

**STARTING NEW VENTURING
CREWS**

By

Forest E. Getter IV

**A thesis submitted in partial
fulfillment of the requirements
for the degree of**

**Doctor of Commissioner
Science**

**University of Commissioner
Science**

2006-2007



University Of Commissioner Science

Abstract

STARTING NEW VENTURING

CREWS

By Forest E. Getter IV

The purpose of this thesis is to create a guidebook for new venturing units. It will contain a variety of information useful to the Charter organization, the Committee Chairman, The Crew Advisor, all adult leaders, and the youth officers of the crew.

TABLE OF CONTENTS

<u>Chapter</u>	<u>Page</u>
Introduction - What is a Venturing Crew.....	1
Chapter 1 - Why start a Venturing Crew.....	16
Chapter 2 – Selling the program to the Kids	18
Chapter 3 – What type of crew are we?	36
Chapter 4 – Adult Leader Training	42
Chapter 5 – New Officer Training.....	43
Chapter 6 – VLSC	44
Chapter 7 – Kodiak and Kodiak X.....	46
Chapter 8 – Powder horn.....	50
Chapter 9 – Activities and Fundraisers	53
Chapter 10 – Super Activities.....	54
Chapter 11 – Retaining the youth and adult members.....	55
Chapter 12 - District and Council Venturing.....	59
References	68

*Introduction – What is
Venturing?*

Venturing is a youth development program of the Boy Scouts of America for young men and women who are 14 (and have completed the eighth grade) through 21 years of age.

Venturing's purpose is to provide positive experiences to help young people mature and to prepare them to become responsible and caring adults.

Venturing is based on a unique and dynamic relationship between youth, adult leaders, and organizations in their communities. Local community organizations establish a Venturing crew by matching their people and program resources to the interests of young people in the community. The result is a program of exciting and meaningful activities that helps youth pursue their special interests, to grow, to develop leadership skills, and to become good citizens.

Venturing crews can specialize in a variety of avocation or hobby interests.



Goals

Young adults involved in Venturing will:

- Learn to make ethical choices over their lifetimes by instilling the values in the Venturing Oath and Code.
- Experience a program that is fun and full of challenge and adventure.
- Become a skilled training and program resource for Cub Scouts, Boy Scouts, and other groups.
- Acquire skills in the areas of high adventure, sports, arts and hobbies, youth ministries, or Sea Scouting.
- Experience positive leadership from adult and youth leaders and be given opportunities to take on leadership roles and work with adults as partners.
- Have a chance to learn and grow in a supportive, caring, and fun environment.

Methods

The aims of the Boy Scouts of America are to build character, develop citizenship and foster personal fitness. The Venturing methods listed

below have been carefully designed to achieve the aims of the Boy Scouts of America and meet the needs of young adults.

- **Leadership.** All Venturers are given opportunities to learn and apply proven leadership skills. A Venturing crew is not just led, but run with advice, by elected crew officers. The Venturing Leadership Skills Course is designed for all Venturers and helps teach in an active way to effectively lead.
- **Group Activities.** Venturing activities are interdependent group experiences in which success is dependent on the cooperation of all. Learning by "doing" in a group setting provides opportunities for developing new skills.
- **Adult Association.** The youth officers lead the crew. The officers and activity chairs work closely with adult Advisors and other adult leaders in a spirit of partnership. The adults serve in a "shadow" leader capacity.
- **Recognition.** Recognition comes through the Venturing advancement program and through the acknowledgement of a youth's competence and ability by peers and adults.
- **The Ideals.** Venturers are expected to know and live by the Venturing Oath and Code. They promise to be faithful in

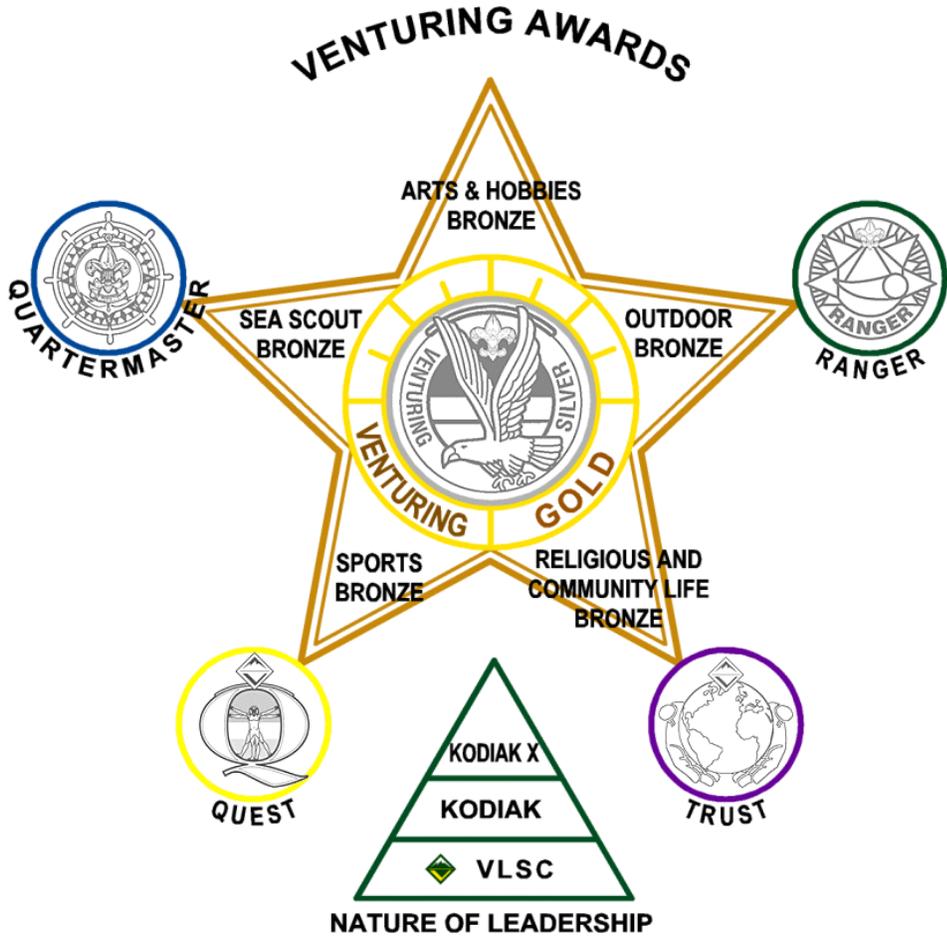
religious duties, treasure their American heritage, to help others and to seek truth and fairness.

