order of the Arrow Distinguished Service Award** was created in 1940 to recognize and honor those Arrowmen that have rendered distinguished and outstanding service beyond the lodge level (“Distinguished Service Award,” n.d.). Youth and adults are eligible for this award for service at the sectional, regional, or national basis. The award is both a medal for formal occasions as well as a square knot to be worn on the field uniform. The medal is only available from the National OA department presented at the National OA Conference (“Order of the Arrow—




Distinguished Service Award,” n.d.). The medal is only available from the National Court of



Honor (“Lifesaving and Meritorious Action Award,” n.d.). The item number for the knot is 5528 (“Order of the Arrow Distinguished Service Knot,” n.d.). The nomination form can be seen at the following link: [Distinguished Service Award Nomination \(oa-bsa.org\)](#).

The **Philmont Training Center Master's Knot** can be earned by any adult volunteer. Its purpose is geared toward promoting educational opportunities at the Philmont Training Center (PTC) as well as taking that knowledge back to units, districts, councils, etc. (“Philmont Training

Center Masters Track Award,” n.d.). The first step to earning the award involves the adult leader attending the PTC for a conference, which complete the First Track. This earns the Scouter a PTC conference patch. Then the adult leader attends a second conference at the PTC, recruits three additional people to attend the PTC, and finally teach a BSA course at the District, Council, Area, or Region level to complete the Second Track (“Philmont Training Center Masters Track Award,” n.d.). Completion of the First and Second Track earns the adult leader the award, which is a square knot to be worn on the field uniform. The item number for the knot is 18090 (“Philmont Training Center Masters Track Award,” n.d.). There is a Third Track, which is completed by the adult leader attending a third conference at the PTC, recruiting three more people to attend a conference at the PTC, and serving as a faculty member on at least one summer conference at the PTC. Completion of the Third Track qualifies the adult leader for the PTC device,  which is worn on the previously earned knot. Once the application is approved for the completion of the Third Track, the adult leader will receive the device directly from the PTC (“Philmont Training Center Masters Track Award,” n.d.). The application form can be seen at the following link: [PTC Master's Track Knot \(netdna-ssl.com\)](https://netdna-ssl.com).

The **Professional Circle Award** is an award that can only be earned by professional Scouters. The professional Scouter must be an employed professional Scouter and have completed all phases of Basic Training by Scouting University, have four years of professional tenure, complete 3 of 10 advanced training



courses, certification by current Scout executive, and certification by Scouting University. The award is a black knot with a silver background and black border for uniform wear. (“Professional Training Award”, n.d.). The application form can be seen at the following link: [Microsoft Word - 2016 Professional Circle Application.docx \(scouting.org\)](#).

The **Scouting Alumni & Friends Legacy Society** is a recognition program that involves making a direct monetary contribution to the national Scouting Alumni & Friends Endowment. The purpose of this endowment is to provide direct grant funding of local council alumni committees furthering the support for Scouting by providing the funds needed for alumni related projects and activities. The first requirement is that any youth or Scouter must have already been recognized with the James E West Award mentioned above. Next, the James E West recipient needs to make at least a \$1,000 contribution to the national Scouting Alumni & Friends Endowment. This donation should be in addition to their regular support of their council’s fundraising programs. The award is an acorn device for uniform wear on the James E. West knot (“Scouting Alumni & Friends Legacy Society,” n.d.). The item number is LAD (“SA&F Legacy Knot Device, Restricted,” n.d.). The application form can be seen at the following link: [542-402-18-SAF-Legacy VENDOR.pdf \(scoutingalumni.org\)](#).



The **Scouting Service Award** is an award that is worn to show that a Scouter has earned one of five different awards. Those five awards are as follows:

- Asian American Spirit of Scouting Service Award – Bringing Scouting opportunities to Asian American youth. The nomination form can be seen at the following link: [523-194 WB.pdf \(scouting.org\)](#).
- Premio por Servicio ¡Scouting...Vale la Pena! Service Award – Bringing Scouting opportunities to Hispanic American youth. The nomination form can be seen at the following link: [521-193.pdf \(scouting.org\)](#).
- Whitney M. Young Jr. Service Award – Bringing Scouting opportunities to youth in the poorest areas of the United States. The nomination form can be seen at the following link: [512-427 WB.pdf \(scouting.org\)](#).
- American Indian Scouting Association Grey Wolf Award – Bringing Scouting opportunities to Native American youth.
- Special Needs Scouting Service Award – Bringing Scouting opportunities to youth with special needs. The nomination form can be seen at the following link: [512-067.pdf \(scouting.org\)](#).

