

**SCOUTS-L**

-----

**UNIT PROBLEMS**

**Date: Wed, 20 Jul 1994 02:13:59 -0400 (EDT)**  
**From: "Michael F. Bowman" <mfbowman@cap.gwu.edu>**  
**Subject: Re: Hi, I'm new!**

**Tammy,**

**Mike is absolutely right - use your parent resources! And while you are not strictly speaking recruiting them as leaders you are getting them involved and used to the idea of helping out, which will become all the more important as your Scouts move from Bears to Webelos. Next year, when they start working on activity badges, whoever is Webelos Den Leader will quickly find that they are not an expert in all of the areas. Most dens solve the problem by asking parents to take a month to teach the skills needed or help with tools, etc. If you start now, it will be easier next year too. Another benefit of getting parents involved is that the enthusiasm of the boys tends to be catching. And when the Pack needs a volunteer for an activity, they are more likely to help there as well.**

**I can't vouch for your District, but most Districts have a monthly Cub Scout Leaders' Roundtable that tries to show Cub Leaders how to conduct activities related to next month's theme including songs, crafts, projects, ceremonies, skits, etc. You may want to give roundtable a try and if they're not doing this, ask if they can.**

**Your Council also probably has an annual Cub Scout Leader's Pow Wow or specialized courses for Cub Leaders at the University of Scouting. In either case it is worth attending. Many course offerings feature how-to information and demonstrate techniques.**

**I too was once a Bear Den Leader and found these resources very helpful.**

**Sounds like you're doing the right things and that your den will do well! Sometimes the best thing is to ask questions as you have. Keep up the good work.**

**Yours in Scouting, Michael F. Bowman, a/k/a Professor Beaver  
Deputy District Commissioner Exploring, GW Dist., NCAC, BSA  
Speaking only for myself, but with Scouting Spirit . . .  
\_\_\_\_\_ mfbowman@CAP.GWU.EDU \_\_\_\_\_**

**Date: Fri, 22 Jul 1994 19:33:24 -0400 (EDT)**  
**From: "Michael F. Bowman" <mfbowman@cap.gwu.edu>**  
**Subject: Re: Webeloes Summer Camp**

**When I was a Bear Den Leader we had a natural leader in one very onery Scout, whose conduct was terrible - no discipline at home, never told "no". We developed a den totem that had each boy's name on it and under each name was a hook with a leather thong on it. At each meeting we awarded different colored beads for attending, good conduct, advancement, Pack and Den Activities, and special accomplishments. When a Cub got 25, 50, 75, and 100 beads he was presented with a Cub Coin, Cub Pen, etc. (inexpensive items from the Scout Shop purchased with den dues). By about the third meeting each of the Cubs began to count their beads and the beads of the other boys. After a couple of months the target Scout began to fall behind and got the message. To catch up he came up with all sorts of good turns he could do to get a special accomplishment bead. It worked for the rest of the year.**

**Yours in Scouting, Michael F. Bowman, a/k/a Professor Beaver  
Deputy District Commissioner Exploring, GW Dist., NCAC, BSA  
Speaking only for myself, but with Scouting Spirit . . .  
\_\_\_\_\_ mfbowman@CAP.GWU.EDU \_\_\_\_\_**

**Date:** Thu, 28 Jul 1994 08:38:23 CDT  
**From:** James A Lindberg <jal@TED.CRAY.COM>  
**Subject:** Webelos summer camp

**Our Webelos attend Webelos Resident Camp at the Phillips Scout Reservation in**

**Haugen, Wisconsin (northwest part of the state) from July 5-8. This is the first year they had a specific Webelos Camp, it was a day and a half longer than normal Cub Resident Camp, cost \$75 for boys and \$35 for adults.**

**We left around 11am on Tuesday. Saw where they are starting the new Cub Theme**

**Camp, which should open next summer and will be separate from the Boy Scout Camp. There will be four themes, a ship (on the water), an indian**

**village, a fur trading post, and a frontier fort. Boys will sleep in whatever is appropriate to the theme, like on the ship, in teepees, etc. Councilers will be dressed in period costumes. Should be pretty cool.**

**We had good weather for camp, rains held off til Thursday night, when they were**

**having camp wide games, so we moved to the dining hall for Pack skits. The**

**storm passed and we went back to our camps.**

**We got up and at 7am every morning for the polar bear swim, actually the water**

**was warm and on Thursday, the lifeguards brought down a cooler of ice cubes and**

**put them in the water! We would then dress, go to flag raising ceremony, breakfast, and then the boys had 2 class times to work on activity pins.**

**We**

**then had lunch, some free time, another program time (they could earn 3 badges**

**while they were there), then open time when they could go swimming, boating,**

**do archery or rifle range (bb-guns). With the hot weather, the boys usually**

**went swimming. We then had flag lowering, and supper, then free time.**

**On Thursday, my Pack Committee Chair and I attended Webelos Outdoor Training,**

**specifically designed to help with the geologist, naturalist, outdoorsman.**

Had Jim Pearson from the DNR come down, I'd worked with him when I worked for Washburn County Forestry. We also cooked our lunch, had stir fry over the camp fire. (The camp dining hall had sandwiches). Our training lasted all day and ended with a flag retiring ceremony, where we cut and retired a big old "Perkins" flag. They had racoons there, every morning when we'd get up we'd set up the garbage cans that the racoons had knocked over at night, We we're lucky, two camps across the lake from us had a black bear come thru. Talk about some tired leaders the next day. They stayed up to make sure a Scout didn't encounter the bear the rest of the night. At the second camp, I knew two of the leaders, they're from Eau Claire. Chris and Tom, Chris woke up Tom and said "Tom, there is a bear in the camp." Tom asked, "What's it doing?" Chris answered "Look like it's eating our watermellon." Tom then asked, "How big is it." Chris replied, "Big enough that I'm staying in here!" The bear later got in a fight with a coon over a garbage can they both wanted. The bear won. Made a noise the woke up a couple people in our camp.

Friday was misty, the kids finished up their badges. Bill, when are you coming up, maybe I'll enlist you to take some of our kids on a rock hunt, they enjoyed that alot for their geologist badge. And you clould answer there questions alot better than the staff did. Some of our people left after the last program time, we had another parent come up and we (with 3 scouts) then went to the archery and rifle range before going home.

The other thing we did at camp was to retire an old Pack flag that'd been in storage for many years. Our Pack is 43 years old, by the way. Anyway using an idea from the net, while the boys were tossing a football around, I built a campfire, in the bottom I placed an empty tuna can with about 1/4 inch of brake

fluid, building the tinder around this so it couldn't be seen but I'd have access to it. Once it was prepared, I called the boys together and carefully had them sit upwind from the fire. I then gave them a great talk on scout spirit and how they can do alot with it. I then took "ashes" from the four winds and the great spirit. The "ashes" were in fact "pool shocker chlorine" (use caution if you're ever going to use this! I tried it at home alone first so I'd know what would happen). I then told the boys to concentrate and use their scout spirit to start the fire while I went and washed my hands, I told them not to start the fire though till I got back 8^). Well they were doing all sorts of "concentrating" and while I was drying my hands this big cloud of white smoke appeared. I "yelled" at them to wait for me! They were all very excited now and asked me how I did it, I told them it was their scout spirit that did it, I was over at the clothes line. As I approached the fire area, I noticed a candy wrapper on the ground. Now one of the first things they were told at camp, is that Webelos love garbage, and they were to pick up any they saw. I looked down and said, what do Webleos love? They answered garbage, looked at it and they all sat there! All of a sudden, the smoke died away, I said, it looks like you guys killed the scout spirit! They all jumped to be the first one to get the garbage and through it away. They then asked me to add somemore of that "great spirit stuff", I told them that the great spirit will only help you so much, and that you have to help yourself and then put alittle more shocker on, and in a couple of seconds it burst into flame. Lots of oooohs and ahhhhs. We then burned the old Pack flag, and kept ashes to start the campfire ash tradition. Later, at Webelos Leader Outdoor Training we did an American flag retirement, which was on a fire that had ashes from "that big list". So we'll incorporate those with ours.