- **High Adventure.** Venturing's emphasis on high adventure helps provide; team-building opportunities, new meaningful experiences, practical leadership application, and life-long memories to young adults.
- **Teaching Others.** All of the Venturing Awards require Venturers to teach what they have learned to others. When they teach others often, Venturers are better able to retain the skill or knowledge they taught, they gain confidence in their ability to speak and relate to others and they acquire skills that can benefit them for the rest of their lives as a hobby or occupation.

Ethics in Action

An important goal of Venturing is to help young adults be responsible and caring persons, both now and in the future. Venturing uses "ethical controversies" to help young adults develop the ability to make responsible choices that reflect their concern for what is a risk and how it will affect others involved. Because an ethical controversy is a problem-solving situation, leaders expect young adults to employ

empathy, invention, and selection when they think through their position and work toward a solution of an ethical controversy.



Venturing Advancement

The Venturing advancement program is available to all youth Venturing members of the BSA.

Its purpose is to

- Provide a pathway for personal development.
- Encourage Venturers to learn, grow, and serve.
- Recognize the high level of achievement of Venturers who acquire Venturing skills.
- Identify trained and highly motivated Venturers who will be a training, leadership, and program resource for other Venturers, Boy Scouts, Cub Scouts, organizations, and the community.

Bronze Awards

One of the strengths of the Venturing program is its ability to meet the interest of all Venturers. Sometimes Venturers like to investigate new, different areas. Variety in a crew always seems to make it more fun to go to meetings and outings. Also, Venturers probably have many

interests or would like to have more. Because of that desire, and to provide a pathway to many different experiences, the Venturing Bronze Awards Program is offered...

Venturers can earn their crew's specialty Bronze Award or all five Bronze Awards.



The five different Venturing Bronze Awards (shown above in this order) are:

- Arts and Hobbies,
- Outdoor,
- Sea Scouting (The requirement is to earn the Ordinary Rank),
- Sports, and
- Religious & Community Life. (Formerly called Youth Ministries)

All five Bronze Awards contain the common elements of experience, learning a skill, and sharing your experiences and skills with others. Earning at least one Bronze Award is required for the Venturing Gold Award. The Bronze Award is designed as the entry-level award for a Venturer so that they can acquire usable skills that will carry them along the trail to the Venturing Silver Award.

Requirements

For the Arts and Hobbies, Sports, or Religious & Community Life Bronze Awards, a Venturer must complete at least nine of twelve requirements established for each of those three areas. For the Outdoor Bronze Award, Venturers must complete at least four core requirements and two electives that are found in the Ranger Award requirements. For the Sea Scout Bronze Award, Sea Scouts must earn the Ordinary Rank. To earn a specific Bronze Award such as the Arts and Hobbies Bronze Award, all completed requirements must be Arts and Hobbies requirements.

Here are a couple of sample requirements:

- **Sports:** Demonstrate by means of a presentation at a crew meeting, or a Cub Scout or Boy Scout meeting that you know first aid for injuries or illnesses that could occur while playing sports.
- **Religious & Community Life:** Produce or be a cast member in some type of entertainment production with a religious or ethical theme, such as a play, puppet show or concert, for a children's group, retirement home, homeless shelter, or Cub or Boy Scout group.

Procedure

Bronze candidates may have their crew Advisor or a specialty consultant approve or sign off on that completed requirement.

Requirements for the Arts and Hobbies, Sports, and Youth Ministries Bronze can be found in the Silver Award Guide. Requirements for the Sea Scout Bronze (Ordinary Award) can be found in the Sea Scouting Manual. The requirements for the Outdoor Bronze Award can be found in the Ranger Guidebook. There is no committee review for the Venturing Bronze Award.

Gold Award

- Bronze Award
- 12 months tenure
- Leadership role
- Participate in a district (or higher) event
- Personal growth
- Lead crew activities
- Recite Venturing Oath
- Three letters of recommendation
- Written presentation and crew review



Silver Award

- One Bronze Award
- Gold Award
- Emergency Preparedness (First Aid, CPR, Safe Swim Defense)
- Demonstrate leadership
- Including Venturing Leadership Skills Course
- Participate in Ethics in Action
- Crew review



Ranger Award

Eight core requirements ...

- First Aid
- Emergency Preparedness
- Leave No Trace
- Navigation
- Wilderness Survival
- Communications
- Cooking
- Conservation

...Plus four of eighteen electives

- Backpacking
- Cave Exploring
- COPE
- Cycling/Mountain Biking
- Ecology
- First Aid
- Fishing
- Equestrian
- Hunting
- Lifesaver



- Mountaineering
- Outdoor Living History
- Physical Fitness
- Plants and Wildlife
- Scuba
- Shooting Sports
- Watercraft
- Winter Sports

Quest Award

Core requirements

- Sports Bronze Award
- Sport Safety Training
- Fitness for Life
- Fitness assessment
- Sport disciplines

One elective

- History / heritage sports
- Sports nutrition
- Drug-free sport
- Communications
- History / heritage of disabled sports movement



Trust Award

- Tending Your Beliefs
- Respecting Beliefs of others
- Understanding other Cultures
- Serving your Community
- Transforming Our Society
- Crew Review