The first three awards listed above used to have their own knot, but Scouters will now receive the same knot regardless of which of the above awards the Scouter receives (Scouting Service Award,” n.d.). See the discontinued leader knots section below for pictures of the discontinued knots. The item number is 625334 (“Scouting Service Award Knot,” n.d.).



The **Silver Antelope** is the highest award a registered Scouter can receive at the territory level. It is given to recognize Scouters that have provided distinguished service within a national service territory. A Scouter cannot apply for this award, but instead must be nominated for it (“Silver Antelope Award,” n.d.). The award consists of a medal suspended from a ribbon to be worn around the neck as well as a square knot for uniform wear.



The item number for the medal is 604790 (“Silver Antelope Award Kit, Sterling Silver,” n.d.). The item number for the knot is 5005 (“Silver Antelope Award Knot,” n.d.). The nomination form can be seen at the following link: [512-105 WB.pdf \(scouting.org\)](#).

The **Silver Beaver** is the highest award a registered Scouter can receive at the council level. It is given to recognize Scouters that have provided distinguished service within a council. A Scouter cannot apply for this award, but instead must be nominated for it (“Silver Beaver Award,” n.d.). The award consists of a medal suspended from a ribbon to be worn around the neck as well as a square knot for uniform wear.



The item number for the medal is 15 (“Silver Beaver Award Kit, Sterling Silver,” n.d.). The item number for the knot is 5003 (“Silver Beaver Award Knot,” n.d.). The nomination form can be seen at the following link: [512-103 WB.pdf \(scouting.org\)](#).

The **Silver Buffalo** is the highest award a registered Scouter can receive at the national level. It is given to recognize Scouters that have provided distinguished service within a council. A Scouter cannot apply for this award, but instead must be nominated for it.

The award consists of a medal suspended from a ribbon to be worn around the neck as well as a square knot for uniform wear. The medal cannot be ordered from the Scout Shop and must be presented from the National Court of Honor



(“Silver Buffalo Award,” n.d.). The item number for the knot is 5004 (“Silver Buffalo Award Knot,” n.d.). The nomination form can be seen at the following link: [silver buffalo 512-102.pdf \(scouting.org\)](#).

The **Silver World Award** is a BSA award that ironically cannot be earned by registered members of the BSA. The BSA gives out this award to honor world citizens in their commitment to spreading the Scouting movement



worldwide (Wendell, 2009). This award “is presented by the BSA to world citizens who give outstanding



service to their nation's youth, to young people in other countries, or to the Scouting program of their nation through their participation or support” (“Silver World Award,” n.d.). The recognition is a medal and a cloth emblem to be worn on the BSA and other nation’s field uniforms (“Silver World Award,” n.d.).

The **William D. Boyce New-Unit Organizer Award** recognizes individuals that help further the Scouting movement by starting a new unit. Every time a new unit is started, the key individual(s) that were instrumental in the success of starting the unit can be recognized with this award (“Adult Awards and Recognition,” n.d.). The award itself is a square knot against the background of gold, green, and red to represent the three traditional programs of the Boy Scouts of America (Cub Scouts, Boy Scouts, and Venturing). The item number is 14269 (“WD Boyce New Unit Organizer Award Knot,” n.d.). An individual may earn this award up to four times. The first time they earn the award, they receive the knot. Each award after that, they receive a program device to match the program unit that was started (pack, troop, crew, or ship). The application form can be seen at the following link: [WD-Boyce-New-Unit-Award.pdf \(nhscouting.org\)](#).



The **William H. Spurgeon III Award** is the highest recognition a Scouter can receive for contributing significant leadership to the BSA Exploring Program. This award can be given at the council, regional, or even national level. Individuals or organizations can receive the award, but only holders of the individual awards may wear the knot (“William H. Spurgeon III Award,” n.d.) The item number for the knot is 5021 (“Knot, Spurgeon Award,” n.d.). The nomination form can be seen at the following link: [William-H.-Spurgeon-III-Award.pdf \(exploring.org\)](#).



Adult Leader Knots Representing Awards Earned as a Scout

The **Arrow of Light** is the highest award a Cub Scout can earn. Adults that earned this award as a youth can wear a knot on their uniform representing that they earned this award as a Scout. The item number is 5018 (“Cub Scout Webelos Arrow of Light Knot,” n.d.).



The **Eagle Scout** is the highest rank a Scouts BSA can earn. Adults that earned this award as a youth can wear the Eagle Scout Knot on their uniform representing that they earned this award

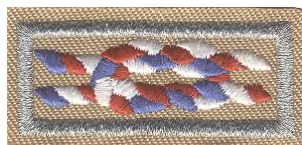


as a Scout. The knot is a red, white, and blue square knot on a tan background with a tan border. The item number is 5011 (“Eagle Scout Knot,” n.d.).