---

-

/^-_	Jim Lindberg		Cubmaster Pack 116
{ . }/	Cray Research Inc.		Trailblazer Central District
\ /	Chippewa Falls, WI 54729	USA	Chippewa Valley Council
__	jal@cray.com		

---

-

Date: Fri, 22 Jul 1994 22:29:43 -0400 (EDT)  
From: "Michael F. Bowman" <mfbowman@cap.gwu.edu>  
Subject: Re: Backwards advancement

Rex,

Somewhere along the line I think we all run into a Scout that is slow to advance. Sometimes he just isn't ready. We can try to create an environment that encourages and motivates, but until the fire catches, he's just going to lag it seems. However, once he does get excited I think we need to recognize that positive accomplishment for what it is and without any confusing gestures like backdating which would suggest that we are disappointed in his slow progress. I think an unambiguous rewarding message is much better for the Scout and will let him continue to progress without being bogged down with guilt or anxiety.

If a Scouter (with all the good intentions in the world) tries to help by changing the date, the Scout who at this age is just beginning to learn that adults are not the ideal creatures he once thought them to be will add this to his inventory of reasons to selectively ignore direction he doesn't like or to become rebellious. The favor really isn't a favor.

Then consider the fact that in real life altering public records is a felony crime. In corporate life, altering records may violate SEC and other regulations or amount to fraud. While we are in the business of teaching citizenship and how to live a TRUSTWORTHY life, it is inconsistent to alter a record. What would that teach. If that lesson is learned, how well served is that Scout latter in life, when he begins to cheat on records he is responsible for; e.g. taxes, company accounts, etc.?

This also is important to this Scout in light of the situation with his Environmental Sciences merit badge. I agree that we must presume the Scout to be Trustworthy and that we can in such situations work with a merit badge counselor to explain the circumstances and vouch for the work that was completed. What happens though when on one hand his Scoutmaster falsifies a record and then negotiates a deal with the merit badge counselor? Does the Scout get the feeling that both are wrong? What happens to his self-concept and self-esteem then?

I think that the backdating is never appropriate. When the Scout sees that you are playing by the rules and that you are also supporting him as a matter of fairness in vouching for the work he did, it sends a much

**better message. He will understand that Scouting is not penalizing him for a sequence of events that were not his fault or responsibility. Then, if it is necessary for him to do an oral report or make additional observations to satisfy the Counselor, it can be seen as a much fairer process.**

**BTW, if you don't have an Environmental Sciences merit badge counselor in your troop, you probably will find that a nearby troop does or that your district or council has one available. A good place to find out is at your monthly Scout Leader Roundtable meeting.**

**This sort of situation is always tough. We sometimes want very badly to see the best thing happen for the Scout. What we need to do though is step back and see it in the broader perspective sometimes. Maybe that will help your Scoutmaster. Best of luck in resolving both matters.**

**Yours in Scouting, Michael F. Bowman, a/k/a Professor Beaver  
Deputy District Commissioner Exploring, GW Dist., NCAC, BSA  
Speaking only for myself, but with Scouting Spirit . . .  
\_\_\_\_\_ mfbowman@CAP.GWU.EDU \_\_\_\_\_**



**From mfbowman Tue Aug 2 00:11:02 1994**  
**Date: Mon, 1 Aug 1994 23:51:59 -0400 (EDT)**  
**From: "Michael F. Bowman" <mfbowman@cap.gwu.edu>**  
**Subject: Re: NEW SUBSCRIBER**

**Frank,**

**Increasing parent involvement is always a challenge, you're not alone. One successful strategy is to make a gigantic poster listing all of the Pack positions, activity chairs, and other jobs that will need to be filled throughout the year with a blank next to each. Fill in the ones where you have a volunteer ahead of time. Take the poster to your Join Scouting Night meeting and tell the new parents that each is expected to take on at least one of these jobs, explaining that Cub Scouting is a family organization and must have family; e.g., parent participation. Similarly put the poster in the front of the room for your Pack Meeting and give the same encouragements. This will net a few and help with a little peer fear/pressure. Nobody likes being seen as a non-contributor. Let them know that, if you don't see their names, you'll help them find something. Then the Pack's leadership can divide the missing names and follow-up with one-to-one invitations.**

**A great selling point, when you begin to hear excuses is to tell them that what the Cub Scout program offers is what each parent would like to give his/her child, if there was enough time and that the advantage is that we can pool resources to see that each boy gets those things. This means that you the parent have to carry your share, which is a lot less than if you were trying to do all of these things yourself. Remind them that its not fair to ask other parents to shoulder their own share and this excuse maker's as well. You may lose one or two that don't want the commitment, but would they have stayed anyway?**

**Another point is that there are a lot of folks that are hesitant to volunteer, especially in hispanic communities. Some will be honored to be asked and to see your trust in them and will respond positively with encouragement. One of the best Webelos leaders I ever had sat quietly and never said a word at meetings for over a year because nobody every asked. I saw enthusiasm in his eyes and asked. A week later he came to a meeting in full uniform with every patch in the right place, brimming with ideas. He took Webelos to camp each year and never missed an activity. His den**

grew and had to be split twice.

While there is no best solution, consider making it a point to find the positive attributes of each parent as you get to know them and then use that as a reason you think they would be good at \_\_\_\_\_.

Remember that they can't say yes, if you don't ask.

Date: Tue, 2 Aug 1994 19:43:13 -0400 (EDT)

From: "Michael F. Bowman" <mfbowman@cap.gwu.edu>

Subject: WEBELOS SCOUT

I am resending this message, because I got a posting from the List rejecting the message as identical to one already sent. To my knowledge I only sent it once. Be that as it may, here it is again. If you already received it, I apologize for the clutter.

Kipp,

While there is a certain amount of rigidity built into the program and driven by policy there is always some flexibility. Scouting has always made exceptions for developmentally disabled persons. If the problem here

is one that can be characterized as such a disability, your local Council probably will be able to help you.

I agree with the comments that it is better that Rhys be allowed to be in the Webelos-I Den than for him to quit Scouting. This should be preceded, however, by a discussion with Rhys' parents and Rhys.

If a disability situation does not exist, they need to know that he won't be able to stay for a second year and that he will have to move to Boy Scouting.

Still its better that he get a taste. Maybe after a few months, he will be ready to shift and things can be reevaluated.

Yours in Scouting, Michael F. Bowman, a/k/a Professor Beaver  
Deputy District Commissioner Exploring, GW Dist., NCAC, BSA  
Speaking only for myself, but with Scouting Spirit . . .