Quartermaster Award

- Highest award for Sea Scouts
- Sea Scout Bronze Award is ½ of the requirements Ordinary
- Apprentice → Ordinary → Able



Other awards for Venturers

- Venturing - Leadership Award Fact Sheet
- 50 Miler Award
- Historic Trails Award
- William T. Hornaday Awards
- World Conservation Award
- Boardsailing BSA
- BSA Lifeguard
- Mile Swim, BSA
- Snorkeling, BSA
- Kayaking, BSA
- Scuba, BSA
- Physical Fitness Award
- Emergency Preparedness Award
- Crime Prevention Award Guidelines
- Crime Prevention Award Requirements

- Donor Awareness Patch
- International Activity Badge
- Interpreter's Strips
- Lifesaving and Meritorious Awards
- Religious Emblems
- Young American

Chapter 1 – Why Start a Venturing Crew?

Venturing Compliments Troop Program

- Adds new advancement and leadership opportunities for older boys
- Allows flexibility so boys can participate in both programs
- Meets the wants and needs of the 14-18 year old boy
- Can solve many challenges faced by Scoutmasters

What Does Venturing Offer?

- New advancement opportunities for boys interested in going beyond Eagle
- Activities with boys and girls their age
- New leadership training specifically designed for them
- An advancement program that requires that they share what they have learned

- Venturing provides a program that will attract young people who left the more traditional Scouting or who have never experienced Scouting before.
- Venturing compliments a religious organization's existing youth program.
- Church youth groups that adopt the structure of Venturing to strengthen their youth with BSA Resources.

Chapter 2 – Selling the Program to the Youth...

A Little of What Venturing Has to Offer

Access to local and national BSA Camping and High Adventure facilities and expertise. Programs from extreme backpacking, offered at Philmont, through C.O.P.E. and rappelling offered at local councils, through high adventure canoeing, SCUBA, and sailing excursions at national bases throughout the United States. No one can offer what we can for the price we can offer it.

- Local events/activities tailored for teenagers
- Expertise and program helps for:
 - 25 outdoor disciplines
 - 124 meeting plans
 - 15 super activity suggestions
- Seven nationally recognized awards for young people

Four nationally recognized awards for tenured adult leaders

- Five-hour training for all adult leaders, which includes Youth Protection training
- 8-session Youth Leadership Skills Training Course
- 27 Ethical Controversies modules
- Module on how to use the parliamentary procedure
- Module on how to introduce a speaker
- Module on how to make a speech
- CD – Interactive PowerPoint presentation on Safe Driving
- Instruction on how to conduct an annual planning session
- Instruction on the Division of Responsibilities in a group

- Instruction on how to conduct a reflection
- Survey for adults to determine expertise
- Survey for youth to determine interest areas
- Guide to Safe Scouting-, which includes section on “Unauthorized Activities”
- Low cost liability and accident insurance

For more info: *Passport to High Adventure #4310*

Welcome

Welcome to the fastest growing program in the Boy Scouts of America! Membership is up 15% over 2001 and the number of units is up 20%. This guide is intended to give you some ideas on how to promote your crew, plan your crew’s recruiting activities and recruit new members. Much potential exists with venturing growth. We have barely scratched the surface.

Venturing is Unique

Venturing is based on a unique and dynamic relationship between youth, adult leaders, and organizations in their communities. The Venturing program has been tailored for teenagers. They like the emphasis on extreme sports, high adventure, and coed involvement and less emphasis on Uniforming. Most of our crews are High Adventure crews. In many places, there is no other program available

to youth of High School age that provides the varied program we can offer, and almost no program can offer it at the price point we can.

A First Step

A first step for any successful recruitment effort is to appoint a Vice-President to serve as the Youth Crew Membership Chair. This person will work with District level counterparts (such as the Crew's Unit Commissioner and the District Membership Chairman) in implementing a year round growth plan that incorporates all methods of recruitment. Another important responsibility is to work with the Advisor and Crew Committee to insure that new Venturers are quickly and correctly registered, and that those completed registration forms and fees (for registration and insurance) are submitted to Council as soon as possible.

The First Rule

The first rule in recruiting is that a crew that is active, or has many interesting activities on their calendar, will recruit faster than one, which does not. An active crew will have enthusiastic members and the most effective recruiter in Venturing is a Venturer who likes their crew and its activities.

For ideas of what a Venturing Crew can do see your Venturing Leader Handbook (#34655B) and the following websites:

<http://usscouts.org/venturing.asp>, <http://www.scouting.org/venturing/>,

<http://www.venturing.info>. Crews belonging to the Church of Jesus

Christ of Latter Day Saints make sure you check out the resources at:

<http://groups.yahoo.com/group/gcventuring/files/>.

The Second Rule

The second rule is to make sure your adult leadership and your youth leadership is trained in Venturing. Venturing is a unique program and should be presented in its unique way. Venturing is not older Boy Scouts and training is the easiest way for the adults to understand how Venturing is different from Boy Scouts (just as Boy Scouting was different from Cub Scouting). For information on training, see the Grand Canyon Council Website at: <http://www.grandcanyonbsa.org>.

Publicity & Promotion

Your crew should construct an Information Sheet telling important details of your crew. This Information Sheet should include:

A brief description of your crew's "personality" and/or philosophy. For example, if your crew primarily likes to go backpacking and

concentrates on that heavily, then say that in a brief paragraph. Make whatever your crew does sound like fun!

- Pictures of some interesting crew activities have release for publicity from parents
- Crew Number, District, and Sponsor
- Names and contact information of Leaders
- Day of week, frequency, and time of regular meetings
- Uniform requirements, if any
- Individual crew fees beyond national fees
- Frequency and type(s) of outdoor activities
- Indicate briefly the history of the crew. For example, tell what year it was founded, major accomplishments of the crew, etc.
- Describe the crew's demographics. That is, what is the crew's current size? Is it coed?
- Describe the kinds of community service your crew provides. Is it limited to work for/with the crew's sponsor? Does the crew engage in other community service?