Also, any Eagle palms that were earned as a youth can be worn affixed to the Eagle Scout Knot. If an adult leader earned the Eagle Scout rank as a youth and are also a NESAs Life Member, then they can wear the National

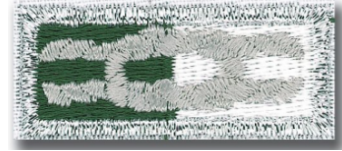


Eagle Scout Association Knot in lieu of the Eagle Scout Knot. The knot is a red, white, and blue



square knot on a tan background with a silver border. The item number is 18092 (“National Eagle Scout Association Knot,” n.d.).

The **Summit Award** is the highest rank a Venturer can earn. Adults that earned this award as a youth can wear a knot on their uniform representing that they earned this award as a Scout (Walton, 2015). The item number is 5027 (“Venturing Summit Silver Award Knot,” n.d.).



The **Quartermaster Award** is the highest rank a Sea Scout can earn. Adults that earned this award as a youth can wear a knot on their uniform representing that they earned this award as a Scout (“Sea Scouts Quartermaster Knot”, n.d.). This award has two different knots. The navy



knot on a white background with a white border is to be worn with the white Sea Scouts uniform. The item number is 5009 (“Knot, Sea Scout Quartermaster Award (for White Uniform)”, n.d.). The white knot on a

black background with a black border is to be worn with on the New Century Sea Scouts uniform. The item number is 633337 (“Sea Scouts Quartermaster Knot”, n.d.).



The **Religious Emblem Programs** are programs various religious groups have created to inspire Scouts to grow deeper in their faith. These programs are actually not a part of the Boy Scouts of America at all. Each religious organization creates and administers its own program.



The Boy Scouts of America has simply approved these programs and allows the recognition to be worn on the BSA uniform. The religious emblem square knot is the only BSA made recognition that can be worn on the uniform to signify that the Scout earned the religious emblem at some point as a youth. The recognition is a silver

knot on a purple background with a purple border. Adults that earned this award as a youth can wear this knot on their uniform representing that they earned this award as a Scout (“Religious Emblems Program”, n.d.).

Discontinued Leader Knots

There are numerous adult leader knots that existed at one point or another but have since been discontinued. This means they can no longer be earned, but any leaders that had earned them previously are still allowed to continue to wear their award on their uniform. They are included here for reference in case you ever see someone wearing ones of these awards.

The **Ace Award** was the highest award/rank of the discontinued Air Scout / Air Exploring Program. This award was available to Air Scouts until 1954 when the Explorer Silver Award replaced it (which has also since been discontinued) and became the highest award for Air Scouts until the program was dissolved in 1966. For reference, this is the old now retired knot (Walton, 2015). The discontinued medal is also shown (“Air Explorer Ace Awards,” n.d.)



The **Asian American Spirit of Scouting Service Award** still exists but is now included as part of the Scouting Service Award (see above) instead of being its own standalone knot. For reference, this is the old, now retired knot.



The **BSA Speakers Bank Award** was previously earned for giving a minimum of 20



speeches to promote the BSA at local, regional, and national levels. For reference, this is the old, now retired knot (“Awards – Knots,” n.d.).

The **Cubmaster Award** was previously earned with 2 years of service as a registered Cubmaster as well as completing additional criteria. It was discontinued



and replaced with the Cubmaster’s Key, which is a 3 year



of service award. This brought it in line with the lead program leader of each of the other BSA programs (e.g., Scoutmaster, Advisor, etc.). For reference, this is

the old, now retired knot. The discontinued medal is also shown (“Cubmaster Award Medal,” n.d.)

The **Cub Scouter Award** was previously earned with 2 years of service as a registered Cub Scout Adult Leader in any position as well as completing additional criteria. It was



discontinued and replaced with the Scouters Training Award.

For reference, this is the old, now retired knot (“Awards – Knots,” n.d.). The Cub Scouter’s Training Award Medal had a white ribbon with one



green stripe that was worn just above the left pocket on the field uniform (“Cub Scouter’s Training Award Medal,” n.d.).