\_\_\_\_\_ mfbowman@CAP.GWU.EDU \_\_\_\_\_

**Date:** Wed, 3 Aug 1994 01:34:03 -0400 (EDT)  
**From:** "Michael F. Bowman" <mfbowman@cap.gwu.edu>  
**Subject:** Re: Awards Chairman Woes

Tammy,

Sometimes parents are a more trouble than the peskiest Scout. Sounds like this mother is trying to use her son to substitute for recognition she wants or was deprived of in her childhood and making up for lost time. Whew.

The Cub Scout program is designed to be family oriented. During the Wolf and Bear years especially, the parent is the judge of whether his/her son did their best and completed a requirement for the rank or arrow point(s). This leaves the program vulnerable to parents who want the patches for their children more than the child. About the best we do is try to privately counsel them that this recognition is pretty empty. The Scout knows what he did or did not do. The award has little meaning for a Scout, if he didn't really earn it. Help the parent understand that they may be doing more harm than good by teaching their son that it is ok to fudge (cheat) to get recognition. Pride and self-esteem come from the Scout doing his own work and learning that he can do it. Beyond that we really have to accept the parent's word that a requirement has been passed.

This does not mean, however, that such a parent should be advancement chairman. I think you're right to be concerned and initiate action to get a different person this year. The Pack Committee or the Chartering Organization can certainly change things here. She may have volunteered and want the position, but that does not create an entitlement. Its up to the Committee.

For other awards, the new advancement person can use discretion to check to see that requirements are being met.

Yours in Scouting, Michael F. Bowman, a/k/a Professor Beaver  
Deputy District Commissioner Exploring, GW Dist., NCAC, BSA  
Speaking only for myself, but with Scouting Spirit . . .

\_\_\_\_\_ mfbowman@CAP.GWU.EDU \_\_\_\_\_

**Date: Tue, 23 Aug 1994 00:06:01 -0400 (EDT)**  
**From: "Michael F. Bowman" <mfbowman@cap.gwu.edu>**  
**Subject: Re: What do you do with JASMs?**

**Alan,**

**More than 25 years ago I was a JASM. My SM made it clear that the SPL would run the Troop using the Patrol method and that I was not to supplant the SPL. My duties then included:**

- \* Preliminary Scoutmaster Conferences - Reviewing Scouting Skills, Requirements, and Spirit followed by an ASM/SM Conference on Growth and Goals.**
- \* Conducting in-house training for newly elected Troop Officers**
- \* Serving as an advisor to Troop Officers**
- \* Monitoring Troop Instructors**
- \* Delegated signature authority for requirements (Tenderfoot to First Class)**

**Yours in Scouting, Michael F. Bowman, a/k/a Professor Beaver  
Deputy District Commissioner Exploring, GW Dist., NCAC, BSA  
Speaking only for myself, but with Scouting Spirit . . .  
\_\_\_\_\_ mfbowman@CAP.GWU.EDU \_\_\_\_\_**

**Date: Wed, 31 Aug 1994 02:07:51 -0400 (EDT)**  
**From: "Michael F. Bowman" <mfbowman@cap.gwu.edu>**  
**Subject: Re: Fundraisers & Cub Scout Dues**

**Barb raised an interesting point when she said her Pack used monthly raffles. Most of us would consider them harmless at first glance. However, remember from Basic Training that raffles are not an approved method of securing funds. The subject of money-earning projects is discussed in Chapter 6 of the Cub Scout Leader Book. At page 84 the BSA policy is spelled out, "The plan must be free of gambling, in harmony with local laws, and consistent with the ideals of Scouting. (Raffles are not an approved method of securing funds.)"**

**When a Pack decides to ignore the rules, its teaching its Scouts its okay to ignore rules as well or at best sending confusing signals.**

**Why not try a monthly silent auction, bake sales, etc.? Any kind of fundraiser that involves the Scouts will tend to teach thrift and help the boys to learn some valuable lessons. Adult money-raisers may be expedient, but at the same time don't teach much.**

**Consider planning a budget with Pack/Den dues to cover most of the program to start and begin with a small fund-raiser to get it going. Most Councils have popcorn or other campaigns that can be used with the added benefit that the sales also support Scouting at the Council level.**

**Yours in Scouting, Michael F. Bowman, a/k/a Professor Beaver  
Deputy District Commissioner Exploring, GW Dist., NCAC, BSA  
Speaking only for myself, but with Scouting Spirit . . .**

**\_\_\_\_\_mfbowman@CAP.GWU.EDU\_\_\_\_\_**

**Date: Fri, 2 Sep 1994 10:08:16 PDT**  
**From: Rodger Morris <rlm@SUNED1.NSWSES.NAVY.MIL>**  
**Subject: Resignations Are Sometimes Necessary**

> In my life I have found that a resignation seldom if ever gets the  
>message across. People respond to the action (resignation) rather than to  
>the message and the issues involved. People think that the SM resigned  
in  
>anger and that he or his ability to handle the situation were the problem.  
>Nothing is gained. I would support the suggestion that he stay and fight  
for  
>change. I do understand the feeling involved and would understand the  
decision  
>to resign, but. . . .

>  
Sometimes resignation is justified. I was Scoutmaster of the Troop in which  
I had once been a Scout. My Committee Chairman was also on the  
governing  
board of the church that sponsored my Troop, and her husband was the  
Chartered Organization Representative. Her husband was a well-meaning  
individual, but was unable to curb her excesses. Whenever she didn't like  
something in the Troop program and couldn't get the Troop Committee to  
go  
along with her, she brought it up as an agenda item for the church board  
and  
got the board to adopt her position without hearing any other input.

Example: "Rodger, the church board has decided that playing British  
Bulldog  
is contrary to the principles of Christianity and Methodism. You are  
directed to have the Troop cease playing this game immediately. From  
here  
on, you are directed to limit games to 10 minutes per meeting and to play  
only games such as knot tying relays and tent pitching races that are  
directly scoutcraft oriented." (Or words to that effect)

When I asked for an opportunity to provide input to the church board's  
decision making process in re the Troop program, I was told, "You are not a  
member of this church, so you are not permitted to attend church board  
meetings. This church owns the Troop, and you will do as you are told!", or  
words to that effect.

When I found that this individual was checking with the council office to

see if she could cashier me from Scouting for "insubordination to the Troop Committee Chairman", it was obvious that one of the two of us had to go. I had enough votes in the Troop Committee to overrule her, but her vindictive behavior in similar situations outside of Scouting led me to the conclusion that she would destroy the Troop, if that were necessary to "win". The church was unwilling to rein her in. I was unwilling to see my Troop die over a matter of principle. So, with almost 25 years in Scouting with that Troop, I resigned in June of 1993 as Scoutmaster and started to work on my master's degree. Several days later, I was asked to join the district committee as Public Relations chairman.

I've kept my hand in at the unit level by founding a Troop and two Packs in the past year (with another Troop due to go on-line this month), by serving as Assistant Scoutmaster, district Public Affairs chairman, and by founding and serving as chairman of the American Legion Post #741 of Camarillo's standing committee on Scouting.