- List the schools youth in the crew attend.
- End with a statement of welcome.

“How large of a crew do you want?” The crew should get together and set a goal of how many new members to try to recruit each year. A typical goal is 5 new members who are between 14 and 15 years of age and have finished the 8th grade. Others would say, “If you are going to recruit, shoot the moon!” The decision is yours.

What type of people do we want in the crew? For example, small crew of friends is flexible, easily transported, and comfortable while A larger crew has more people and resources to draw on for activities...

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

Venturers are recruited at any age from 14 to 21. However, keep in mind, that if you recruit youth in the earlier high school grades it is a lot easier than recruiting busy juniors and seniors who are worrying about which college to attend.

Some things your crew could do that have helped other crews recruit new members are:

1. Wherever we go, set up a table with picture boards, which show your crew in action? These photos show not only high adventure activities, but also conservation projects, community service activities, and participation local events. Also, include photos of Venturers in sports uniforms, dance clothes, at school, church photos, etc. The table should have application materials. ¹
2. Bring your table to Scout-O-Rama!, Scout Shows and Open Houses There is a market of High School Scouts there who are eagerly looking for something within scouting that is new and different.
3. Volunteer to assist at Council and District events. When you volunteer, look sharp! If you become visible to commissioners and professionals, the council and district will refer people to you.
4. Submit articles to the Council newsletter on a regular basis. ²

¹ *Jamie's Lessons Learned*, <http://venturing-mag.org/lessons/lessons5.html>

² *Jamie's Lessons Learned*, <http://venturing-mag.org/lessons/lessons5.html>

5. Take your story to your local newspapers, radio stations, and television stations and don't forget the local? Throw away" papers. How to write a press release and example press releases are available in the Venturing Leader Handbook.
6. Talk to local troops about how Venturing can retain High School age boys in Scouting even if they are bored with traditional Scouting.
7. Personal contact. This is probably the most effective recruiting tool we have. Talk it up!
8. Marketing visits & demonstrations. Strut your stuff! Demonstrate what you do at local fairs and festivals.
9. The crew should plan to hold an "open house," annually, and it should be in the crew's yearly calendar. Make it a "communications fest" with simple potluck food treats liberally dosed with friendly information about the nature of the crew.
10. Hold "partner activities" with other groups, which normally does not do the kinds of outdoor activities Venturers, do. For instance, the county extension agencies host 4-H clubs, which normally do not participate in camping or outdoor activities;

many Senior and Cadets Girl Scout troops do not “open-air camp”; and Future Farmers of America (FFA) and Distributive Education Clubs of America (DECA) do not camp at all. Invite their group to come along with your Crew on an outing.

11. Work on that public speaking – send letters to local civic groups offering a member of your Crew to share with them your latest “super activity” or special event. Civic groups are always interested in what the youth of their community are doing, and many of them have members who have teenaged sons and daughters (or both). Be active in community service it makes your crew known. Make the presentation brief, filled with photos and graphics, and leave time for questions. Many of the resources explained in this guide can be used -- or create your own.

Recruiting never stops and the program sells itself if you get the message out.³

³ *Ibid*

High School Activity Interest Surveys

The High School Activity Interest Surveys are conducted at select High Schools and administered by your Scout Council. These surveys ask high school students about their hobby and vocational interests. The results of these surveys include contact information on the students and can really come in handy when you start advertising your Open House and crew. The results of the surveys are available from the Council office.

Friends

Again, the most effective recruiter in Venturing is a Venturer who likes his crew and its activities. As part of the Recruitment Drive, ask current Venturers to provide a list of non-Scout friends they would like to invite to the next crew meeting as part of their participation in the Recruitment Drive. Make a copy of the list, and return the original to the Venturer. The youth on the “prospects” list should be contacted by the crewmember as soon as possible, and the youth should be invited to the planned recruitment event or open house.

Crew Open House

An Open House is where your crew invites possible recruits to a function that will let them know what you do and how much fun Venturing is. The Venturing Leader Handbook has an outline for conducting an Open House. Here are some helpful hints to make your Open House a success:

The Planning

- 30-45 days in advance –Set a date for your Open House (best in mid-September thru late October) and contact your District Executive to request flyers, high school interest survey results, or other recruitment materials, which can help advertise the Open House.
- Check for community and school conflicts with selected date
- Concentrate on making it fun!
- Is your start time conducive to travel needs? Meal times? A teenager's schedule?
- Plan a gathering time activity or have a handout (anything beats staring at the wall).
- Plan each part of the Open House, give assignments, and be sure it is youth run.

- 10-14 days in advance – Mail open house invitation letters, include RSVP card and crew three-month calendar.
- The day before: last minute phone calls to former members. Using survey list make reminder phone calls to prospective new members.
- Don't forget refreshments!!

The Meeting

- The young people like to be called young adults or students, not kids.
- Have the students sign-in on a roster as they are arriving
- Avoid language that is too technical and be careful to not "Venturing-Speak" before they know enough about the crew or Venturing to process the information.
- Present a crew three-month calendar to students during the meeting.
- Make visitors feel welcome and included. Include them in an activity.
- Avoid jokes about initiation or hazing. Both are violations of BSA rules.

The Follow-Up

- Follow up with a visit and/or phone call. A youth should contact the prospective Venturer and the Advisor should make contact with the prospective member's parents.
- Use the roster from sign-in as a follow-up list to contact
- Send thank you letters to everyone that helped make the evening successful.
- Complete the registration of new youth and adults in a timely manner.