The **Den Leader Coach Award** was previously earned with two years of service as a Den Leader Coach as well as completing additional criteria. It was discontinued and replaced with the Pack Trainer Award, which has since been discontinued itself and replaced with the Scouter's Training Award for Cub Scouting. For



reference, this is the old, now retired knot ("Awards – Knots," n.d.). There were two different medals that were also earned as part of this award. The original Den Leader Coach Award was the white medal with green stripes that was worn just above the left pocket on the field uniform ("Cub Scout Den Leader Coach Training Award Medal," n.d.). The revised Den Leader Coach Award was the blue ribbon that was hung from the Scouter's neck ("Den Leader Coach Award Medal," n.d.).



The **Pack Trainer Award** was previously earned with two years of service as a Pack Trainer as well as completing additional criteria. This award was a reincarnation of the Den Leader Coach Award. It too, however, met the same fate and was discontinued. Essentially, this award got rolled up into the Scouter's Training Award for Cub Scouting like numerous other Cub Scout adult leader awards. For reference, this is the old, now retired knot ("Awards – Knots," n.d.).



The **Premio por Servicio ;Scouting...Vale la Pena! Service Award** still exists but is now included as part of the Scouting Service Award (see above) instead of being its own standalone knot. For reference, this is the old, now retired knot (“Awards – Knots,” n.d.).



Seabadge still exists to this day, but the knot that used to be given upon completion of the course has been discontinued. The course, Sea Scouts’ version of Wood Badge, can still be taken and completed. For reference, this is the old now retired knot (“Awards – Knots,” n.d.). See the “Additional Adult Leader Awards” section for information about the current recognition.



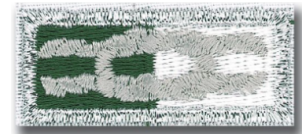
The **Explorer G.O.L.D. Award** was “used to represent holders of the former Exploring Growth Opportunity in Leadership Development (G.O.L.D.) Award as well as holders of the local Council or national Young American Awards” (“Exploring Awards”, n.d.). For reference, this is the old retired now retired knot (“Awards – Knots,” n.d.). The discontinued medal is also shown (Walton, 2015).



The **Scoutmaster (also Varsity Coach and Venturing Advisor) Award of Merit** was previously earned with at least 18 months of service in the top program leadership position as well as completing additional criteria. It was discontinued and replaced with the Unit Leader’s Award of Merit. For reference, this is the old, now retired knot (“Awards – Knots,” n.d.).



The **Silver Award** is used to be the highest rank in Venturing. BSA revised the advancement of the Venturing program, and the Silver Award was replaced by the previously mentioned Summit Award as the highest rank



a Venturer can earn. Adults that earned the Silver Award as a youth can wear a knot on their uniform representing that they earned this award as a Scout. This is still the same knot that is used for the Summit Award, so although the Silver Award has been discontinued, this knot technically hasn’t. The discontinued medal is also shown (Walton, 2015).

The **Tiger Cub Den Leader Award** was previously earned with a year of service as a Tiger Den Leader as well as completing additional criteria. It was discontinued and replaced with the Den Leaders Training Award. For



reference, this is the old, now retired knot (“Awards – Knots,” n.d.). The discontinued medal is also shown (Walton, 2009).



The **Webelos Den Leader Award** was previously earned with a year of service as a



Webelos Den Leader as well as completing additional criteria. It was discontinued and replaced with the Den

Leaders Training Award. For reference, this is the old, now retired knot (“Awards – Knots,” n.d.). The Webelos Den Leader Award Medal was a medal on a yellow ribbon that was hung from the Scouter’s neck (“Webelos Den Leader Award Medal,” n.d.).



The **William Hornaday** (Adult Award) is an award that has been discontinued and replaced with the BSA Distinguished Conservationist as previously mentioned. While in existence, this award could only be bestowed upon an adult Scouter by nomination for distinguished and exemplary service to natural resource conservation and environmental improvement. The service had to be for a period of 20 years or longer. If an adult Scouter received this award, that person would get both a gold



medal issued on a ribbon to be hung around the neck for formal occasions as well as a square knot to be worn on the field uniform. This knot is the same

knot that is still awarded for the BSA Distinguished Conservationist award, but a medal is no longer issued with the new award (“William T. Hornaday Awards,” n.d.)

The **Whitney Young Jr. Award** still exists but is now included as part of the Scouting Service Award (see above) instead of being its own standalone knot.

For reference, this is the old, now retired knot (“Awards – Knots,” n.d.).



Additional Adult Leader Awards

The **Emergency Preparedness Award** is an award that can be earned by Scouts and Scout leaders alike. As the name implies, this award is given once the Scout/Scouter completes requirements to show that they're prepared for emergencies that can arise. The requirements to earn this award vary by age, but the award is the same. It is a pin that is worn on the uniform on the left pocket flap ("Adult Awards and Recognition," n.d.). The item number is 540 ("Emergency Preparedness Award," n. d.). The application form can be seen at the following link: [680-602.pdf \(scouting.org\)](#).