Ironically enough, it is arguable that I have done more good for Scouting since ceasing to be Scoutmaster than I did as Scoutmaster, at least insofar as total numbers are concerned. I had built my previous Troop up from 4 to 37 active Scouts over a 31 month period. Since I resigned as Scoutmaster 14 months ago, the new Troop has gone from 5 to 21 Scouts with another 3 prospective members, the first Pack has 11 boys, and the second Pack has 23 boys. I believe we will have at least 10-12 boys in the upcoming new Troop. Counterbalancing that is the fact that the old Troop has dropped to about 20 active boys.

Had it not been for this vindictive and power-motivated individual, I would not have resigned as Scoutmaster when I did and the new units in my community would not have come into being where and when they did to serve more boys. Truly, "The Great Master of all Scouts" sometimes works in strange ways.....

**Yours in Scouting,**

**Rodger**



**Date: Fri, 2 Sep 1994 23:07:50 -0400 (EDT)**  
**From: "Michael F. Bowman" <mfbowman@cap.gwu.edu>**  
**Subject: Re: Introduction of Myself to Discussion Group**  
**To: "James D. Tucker" <ZJT@CU.NIH.GOV>**

**Jim,**

**Welcome aboard.**

**Building a Troop can be a daunting experience, but its not hard if you can get a reputation for having great (fun) programs. Consider having each Scout invite two friends to join them on a fun activity trip; e.g. to a water park or amusement park followed by a cook-out. Most kids die for a chance to just go have fun. Once they've nibbled, pull in the line and have the Scouts tell a bit about the Troop. Save the invites until later - postcard (kids love mail) and a follow-up call from a Scout. That may get things going. Afterwards make sure to get the reputation for camping or outing once a month every month no cancellations. The word will get out and things will build. Also invite local Webelos 2 Dens to activities and campouts where you have things planned that they can do and have lots of fun. When crossover time rolls around, you'll have a new patrol or two. Best of luck.**

**Yours in Scouting, Michael F. Bowman, a/k/a Professor Beaver  
Deputy District Commissioner Exploring, GW Dist., NCAC, BSA  
Speaking only for myself, but with Scouting Spirit . . .**

**\_\_\_\_\_ mfbowman@CAP.GWU.EDU \_\_\_\_\_**

**Date:** Tue, 6 Sep 1994 23:11:38 CST  
**From:** "Settummanque, the blackeagle" <waltoml@WKUVX1.WKU.EDU>  
**Subject:** Re: Paul's "Eagle"

**Mike (Professor Beaver) wrote earlier:**

>Looks like Paul has given us his Council's address. Here are a >couple of other addresses that may be of help:

>1. Rudy Flythe, Regional Director, Northeast Region, BSA, P.O. Box >350, Dayton, NJ 08810-0350, Telephone 908-821-6500, Fax 908->297-2010.

Before writing to Rudy, write to the Area Director of the Regional Area at the same address. I believe you guys are in Area Three of the Northeast Region, therefore the address would be the same except instead of the Regional Director, it should go to the Regional Area Director, Area Three, Northeast Region BSA.

All Rudy will do is forward it to the Regional Director of Operations, whom will forward it to the Area Director. More time.

>2. T.J. VanHouten, National Director of Advancement, Boy Scouts >of America, National Office, 1325 West Walnut Hill Lane, P.O. Box >152079, Irving, Texas 75015-2079, Telephone 214-580-2000 >(switchboard I think?).

That's right...T.J's number is 2021, I believe.

(Professor Beaver's following comments are noteworthy:)

>I would suggest that before there is a rush to swamp these folks >with an angry comment or complaint that we take a second to put >ourselves in their shoes. The two above addressees probably have >no idea of Paul's situation and most likely would be interested in >seeing that justice is served.

That is, unless the Regional Area Director has notified them of the Council's situation, Mike, as they do when they have their monthly meetings the third or last Monday of the month in Dayton.

>I'm sure that you will relate to them the information that Paul >has provided the list. Realize that from their viewpoint, they'll >want to hear the other side of the story before responding or .answering our questions.

This is especially the case in T.J.'s case. He'll have someone from his office to contact the Council Scout Executive and talk with him about the situation, can it be salvaged for all concerned and if necessary, to apply the "screws" to the Scout's dad (in the way of those infamous "letters") to do what is right.

Of course, if this person has given the Council buke-kho big bucks, don't count on a simple letter from the Council Executive as a quick remedy!

What *\*needs to be done\** in this case is that the kid and the dad need to be sent to the woodshed and Paul and the Troop's Committee chair apply the thick paddle to their buns!!!

>Maybe the best thing is for us to encourage just that - a good >look-see from National.

When the application arrives there without the signature of the Scoutmaster, it *\*will be sent back\** along with a form letter from Rayna (the admin assistant in his office) informing the Council Scout Executive of the ommission. **THIS IS THE REASON WHY I HAVE ALWAYS STATED THAT THE SCOUTMASTER HAS THE FINAL SAY!** If the application reaches National without the Committee signature, it will be sent back to the Council and they will call the Committee chair in (or get a verbal okay to sign for him or her).

But a **SCOUTMASTER'S SIGNATURE** has to come from the **REGISTERED SCOUTMASTER** of that Troop; the **REGISTERED COACH** of that Varsity Team; or the **REGISTERED ADVISOR** of that Explorer Post or **REGISTERED SKIPPER** of that Explorer Ship.

Nobody else will do. They match up the names of the Scoutmaster against the

charter of the unit (something that they have been doing for quite some time now!)

>It may be best to have someone with a little distance from the >situation to have a healthy and fair look at the facts and >situation with a view towards making sure that the aims and >methods of Scouting are not compromised. Evaluate-evaluate->evaluate.

Mike, that's the job of the Council's Scout Executive. Part of his or her job is to look at each and every Eagle application that comes in the office and apply his John Hancock or Susan B. Anthony to that document. Again, this cannot be delegated, according to National policy. It is that Council Scout Executive's approval that starts the ball rolling at National.

If he or she let that application ride up to National, expect this person to also feel the heat from the National/Regional Program folks! Heat for professionals are STEAMING!!

>Paul, no doubt this has been an agonizing experience for you. >Although many of us have been urging you to stay on for a variety >of reasons, we also know that you have to make a call. Whatever >your final outcome, know that you have a lot of Scouting friends >out here to support you.

And that goes triple for me. Start with your Council Scout Executive and work your way upward. Next would come his boss the Regional Area Director and then go to Rudy. In the meantime, cc: all of the correspondence to both T.J. and to your Council Scout Executive. Good or bad, the Council Executive wants to know what you have said to National because as sure as I'm sitting here on America Online {tm}, he'll get a copy of your letter and their proposed answers either in a direct fax or by pouch mail the next week!

Settumanque!