Working with Troops

Some crews have very good luck working with local troops or with troops that are sponsored by their chartering organization. The building of a working relationship is simplified when the chartering organization is the same, however you can discover contact data for nearby troops and develop a lasting cooperative friendship with those units of younger youth. This can be accomplished by annually inviting the adult and junior leadership of a nearby Troop to an "Open House" meeting held at the regular time of the crew's Meeting. It can also be set for a different time such as a weekend. This move encourages a line of

friendship and communication between the crew, which wants to recruit youth and the troop nearby who may be looking to for older youth to help with their program. Make it a “communications fest” with simple potluck food treats liberally dosed with friendly information about the nature of the crew and offers of jointly sponsored activities between the troop and crew. It is also an ideal time for the crew to offer support in the form of instructors. Conversely, the Troop may be able to lend a hand with one or more of the crew’s community service projects. Best of all, it provides an ideal opportunity to “sell” the best points about the crew in a casual atmosphere.

Resources to assist in this are a Video call Venturing for Scoutmasters and a PowerPoint presentation is available at:

http://usscouts.org/venturing/Presentations/A_Presentation_for_Scout_masters.ppt

Top ten reasons why a Boy Scout troop should consider working with a Venturing Crew

1. Venturing can keep older boys, ages 14-18, engaged in the troop longer.

2. Venturing's new advancement program offers Scouts new challenges.
3. Venturing offers older Scouts challenging activities with boys and girls their own age.
4. Venturing offers additional leadership experience and training that can benefit the troop.
5. Venturing advancement requires Venturers to teach what they have learned to other groups.
6. Scouts ages 14 to 18 and adult leaders can be members of both a Boy Scout troop and a Venturing crew.
7. Older Scouts in the troop, especially troop leaders, are expected to participate in both units.
8. Venturers who are First Class and above can continue to work on Eagle Scout rank requirements.
9. A Venturing crew associated with the troop gives Scouts something to anticipate, as they get older.
10. Venturing can help solve many of the Scoutmaster's challenges:

- Challenging older Scouts while continuing to attract and retain younger Scouts
- Competing with older Scout's growing interests: cars, girls, and high school
- Giving leadership/role model opportunities to all older Scouts

The First Rule, Again

The first rule in recruiting is that a crew that is active, or has many interesting activities on their calendar, will recruit faster than one, which does not.

Have a great year recruiting and growing your crew!

Recruiting Resources Available From Council

New Venturing Youth Recruiting Video: "Hangin' Out"

The National Venturing Division is pleased to announce the creation of "Hangin' Out," a youth recruiting video. This two-minute recruiting video is designed to help recruit teenagers into Venturing. In the video, two teenagers are discussing what they did over the weekend. One kid hung out at the mall, the other hung from a climbing tower on a Venturing activity. The Venturer then explains to his friend how many activities are available through Venturing and then invites the viewer to check out the Venturing program. A 30-second PSA with the same title is included on the tape. The order number is AV-03V019.

National Venturing Awards and Recognition Program poster, No. 25-884A

Entitled National Venturing Awards and Recognition Program, No. 25-884A. It is a 17 x 22 inch poster with color pictures of the awards on the front side and printed information about the awards on the back. It is a great tool for promoting Venturing in Boy Scout troops, religious youth groups, and high school clubs.

Venturing Recruiting Poster

A 22" x 34" recruiting poster entitled, "Are You Ready For This?" To be displayed where ever teenagers hang out. Space is provided to personalize with specific information. No. 33486

Venturing Recruiting Flyer

An 8" x 11" recruiting flyer entitled "Are You Ready For This?" Space is provided to customize with specific information. To be distributed to individuals in a school and church. No. 33485

Ready to Rock?

Try Venturing brochure 25-019A

Tired of Hanging Around?

Poster 25-561

Venturing Scouting's Next Step

Poster 25-050

Venturing Scouting's Next Step

Brochure 25-031

Chapters 3 – What type of Crew are we?

Determining what type of venturing crew your crew will be will determine what type of program you will follow. While not all ventures crews fit into the types listed crews may follow a wide variety of interest and may combine any and all of the programs

This is a list of basic crew types

- Outdoor / High Adventure
- Sports Group
- Sea Scout
- Religious Youth group
- Service Group
- Special interest

Outdoor / High Adventure



Boyscout / Venturer working on Eagle project

The Outdoor/ High Adventure Crews follow the outdoor and Boy Scout advancement programs.

For these crews, the following advice is given

1. If you are working with a Boy Scout Troop All boys joining the crew from the troop should be the rank of first class. These boys should be encouraged to continue to work on there Boy Scout

advancement through the rank of Eagle and to provide service and leadership back to the Boy Scout troop that they came from.

2. Crew meeting should be planned in such a way as to allow the boys to continue involvement with their troop.
3. Basic outdoor training must still be provided to the crew to take into account new Venturers with no previous scouting experience.
4. Skills learned in Venturing activities can be used for both venturing and Boy Scout advancement. Some outdoor crews develop a program to pursue Ranger; many just do outdoor activities and don't follow any advancement program. While male Venturers who have earned First Class may pursue Boy Scout advancement within a crew, that is most often an individual activity, not the crew's focus. Venturing advancement should include but are not limited to, Outdoor Bronze, Ranger, Gold, and Silver.

Sports Groups

Sports Venturing Crews are a great opportunity for boys who have been a part of a Varsity Team.

Sports Crew advancement include Sports bronze and the Quest award.

Sea Scout Crews – *Ships*

- Ships follow the Sea Scout Advancement program
- You need a ship/ boat

Religious Youth group

The Venturing program offers an opportunity for church youth groups to be part of scouting.

- The Religious bronze and the Trust award offer the opportunity for youth groups to explore religion as part of their program.
- Youth groups gain the benefit of being able to use Boy Scout camps as members of Venturing.