Interpreter Strips are additional awards that can be earned by both Scouts and Scouters. This award shows that the wearer can communicate in a foreign language. The requirements include carrying on a five-minute conversation in the language, translating a two-minute speech or address, writing a letter in the language (not applicable for sign language), and translating 200 words from the written word. There are several different languages available on the strips and the Scouts or Scouter can earn as many of them as they are qualified to earn ("Adult Awards and Recognition," n.d.). In addition to common languages such as German, Italian, French, and Spanish, there are others that are a little rarer including Hebrew, Arabic, Cantonese and even American Sign Language or Morse Code. The interpreter strip(s) are worn on the right side of the uniform directly above the Boy Scouts of America Strip that is above the right pocket (Boy Scouts of America,



2012, p. 67). The application form can be seen at the following link: [Boy Scouts of America \(scouting.org\)](http://Boy Scouts of America (scouting.org)).

Seabadge is a leadership and management training. Essentially, it is Sea Scout’s version of Wood Badge. Also, the course is not restricted to only Sea Scout leaders. Any registered BSA leader can take the training as long as they have completed the basic training for their registered position as well as the Leader Specific: Sea Scout Adult Leader Basic training (“Seabadge,” n. d.). Upon completion of the training course, the adult leader receives the Sea Scout Seabadge Participant pin, which is worn above the BSA strip above the right pocket. The item number is 4097 (“Sea Scout Seabadge Participant Pin,” n. d.).



CHAPTER V

SUMMARY

My entire purpose for writing this paper was to take the painstaking time to locate the information for all the various adult leader knots and combine them into one source that I can easily distribute to each of my units. This way, I will be able to make sure that they're both aware of the awards as well as provide them all the resources to start working on the award without having to spend time trying to lookup all that information themselves. They can simply take this document and find any award that pertains to their position as well as the application form for the award and effortlessly start working it.

This information can also easily be used by all other commissioners for their units as well. I included the adult leader knots for all the various programs of the BSA (Cub Scouts, Scouts BSA, Venturing, and Sea Scouts), so no matter the unit, the awards pertaining to that type of unit are included. In addition, there are numerous awards that do not pertain to a particular type of unit and instead can be earned by Scouters in general that are included as well.

I even included fifteen knots that have been discontinued, which means they can no longer be earned. However, once a Scouter earns an award, they can always wear the award even if it's later discontinued. This document will help educate others on being able to recognize older awards as well as current ones when they meet a fellow Scouter with one or more of these knots on their uniform. That way, they'll instantly know experiences and knowledge that the fellow Scouter has acquired over their years as an adult leader, which can lead to shared wisdom and fellowship.

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APPENDIX A
DEN LEADER TRAINING AWARD

Den Leader Training Award Progress Record



Candidate's Personal Information

Name: _____

Address: _____
City State Zip

Email: _____

Pack No. _____ District: _____

Council Name: _____

Select One:

Tiger den leader Webelos den leader

Cub Scout den leader (Wolf/Bear)

Note: This award can be earned in each position, but tenure may be used only for one award.

Tenure

Complete one year as a registered den leader in the position selected. Tiger den leader's tenure can be the program year as long as it is greater than eight months.

From _____ to _____
(month/year) (month/year)

Training

- Complete the basic training for the selected den leader position (in person, instructor-led, or e-learning).
- Attend a pow wow or university of Scouting (or equivalent), or attend at least four roundtables (or equivalent) during the tenure used for this award.

Approved by:

Cubmaster Date

Performance

Do five of the following during the tenure used for this award:

- Have an assistant den leader who meets regularly with your den.
- Have a den chief who meets regularly with your den.
- Graduate at least 70 percent of your den to the next level.
- Take leadership in planning and conducting a den service project.
- Have a published den meeting/activity schedule for the den's parents.
- Participate with your den in a Cub Scout day camp or resident camp.
- Complete Basic Adult Leader Outdoor Orientation (BALOO).
- Participate with your den in at least one family camp; if your den is a Webelos den, participate with your den in at least two overnight camps.
- Take leadership in planning two den outdoor activities.
- Hold monthly den meeting and den activity planning sessions with your assistant den leaders.

Approved by:

Pack Committee Chair Date

Training Committee Action

The leadership training committee has reviewed this application and accepts the certification that the candidate meets the required standards. The Den Leader Training Award is approved.

Approved by:

District or Council Training Committee Chair Date



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