Mike L. Walton (writing from America Online {tm} because I'm

**extremely overquota on my WKU account!!!)  
Bowling Green, Kentucky**

**From: "Michael F. Bowman" <mfbowman@cap.gwu.edu>  
Subject: Re: New SPL's Parents**

**Alan,**

**The situation you describe is appalling; e.g. linking SPL with Mother being president of mother's club. The Troop in question needs to be reminded that Scouting is for Scouts and their development, not parents. It is grossly unfair to link a Scout's opportunities in a troop to the level of his parents' participation in another function. If the Troop has a problem with a parent that won't participate, it needs to address that problem separately, but not by punishing the Scout by establishing a non-regulation criteria for holding the Office of SPL.**

**Yours in Scouting, Michael F. Bowman, a/k/a Professor Beaver  
Deputy District Commissioner Exploring, GW Dist., NCAC, BSA  
Speaking only for myself, but with Scouting Spirit . . .  
\_\_\_\_\_ mfbowman@CAP.GWU.EDU \_\_\_\_\_**

**Date: Sat, 1 Oct 1994 02:40:50 -0400 (EDT)**  
**From: "Michael F. Bowman" <mfbowman@cap.gwu.edu>**  
**Subject: Re: Girls with Venture Crew & Troop?**

**So far as I know BSA has not authorized coed venture programs. The only place in BSA programs where coed units are authorized is Exploring. If you know of something different, I'd sure like to see the rule cited that allows it.**

**I'd also be leery of allowing coed participants without registration. This would cause some real problems regarding liability, if anything were to happen on an outing. BSA registration is necessary for youth members to participate in the program. And as you know, in Exploring female members like male members must be registered.**

**Yours in Scouting, Michael F. Bowman, a/k/a Professor Beaver  
Deputy District Commissioner Exploring, GW Dist., NCAC, BSA  
Speaking only for myself, but with Scouting Spirit . . .  
\_\_\_\_\_ mfbowman@CAP.GWU.EDU \_\_\_\_\_**

**Date: Sun, 23 Oct 1994 12:00:31 -0400**  
**From: Paul Miles <SARASPA@AOL.COM>**  
**Subject: Troop 18 Update**

Now that I am back on the list I can relate what's been happenin' in this seemingly never ending incident. For those not aware of this situation, please read the late Aug-early Sept of Scouts-I. There is more to it, but in a nutshell, I am a SM who is appealing the submission of an Eagle application to National.

Troop 18 is making a good effort to regroup after/during this problem. Many parents have expressed an interest to help. District came to us and provided a training night for prospective new leaders. Handouts, videos, the whole show. We have some promising people coming onboard.

Our attendance at meetings has been low, < 50%, due to parents not wanting to get involved with our Eagle candidate, and his parents (The TRIO). The chartering organization had sent them a letter in early Sept. stating that they are not welcome and should seek another troop. They however, continue to come to the meetings with Dad sitting in a corner and glowering at everyone he perceives to be not on his side and the boy wearing his Eagle. Very disruptive. Parents won't commit to helping until he is no longer there. Since the letter was not enough, the CO (a vol. fire dept.) met and the full membership voted to again inform the TRIO that they are not welcome, only this time through their attorney, and if they show, they will be considered trespassers. The show-down is Thursday night. Once they are gone, the re-birth of Troop 18 will continue.

The boys are doing their best, they did miss the fall Camporee, they were able to attend during the day on Saturday. They have an overnight planned this coming week-end, they are building a signal tower and will later work on our continuing Adopt-a Road service project. Boys being boys, they seem to have a good sense of what is right and are doing their best. I am VERY proud of them. They, in spite of us parents, will make this scouting year a success.

I am SM in name only until such time as a replacement can be found. I do not attend meetings but do try and help the new adult leaders and the troop as much as possible. I had previously noted that I and members of the committee were in fear of attacks of a personal nature that could have serious affects on our personal lives. These fears, I found out were not unfounded. I work for a state gov. agency and have used my work computer for access to scouts-l and personal E-mail to people on the list. I also have used my work phone for scout related calls. The father of the eagle candidate was boasting various people in the District that he was coming after me. He was unable to be persuded not to. He filed complaints about my misuse of state resources and notified everyone from the Govenor, his elected rep., my commissioner and personel department. I have had to appear at an interogation (with my lawyer, and union rep) and answer questions regarding my computer/E-mail use and explain my phone usage. I answered truthfully and tried to explain the circumstances while admitting that I was wrong to do the things I did. The case has been escalated to a disciplinary action and I will need to go to a hearing. As I understand it, I will luck out and get to keep my job in exchange for a letter of reprimand and a fine of \$1,000 - \$2,000. Others have also been affected. A parent called the council office to complain about the father sitting in meetings and staring at the scouts, he was called back shortly by the father and told ...I got Miles in trouble at work and you could be next... A former committee man's son has searched and questioned regarding drugs at school, based upon anonymous tips. These episodes appear to be unfounded knowing the boy and his family.

One good thing that came about as a result of my previous posting and your responses was that someone who sat on the Secret BoR was informed of our troubles ... kind of like a troop near you is having problems.. when he read the E-mail he realized that he sat on the Bor. He investigated and realized



his error and has changed his vote to a negative. His letter doing so has been forwarded to national.

So thats where we are. We are trying to make a go of it and I'm sure we will succeed. I miss the activity and working with the boys even though it was "only one night a week".

Thanks for your support these past months. Your kind words and phone calls make me feel proud to be associated with you all.

Paul Miles, SM Troop 18

**Date: Sun, 23 Oct 1994 22:39:33 -0400 (EDT)**  
**From: "Michael F. Bowman" <mfbowman@cap.gwu.edu>**  
**Subject: Re: Troop 18 Update**  
**To: Paul Miles <SARASPA@AOL.COM>**

**Paul,**

**Your courage in this difficult situation is to be commended. This jerk may have won one round and have done his best to hurt those who tried to the right thing, but in the end things have a way of working out. I know that won't soften the blow to the wallet or reduce the legal fees. I don't know the laws in your jurisdiction, but some states have regulations that require state employees to be explars of citizenship and to foster good citizenship as a general duty. If your state has any written policy or regulation of such a nature, your lawyer may be able to make arguments that you were acting in furtherance of state policies by working with an organization that is dedicated to developing the best citizenship values among youth and as such the resources were expended in furtherance of state purposes. Just a thought. After all it ain't over yet. Would it help if one of us were to write a letter to your Governor?**

**Yours in Scouting, Michael F. Bowman, a/k/a Professor Beaver  
Deputy District Commissioner Exploring, GW Dist., NCAC, BSA  
Speaking only for myself, but with Scouting Spirit . . .**

**\_\_\_\_\_mfbowman@CAP.GWU.EDU\_\_\_\_\_**

**Date:** Sun, 23 Oct 1994 16:41:03 -0400  
**From:** "Michael C. Horowitz" <mhorowit@CAP.GWU.EDU>  
**Subject:** Re: Troop 18 Update

**Paul - I'm not in the legal profession, but what you are describing almost sounds like "stalking" - can anyone lend a working definition? - Mike**

Date: Sun, 23 Oct 1994 23:26:35 -0400 (EDT)  
From: "Michael F. Bowman" <mfbowman@cap.gwu.edu>  
Subject: Troop 18 Update

Mike Horowitz raised the question of whether the parent who has tried to intimidate was stalking. Mike's basic instinct here I think is good. There is an area of tort law called abuse of process that may be applicable here. It works like this: If a person brings or causes an action to be brought against a second individual with an ulterior purpose; e.g. a collateral advantage, and if the purpose is accomplished by a willful act not proper in the regular conduct of the proceedings, the person who caused the legal action to be initiated may be liable for damages, even if the action against the second person was successful. Some court opinions have compared such actions as similar to extortion to obtain a benefit by threats or actual use of legal process.