- The Venturing program also offers a leadership structure for the youth group and leadership training to the youth of the crew.
- Venturing is flexible and can work with any existing youth program structure
- Venturing can help keep youth closer to your organization's beliefs
- Venturing provides a package that can retain existing youth and recruit new ones
- The religious awards will help create an arena in which young adults can work closely with religious leaders
- 70% of all Venturing Crews nationwide are chartered to religious organizations

Service Groups

- This is normally a special interest type group associated as part of larger service groups such as:
 - Kiwanis Key Clubs
 - Rotary Clubs
 - Volunteer Centers
 - Other service related non-profit groups

Special Interest Groups



**American
Red Cross**



- Special Interest groups may follow any number of programs there groups include but are not limited to:
 - o JROTC
 - o Red Cross Crews
 - o CERT Teams
 - o Boy & Girls Clubs
 - o Girl Scout Troops
 - o art, hobby,
 - o outdoor specialty crews (like ski clubs, bike clubs, horse riding clubs, etc.)

They do not always follow venturing advancement programs but normally have their own advancement and training programs.

Chapter 4 - Adult Leader Training



Training for all adult Venturing Leaders is as follows:

Required:

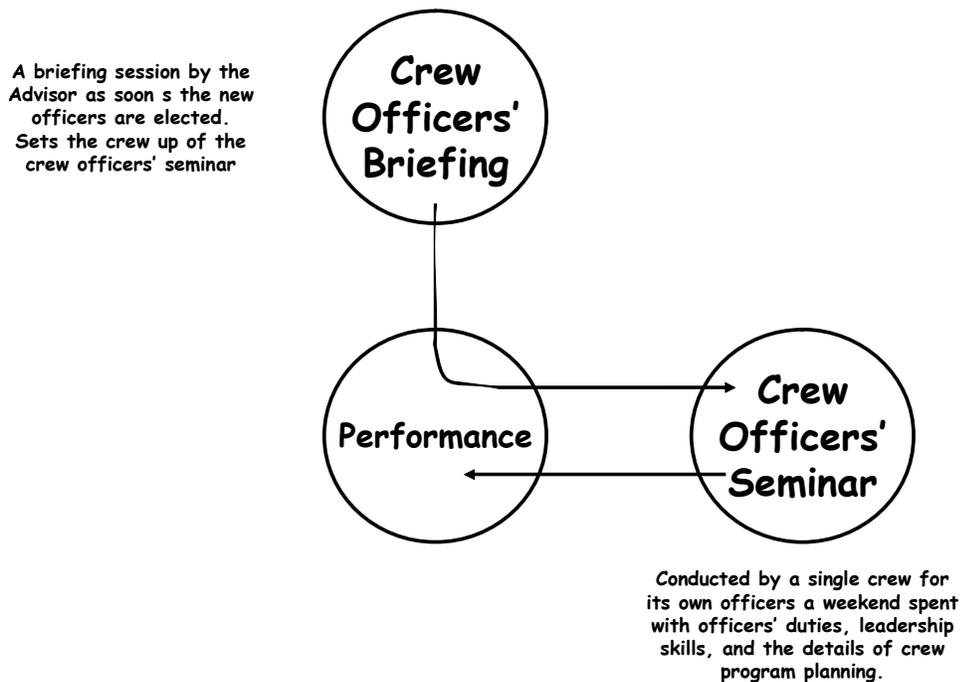
- Crew Advisor Fast Start
 - Video and Written
- New Leader Essentials
- Venturing Leader Specific Training
- Youth Protection

Additional optional training:

- Powder Horn
- Sea Badge
- Wood Badge
- Philmont Training

Chapter 5 – New Officers Training

This training experience is conducted by the crew Advisor or ship Skipper to orient newly elected youth officers, plan programs, and develop the annual crew activity schedule. The seminar outline can be found in New Crew Start-Up Orientation, No. 25-878.



Chapter 6 – VLSC
(Venturing Leader Skills Course)



Leadership: All Venturers are given opportunities to learn and apply proven leadership skills. A Venturing crew is led by elected crew officers. The Venturing Leadership Skills Course is designed for all Venturers and helps teach in an active way to effectively lead.

VLSC is unlike any other training program offer by BSA. Venturers learn through games and come back with the leadership skills necessary to maintain a successful crew.

“The Venturing Leadership Skills Course (VLSC) was created to help teach young adults the attitudes and skills that good leaders

demonstrate. Practicing and mastering these skills will help enable Venturers to have positive leadership experiences."

VLSC is a series of leadership modules divided into four categories: **Vision, Communication, Organization, and Synergism**. Each module is introduced by an activity and followed by reflection.

Completion of this course is a requirement for the **Silver Award** and the **Venturing Advisor Award of Merit**.

VLSC is the first part of the Nature of Leadership.

Chapter 7 – Kodiak and Kodiak X



The Kodiak Venturing leadership course is unique in that it is offered in an exciting and challenging atmosphere using whatever high-adventure resources you have available. Your crew or council could offer a course backpacking or rafting down a river away from your council or in your local area. Kodiak teaches leadership skills in a fun way that is internalized by the Venturers who take the course. In other words, it is a challenging high-adventure trek with a simple and fun leadership course included. Kodiak is not taught indoors or in a classroom; it is done completely outdoors using nature's examples of leadership.

Only five skills are taught. They are called "commissions." The five commissions are:

- i. Effective Teams
- ii. Values/Vision
- iii. Communications
- iv. Decision Making
- v. Planning

It is based on symbolism using the Kodiak bear.

Commissions are introduced with a hands-on exercise followed by a short presentation, then reinforced with one or more exercises.

It uses constant reinforcement.

It creates an older teen leadership fraternity.

Typical Kodiak Requirements

1. Have completed VLSC or equivalent
2. Be at least 15 yrs by Dec. 26
3. Have completed First Aid and Cooking Core req.
4. Class 3 Medical Forms

The typical cost of a Kodiak course is between \$150 and \$300 but may vary greatly based on the high adventure activity it is being taught with.