For example, if a person causes another to be brought up for administrative charges that prove successful, but did so for the purpose of accomplishing an entirely different objective that gains an advantage for himself, he may be found to be abusing the legal process and subject to a lawsuit for damages.

Now this is a general statement of how the law works in most jurisdictions. I am not familiar with the law where Paul is and can't say how the courts there view this kind of action, this is something best left to Paul and his attorney. It could be that the parent may be subject to this form of tort liability, if a Court were to find that he was using the legal process to intimidate or coerce others to avoid taking actions regarding the questionable manner in which his son was able to obtain an Eagle badge and medal through his influence and schemes.

This is an area where the Courts in the different states are not always of the same mind and where a lot depends on available evidence. Again, I think this is something best left between Paul and his attorney to evaluate.

Yours in Scouting, Michael F. Bowman, a/k/a Professor Beaver  
Deputy District Commissioner Exploring, GW Dist., NCAC, BSA  
Speaking only for myself, but with Scouting Spirit . . .

\_\_\_\_\_ mfbowman@CAP.GWU.EDU \_\_\_\_\_

**Date:** Sun, 18 Jun 1995 22:18:55 -0400 (EDT)  
**From:** "Michael F. Bowman" <mfbowman@capaccess.org>  
**Subject:** Re: Dropped Scouts?  
**To:** SCOUTS-L Youth Groups Discussion List <SCOUTS-L@TCUBVM.IS.TCU.EDU>

Charlotte,

In your posting you mentioned that the chartered organization provides almost everything, that you limit the size of your unit, and that you have boys waiting to take the places of those who don't attend.

**What size is your unit limited to?**

**Is it large enough to have several patrols, an ASPL, and an SPL?**

**Why is the size limited?**

**Is it a function of what the leadership can handle?**

**Can your unit recruit more ASMs to handle more boys?**

**How many boys are interested, but not being served?**

**Are there enough to form a second unit?**

**Are these boys referred to other local units, if you can't handle them?**

I realize that there are real constraints on how many Scouts any unit can handle and stay healthy, but I sure hate see Scouting turning boys away or not opening the door. If you can't handle these boys, talk with your Commissioner and DE.

As to the Scouts that don't seem to appreciate the kindness of their benefactor - this may be a symptom that they don't have ownership. They don't learn by getting things free - challenge them to earn the stuff through service hours via your Troop's PLC. Let the PLC tackle the problem and you'll be amazed at the solutions the boys come up with. Trust them . . . and if necessary let them make mistakes. They'll probably come up with solutions to both ownership and attendance.

While the PLC is tackling this problem, this is a great opportunity for the Scoutmaster to check-in with both the parents of the absent Scouts and these Scouts - ask why they are not coming. What is it that they are interested in? What would they like to do? This will establish that they can't pretend to be at the meeting when they're not without being confrontational if done right. It will also establish that the Troop is

interested in what they want. You can relay the results to the PLC, who then can get more input and tailor planning accordingly.

**Speaking only for myself in the Scouting Spirit, Michael F. Bowman  
Prof. Beaver, Nat. Capital Area Council, BSA mfbowman@CAPACCESS.ORG**

**Date: Thu, 20 Jul 1995 02:08:58 -0400 (EDT)  
From: "Michael F. Bowman" <mfbowman@CapAccess.org>  
To: SCOUTS-L Youth Groups Discussion List <SCOUTS-L@TCUBVM.IS.TCU.EDU>  
Subject: Re: What I did on Summer Vacation <g>**

Charlotte,

Sorry you had to endure a week with leaders that confused boot camp methods with Scouting methods. I went through one of those weeks as an ASPL with a wonderful, but sometimes overly tough Marine Lt. SM. He was trying hard, just hadn't learned the Scouting methods. I recall our Camp Commissioner having a long talk with him, while a staff member diverted us for a couple of hours with firebuilding, etc. Fortunately, he got the message and things improved for us. We had just thought he was a little too tough sometimes with pushups and the like and tolerated it. Didn't know any different in those days.

That started me to wondering whether these leaders were properly trained and most of all where was the Camp Commissioner? As a former Program Director, I find it hard to believe that a camp would operate without having commissioners visiting sites as well as other staff. Surely they must have noticed, its not that hard to get a pretty good feel for how a unit is operating by mid-week. And if there is a problem it should be addressed.

My concern is for the boys that stay - like Pete I wonder what will happen with them. Many of them are going to see this as what Scouting is all about. They have no other point of reference. There is no place in Scouting for leadership by intimidation and physical punishment. And if this is what the Scouts see, I suspect they won't be Scouts very long.

I certainly agree that you are better off moving to a better unit. Sometimes it is also easier to try to fix a problem of this sort when you don't have to worry about whether your own child will be the victim

of reprisal.

Based on what you have said about the heat, humidity and situation, their conduct may well be classified as physical and/or emotional abuse. As you no doubt are aware BSA's YPP guidelines require the reporting of any suspected abuse. Given the circumstances, I think you are obliged to discuss this matter with the Council Scout Executive, who should be made aware of the circumstances immediately. He can work through the Commissioner staff to improve the way this Troop operates, and take action if he feels abuse was present. He also should be aware that this took place on a property under his Council's control and be concerned as to why his staff was not aware of what was going on.

Speaking only for myself in the Scouting Spirit, Michael F. Bowman  
DDC-Training, GW Dist. Nat Capital Area Council  
mfbowman@CAPACCESS.ORG

Date: Mon, 31 Jul 1995 02:06:29 -0400 (EDT)  
From: "Michael F. Bowman" <mfbowman@CapAccess.org>  
To: SCOUTS-L Youth Groups Discussion List <SCOUTS-L@TCUBVM.IS.TCU.EDU>  
Subject: Re: Parent Leaders with Scouts

Steve,

Your description of the "Parent-Scout" leaders fits a few that I have run into in the past. As an SM it is agonizing to watch the Scout be smothered or subordinated to the parent's desire to relive their own youth and make Eagle the second time around. It is difficult when you are trying so hard to foster growth and self-esteem to see the sons of these parents so dependent that you wonder whether their quietness and immature personality characteristics are the result of an over-bearing adult to child relationship. Its never easy to watch and makes you wish you could intervene.

However, this is the point where sometimes we have to remember that there are going to be some problems that we are not equipped to solve or simply can't fix. Sounds like you've tried first aid; e.g. talking with the two ASMs, but that it didn't take. May be that they would benefit from family counseling, but that's really not our call as leaders in such a situation. Even with this situation the two Scouts are being exposed to a

lot of growth opportunities and though it would be better if they did everything on their own, its still better to have them participating as best than for them to have stayed in a domineering household with no opportunity for interaction with the other Scouts (siver lining in otherwise dark cloud).

In some of these situations you may have to make the best of the situation and augment with other ASMs to cover the gap to see that the rest of the Scouts are getting adult support as needed. This is a damage control sort of approach. As time passes you could continue to give them more feedback about how other Scouts see them and their sons and suggest alternatives while they are nodding yes. I like Alan's question about whether the ASM would hire someone at work at an interview if the interviewee was accompanied by his parent.

If the behavior of these ASMs is disruptive, the chartered organization and/or committee can decided not to keep them as leaders. The Scouts in such a case would be allowed to remain and the parents might be allowed to attend, but not as leaders.