Kodiak X

The Kodiak X Venturing leadership is the 3rd and final part of the Venturing Youth Training known as “The Nature of Leadership.” This is a very intense weekend designed for the best of the best in venturing youth leadership. Due to the nature of this course this is restricted to Venturers of the age of 16* or above.

Course Methods

1. Only two skills are taught. They are called "commissions." The Two commissions are:
 - vi. Evaluating Performance
 - vii. Mentoring
2. It is based on symbolism using the Kodiak bear.
3. Commissions are introduced with a hands-on exercise followed by a short presentation, then reinforced with one or more exercises.
4. It uses constant reinforcement.
5. It creates an older teen leadership fraternity.

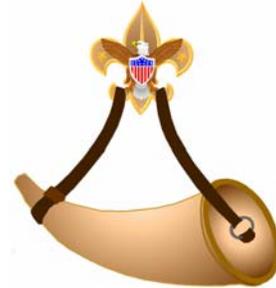
Typical Kodiak X Requirements

1. Have completed VLSC or equivalent
2. Have Completed Kodiak
3. Be at least 16 yrs by Feb 8th*
4. Class 3 Medical Form
5. Letter of recommendation from crew advisor

(*special exceptions for age requirement may be made by the Course

Director this requires an in person interview)

Chapter 8 – Powder Horn



Introduction

The Powder Horn course is designed to introduce and expose Venturing and Boy Scouting adult unit leaders to the activities and resources necessary to operate a successful outdoor/high adventure unit-level program. It is based on the eight core and eighteen electives found in the Venturing Ranger program. It is intended to help adult leaders get out-of-the-box in finding and using resources and in the way they lead their unit-level high Adventure programs. No high adventure skills are taught in this course. It is designed to have some disciplines introduced with a hands-on segment. *Example:* For scuba if a pool is available, it is suggested to do a Discover Scuba (PADI) session where participants get into a shallow pool and wear scuba gear. It is not scuba certification. Participants will not learn how to rock climb or shoot a skeet course, but will learn where to go to find those who can teach these skills to Boy Scouts and Venturers.

Purpose

The course is designed to help unit-level adult leaders to:

1. Find the resources necessary for a high adventure program.
2. Understand what is involved in different high adventure disciplines.
3. Run a high adventure program safely.

Learning Objectives

1. Learn what resources are available to support a high adventure program.
2. Learn where to find the resources.
3. Learn how to use the resources.
4. Learn how to safely do a high adventure program.
5. Learn what is involved with different high adventure disciplines.

Requirements

1. Be a registered BSA adult.
2. Have a current BSA Class III physical
3. Have Scout Executive approval

How A Council Hosts A Course

1. Council leadership commits to hosting a course and applies to their region in writing asking for approval to host a course.
2. Decide on a 7-day or weekend course.
3. In the application to their region, include the name of your course director.
4. Course director must have previously been to a Powder Horn course and be capable of providing course leadership and direction.
5. Set the course fee and dates.
6. Assign a staff advisor.
7. Request course syllabus (version 3) from your region.
8. Best to set dates at least a year out, two even better.

Visit www.powderhorn-bsa.org for a list of approved courses and post-course pictures.

Chapter 9 – Activities and Fundraisers

Venturing follows the guide to safe scouting for all activities the following are activities that can be done by Venturers only

1. Pistol Shooting
2. Road Rallies

The key with all activities is that the youth should do all the planning and work for the activities.

When planning activities the crew should use activity interest surveys.

Remember when planning fundraisers plan BIG!! High adventure cost allot.....

Chapter 10 – Super Activities

The Venturing Super Activity is the backbone of Venturing. With a super activity, the crew has something to plan for and therefore something to look forward to. Crew success to a large part will be based upon the imagination of the crew and the follow through to bring the super activity to fruition. Some examples of super activities. Like SCUBA diving in the Bahamas or a back packing trip in Alaska.

Many Boy Scout councils are beginning to offer high adventure activities to Venturing-aged scouts. These camps fill up quickly so super activities should be planned 18 to 24 months in advanced if not more. The time is also used for training and preparing for the super activity.

National High Adventure Bases offer many opportunities for fun and adventure.

The sky is the limit here. Dream BIG! And plan well you will need lots of time for these for both planning and fund raising...

Chapter 11 – Retaining membership

Retaining membership and recruiting new members go hand and hand these are some way to do both. This effort should be lead by the crew's Admin VP.

Be Innovative...Be Bold!

- Hands-on program
- Pictures = 1000 words
- Try something related to your crew:
- “Discover Scuba” event
- Skeet or rifle shoot
- Rappel off meeting place
- Water sports & picnic
- Accident scenario
- First impressions are lasting impressions

Role of VP-Admin

- Primary responsibility for recruiting new members
- Develops a recruiting plan
- Promotes the crew
- Follows up with members who seem to be losing interest

- Usually the chair for the Open House
- Recruits a committee to help plan & conduct
- Conducts the Reflection afterwards

Tools for Retention

- Program, program, program!!!!
- Meets youths' desires and needs
- Exciting, fun, challenging
- Supportive & welcoming environment
- Safe, inclusive, positive
- Capable youth planning, preparing, & leading crew's program
- Leads to youth ownership
- Caring & supportive adults
- Coaches & mentors

Groups to target during recruiting

- Scout troops
- Youth groups
- Service clubs
- Scout shows
- Junior Leader Training
- Order of the Arrow events
- Camp staff
- Scout shows
- Youth leadership camp
- Eagle courts of honor
- University of Scouting
- Municipal service events

Recruiting Tips

- Make visitors feel welcome & included
- Follow up the visit with a phone call or other personal contact (school, church, etc)
- Include them in a fun activity
- Avoid jokes about initiation or hazing
- Advisor call or visit prospective member's parents or guardians.