If these two ASMs haven't been trained, get them to SM Fundamentals where they can be part of a patrol and do all the things they like to do. The experience with other leaders external to their situation and group discussions at the patrol site sometimes does wonders. If it didn't take at SM Fundamentals, consider sending them to Wood Badge. <g> Again they'll have the same opportunity to relive patrol life, but with the bonus of getting a ticket to work to earn their beads, something that might require enough time and energy away from their sons (especially if the Counselor is cued) that they may transfer some of their own achievement earning behavior away from their sons to their own goals (growing up late). In the process of working their tickets and working with their counselors, they may also learn much more about the program, how to do it, and end up not being as bad.

You could also take note of the merit badges each ASM "has earned" with his son and ask him to be a counselor for it with other Scouts during parts of an outing after a suitable lead-in about how well he demonstrated skill x and how good it would be to share that with other Scouts. Meanwhile his own son escapes to do other stuff on his own.



**Speaking only for myself in the Scouting Spirit, Michael F. Bowman  
DDC-Training, GW Dist. Nat Capital Area Council  
mfbowman@CAPACCESS.ORG**

**Date: Mon, 18 Sep 1995 13:24:45 -0400  
From: "Paul H. Brown" <phbrown@CapAccess.org>  
Subject: Re: Campout ended on bad note**

**Parents need to realize that they take on a different role when they are with the scouts: they are adult leaders of scouts, not parents of individual boys. A wise SM taught me, when helping first year campers at summer camp, "Don't start your help with your son. Don't finish your help with your son."**

**That being said, your CC mom needs to "chill." The boy leaders need to deal with the boys, at least in the first instance. The boy leaders are more difficult to "con" than mom is.**

**Has the CC been to a SM fundamentals course? Does she understand the "game" that is scouting? Does she accompany her son on all the troop outings, to "protect" him from the vicious, uncouth curs that other parents send on the camping expeditions?**

**The adults n the troop need to have training for their roles. Even unregistered parents need to know where they fit in: when intervention by adults is appropriate, and when it isn't. And which adult should do so. Part of the scouting game is for boys to get themselves into "fixes," and then figure out how to get themselves out of them. This includes interpersonal "fixes," as well as the "which trail do we take now" kind. When mom is there to rescue, there is no opportunity for the scout to grow.**

**YiS**

**Paul H. Brown, UC, GW District, National Capital Area Council  
and a scout dad  
phbrown@capaccess.org**

**From mfbowman@CapAccess.org Tue Sep 19 02:04:40 1995  
To: SCOUTS-L Youth Groups Discussion List <SCOUTS-L@TCUBVM.IS.TCU.EDU>**

## **Subject: BSA Troop Leadership Issues**

**In reading both Paul Brown's and Sara Duff's postings about problems with a committee and a committee chair, the first thing that comes to mind is that in both cases it seems that the actors are not well acquainted with the Scouting game and could do with some training to understand how a boy run program should work. In both cases we have adults who will or are hurting the delivery of a quality Scouting program to the Scouts. The first step seems to be educating them about how the program is supposed to work, the methods and aims of Scouting, and things that are not acceptable.**

### **In re: Troop Changes**

**Paul, please invite your entire committee to the Great George Washington District's Camporee. :-) On Saturday we will be holding Basic Unit Committee Training preceded by a group screening of the Fast Start video. We'll be covering the aims, methods, etc. of Scouting and provide a discussion forum for "how to" information. Some of the staff are from LDS units and will be able to address issues related to your Chartered Organization. Paul, you should also be talking to the ADC responsible for your service area and our District Manger (New title folks - from BSA-HQ) . Lets start with education and bring some experienced folks in to help work out things. We need to make sure that the Troop doesn't end up as some unrecognizable abberation of Scouting by keeping the boys in leadership spots and making sure that as many Scouts as possible can go on outings, recognizing some limits on the Blazers.**

### **In re: Campout ended on bad note**

**Aside from education, this posting rang some alarm bells for me. The immature 15 year old in this situation is a real problem. And it sounds like you are in a tough spot with his mom being CC and not a good judge of how to react. I agree completely with Chris that the SM needs to let all know that he is "mom" on campouts and would go further in saying that he should tell parents to work problems through him and not directly with the boys, this will allow him to make use of the PLC to figure out fixes. But back to the problem. The immature 15 year old's conduct is unacceptable. Sure boys this age rough it up once in awhile, but this seems like more than the usual. Whether his conduct amounts to assault**

or not would depend on the facts and local law, but it sounds like he may have crossed the line. For the other Scouts this can lead to some wanting to quit to avoid having to put up with this nonsense. His mother's conduct as described might rise to verbal abuse with the same result. Neither type of conduct is something that can be condoned or allowed to continue.

There are some alternatives that might be useful to consider here and you may want to try one or a few of them:

1. If you think the situation can be salvaged, try starting with education and involve the Chartered Organization Representative and your Unit/Assistant District Commissioner.
2. You may need to work with your COR and Institutional Head to review whether they will allow this person to continue to be committee chair. They have the power to "fire" her. They own the unit.
3. The Unit needs to make clear that the boy's "jumping on other Scouts" behavior is not acceptable and will not be tolerated. There is no need to sacrifice the welfare of the Scouts for this one.
4. Perhaps it is time to encourage this Scout to leave the unit and get a fresh start elsewhere; e.g. an Explorer Post where the Mom won't be as easily able to be part of the problem and where peer pressure will probably prevent many problems.
5. Have an SM Conference or BOR for the Scout on his progress - find out where he's at. Why he is acting the way he is. Develop a contract with him about expectations and obligations. Caveat: This may not be advisable if there is a clinical problem that needs professional help.
6. Invite your ADC/UC to sit in on the next Committee Meeting and review the problem and solicit their advice. Sometimes it helps when the critique is from a disinterested third party.

**Bottomline:** You have the best handle on the facts and people. Assess what will be the best for the Scouts in the Troop and use your people resources to tackle the problems.

**Date:** Sat, 6 Apr 1996 12:19:24 -0600

**Subject:** Re: Help - CM w/ son going to another Troop(long)

At 11:55 AM 4/4/96 -0500, you wrote:

>Hello everyone; I have a small problem - I think.

>Bottom Line: My son wants to QUIT this TROOP because of this - and we have

>brought this to the young SM (26) and he said mention that this is part of  
>growing up.

The SM may be the one who needs to grow up. Scouting is a special place.  
We

live by the Oath and Law. The SM must set this example. When he tolerates

less on the basis of "boys will be boys" he is just not getting it. You steps in moving to a new troop seem the best answer. Even if the SM pledges

to clean up his act (he is the responsible party after all), I would not put your son through the risk. You can be patient, but at 12 or 13 life is just too short for that kind of patience. A Scout should not have to wait for this behavior change in his troop. Your SM's attitude must have been a real disappointment. (I wonder if your SM has ever taken training. Perhaps he needs to do so. He will find all he needs in the SM Handbook, and at Scoutmastership Fundamentals (basic SM training). All troop leaders should

have completed this course). Yours SM may also just be too young and/or too

close to the boys to let him control/influence the behavior in the troop.