Crew Open House should be

- Exciting, enthusiastic, energetic program
- Primary purpose is recruit new members
- Also, encourage current Venturers and kick off the new program year

Chapter 12 - District and Council Venturing

Districts Help Units Establish Advancement Programs

In Venturing Crews:

- Ensure that commissioners are aware of advancement procedures for qualified Venturers.
- Visit crew Gold and Silver reviews.
- Help the crew identify consultants to help with the Bronze, Gold, Silver, Ranger, and Quartermaster requirements.
- Emphasize the objective of having all Venturers earn the Bronze award within their first year.
- Help the crew Advisor organize a crew advancement plan.
- Highly recognize achievement.

Venturing Officers' Association (VOA) / Teen Leaders' Conference

Formerly Venturing Explorer Officers Association (VEOA), Teen Leaders' Conference (TLC) is an activity/meeting held quarterly. Ideally, each district should host the event in their local area providing a meeting place and food. This is a council event. All District and Council officers are considered members of TLC along with any Venturer who attends meetings regularly. More info on the Teen Leaders' Conference can be found on pg. 23 of the Venturing handbook. Check your calendar to find out when the next meeting is going to be held!!!

Any Venturing youth or adult is welcome to attend. All District Presidents and Council officers must be present at all TLC. Failure to attend these meetings will result in:

- District that does not send representatives will have no vote
- Any events/activities/meetings will be planned without first receiving input from absent member
- Any conflicts or problems will not be addressed

Additionally those who attend will have a voice! Any concerns, problems, conflicts, ideas, suggestions, etc. will all be given due time and solved as best as can be solved. Those who want more say, want

to become active in the council, want to see the council focus more on their district, and who see problems with the way the Venturing program is Southwest Florida Council are encouraged to attend all future Teen Leader Conferences!.

Council VOA / TLC Officers

Responsibilities of Council Youth Venturing President

1. Represents Venturing at:
 - All TLC meetings
 - Council activities (when designated)
 - District activities (when invited)
 - Special projects/task forces
2. Promotes establishing district and council officers
3. Supports the council in any effort to train council Venturing officers and Advisors by staffing any/all training events.
4. Promotes council and district activities, programs, and awards.
5. Aids in any planning efforts for council events/ activities/ meetings etc.
6. Assists in preparing agenda for TLC

7. Agrees to wear the Venturing Class A as designated by his/her primary crew and identity items as suggested by the council.

Prerequisites for Council Youth Venturing President:

1. Served one year in council or district position
2. Active Venturing Youth
3. Nominated by TLC
4. Must be present at all TLC meetings for at least one year

Council approves the TLC nominee.

Responsibilities of Council Youth Venturing Vice President

1. Assists Council President in Representing Venturing at:
 - a. All TLC meetings
 - b. Council activities (when designated)
 - c. District activities (when invited)
 - d. Special projects/task forces
2. Promotes establishing district and council officers

3. Supports the council in any effort to train council Venturing officers and Advisors by staffing any/all training events.
4. Promotes council and district activities, programs, and awards.
5. Aids in any planning efforts for council events/ activities/ meetings etc.
6. Assists in preparing agenda for TLC
7. Agrees to wear the Venturing Class A as designated by his/her primary crew and identity items as suggested by the council.
8. Trains under President for future roll as President

Prerequisites for Council Youth Venturing Vice President:

1. Served one year in council or district position
2. Active Venturing Youth
3. Nominated by TLC
4. Must be present at all TLC meetings for at least one year

The District should choose district presidents and hold monthly or quarterly meetings on a district level. For example, the SWFL Panther District the meetings are held monthly at the District Roundtables

District officers are the same and perform the same duties but on a district level.

VENTURING ROUNDTABLES

Purpose

To help ensure crews/ships are successful.

To motivate adult leaders and youth officers.

To provide training information.

To provide information about District and Council events.

Who Is Roundtable For?

There are several successful models. You might include:

Advisors, Associate Advisors, Skippers, Mates

Committee Personnel

Youth Officers (or interested youth)

Parents

Commissioners

Consultants, business leaders

Chartered Organization Representatives

Scoutmasters, Troop Committee members

To Ensure a Good Program

Plan and assign parts well in advance.

Include practical items that crews/ships can use.

Use some activities that involve participation by everyone.

Make it the place to get up-to-date materials.

Keep it positive and feature success stories.

Plan time for fellowship and morale building.

What Resources Are Available

Crew Leaders

Scouters

Merit Badge Counselors

Professional Consultants

Youth Officers

Planning the Programs

Have each Venturer and adult fill out the program features survey and how-to section survey.

Conduct a Venturing Roundtable Conference.

Select monthly/quarterly themes and use the Roundtable Planning Work Sheet.

DO NOT be afraid to change your program as Venturing in your area evolves.

Some Content Ideas

Awards and advancement

Recruiting youth and adults

Reports on treks/trips taken

Planning inter-crew activities

Leave No Trace training

Venturing at summer camp

Youth leadership and responsibility

Certifications (first aid, COPE, water safety, etc)

Powder Horn

Woodbadge for the 21st century

BSA Guide to Safe Scouting

Youth Protection for Venturing

Service projects

Cycling/mountain biking

Spelunking and caving

Defensive driving (the new Venturing Out CD program)

Winter sports

Planning inter-crew/ship activities

Planning crew/ship adventures in a foreign country

What's new in Scouting and Venturing?

References

The following are resources used in the process of putting this guide together.

The National Youth Venturing Cabinet Website
www.nationalventuringyouthcabinet.org

The Venturing Notebook by Craig Murray
www.sageventure.com/venturing/

United States Scouting Service Project
www.usscouts.org/venturing.asp

National BSA Venturing website
www.scouting.org/venturing/

Other resources are included with the CD included