>However, now here my concerns. I am a Cub Master which a part of my job is to

>promote/encourage my Webelos to go up and join the Boy Scouts Program or

>expose them of it - with the same Church correct???? My own personal feeling

>are playing a Major role here - because I totally disagree with the events

>that took place ( I really don't want to get into more detail here - but I

>will reply privately ) and how it was handled by the SM. So here I am a CM

>and supposed to encourage MY CUBS who I devoted my whole time to and LOVE

>VERY MUCH - to promote them to a Boy Scout Program which I disagree with. Boy

**>- this is VERY TOUGH to do because it goes against what MY Heart Believes.**

**Your heart, Scouting, the Scout Oath and the Scout Law. That IS the bottom line. I think your idea of a meeting with the Troop Committee is an excellent one. I would suggest that you also talk with your Chartered Partner Representative (the person in the church who serves as a council-member-at-large for all Scouting in the Church. Your best bet is to have a quiet chat beforehand with the Minister. Put him in the picture.**

**>I have scheduled a meeting with the Boy Scouts Board for this Troop to go  
>over the issues to readdress the IDEA of Scouting and what is ALL ABOUT  
for  
>the Boys.**

**You have it right. You care and that is most important.**

**I offer the following excerpt from Scoutmastership Fundamentals (1995 Printing). You might want to share this with your Minister and the troop committee. It is the official statement of the BSA and certainly applies here.**

**The Mission of the Boy Scouts of America: "It is the mission of the Boy Scouts of America to serve others by helping to instill values in young people and in other ways prepare them to make ethical choices over their lifetime in achieving their full potential."**

**Caring Adults: "... bringing the values of Scouting through requires the effective training of adult leaders in understanding how youth grow and develop, in creating an environment for learning and growth, and in providing them with activities and meaningful experiences that reinforce positive values."**

**And this is the clincher (right from Fundamentals. It is in Wood Badge and the Junior Leader Training Conference, too).**

**Scouting is a special place: "The rules are the ones we know well -- the Scout Oath and the Scout Law.**

**We create a safe haven in Scouting, a place where everyone should feel physically and emotionally secure. We do this in several ways:**

-- We set the example for ourselves and others by always behaving as Scouts should. We live the Scout Oath and Law each moment of each day, to the best of our abilities.

-- We refuse to tolerate any kind of inappropriate put-down, name-calling, or physical aggression.

-- We communicate our acceptance of each participant and each other through expressions of concern for them and by showing our appreciation whenever possible.

-- We create an environment based on learning and fun. We seek the best from each participant, and we do our best to help him achieve it."

Creating a Safe Haven: "... creating a safe haven is best accomplished by personal example. Your attitudes, your example and your expectations will set the tone."

I hope these statements will be of value. They really explain who we are. Scouting is, as B-P said, "a game with a purpose."

Yours in Scouting,  
Lew Orans  
Sam Houston Area Council  
Houston, Texas

Date: Sat, 6 Jan 1996 15:11:52 -0500 (EST)  
From: "Michael F. Bowman" <mfbowman@CapAccess.org>  
Subject: Re: Troops Living Together (long)

Todd,

Boy what a tale of woe you tell. Two Packs and Troops thriving but bumping heads over turf. This has got to be sending some real conflicting messages to the youth members that are counter-productive to the aims of Scouting.

Let me suggest a few things that may or may not work, but ought to be eye-openers.

**1. Invite the CC, SM, Pack CC, CM and COR(s) to a meeting at a neutral site after you have a commitment from your DC and DE to be there no ifs ands or buts. Plan this at a Church where there is a meeting room that can be shut off. Anyone else arriving kindly ask them to wait downstairs in the fellowship hall, etc. and they will be briefed of the results later.**

**2. Make a pitch on Boy Leadership, Patrol Method and the Aims of Scouting. Show a quick video of great fun stuff. Yea, starting sound like crazy - what's going on here?**

**3. Get all to agree this is what it is all about. Boys having fun, growing, etc.**

**4. Now you get to it. Point out that the facts are that the adult Scouters are starting to interfere in this process by undercutting, squabbling, etc. That the kids are quick to pick this up. Careful - keep it light and upbeat not condensending and nasty. Work through it with leading and open questions. Control this discussion closely. Even if it gets warm, okay. Stop things with the Scout sign. Point out that this is an example of what we're concerned with. We are all so eager to succeed, we're kinda bumping into each other wasting energy, making enemies of good friendly folks, getting mad at wonderful people.**

**5. Start selling for dear life. Offer alternatives.**

**a. Cooperative joint unit fund-raisers**

**b. Territories for sales**

**c. Draw lots for who sells trees, other party gets wreaths, etc.**

**d. Joint advertising, separate sales**

**e. LEAVE IT TO THE PLCs to have a joint session and come up with a plan that the Scouts think is fair !!!!! No parents allowed.**

**f. Keep on fighting tooth and nail**

**6. Make sure to explain as many benefits and negatives of each way.**

**7. Ask for committment to youth and committment to cooperation for youth.**

8. Hold your breath, smile, reward constructive comments with praise and let the other stuff slide by without getting ruffled.
9. Summarize direction suggestively.
10. Good luck. You will need it.
11. Ask the parties to sign a written summary of the agreement and to put it in their newsletters.

**Speaking Only for Myself in the Scouting Spirit, Michael F. Bowman  
a/k/a Professor Beaver (WB), ASTA #2566, OA Vigil Honor '71, Eagle  
Scout '67, Serving as Deputy District Commissioner for Training,  
G.W.Dist., Nat. Capital Area Council, BSA - mfbowman@capaccess.org**

**Date: Fri, 19 Jan 1996 01:17:58 -0500 (EST)  
From: "Michael F. Bowman" <mfbowman@CapAccess.org>  
To: SCOUTS-L - Youth Groups Discussion List <SCOUTS-  
L@TCUBVM.IS.TCU.EDU>  
Subject: Re: Leadership**

**Dan,**

**Here are a few thoughts you may be able to share with your SM and committee.**

**When we talk about leadership as a method towards achieving the three aims of BSA, we are talking about boy leadership and not adult leadership. The idea is to give boys leadership opportunities where they can all learn about leadership. When a SM appoints a youth leader, that youth will learn about leadership by doing, but the rest of the Scouts will be deprived of the opportunity to learn about leadership selection. Why is this such a big deal? Because this method is directly related to the aim of preparing Scouts to be participating citizens.**

**How can they learn how to be participating citizens when the model is that of a dictator?**

**The idea is that the Scouts should learn about participating as a citizen by taking part in selecting leaders in their own Troop. Hopefully they will learn from bad and good selections how important it is that they vote wisely and pick the best leader. This should carry over to adult**



life when they have the opportunity to vote for leaders in government.

When they become adults there will not be a benevolent dictator to choose the best leader for them. They will have to be part of the process. What better preparation than learning by doing in the Troop. Sure they may make mistakes and that's not bad. They may well learn much more from the mistakes than by doing everything perfectly.

Give them the chance to learn how to be participating citizens in their own Troop now and help them to be ready to participate as a citizen in adult life.

Speaking Only for Myself in the Scouting Spirit, Michael F. Bowman  
a/k/a Professor Beaver (WB), ASTA #2566, OA Vigil Honor '71, Eagle Scout '67, Serving as Deputy District Commissioner for Training,  
G.W.Dist., Nat. Capital Area Council, BSA - mfbowman@capaccess.org

Date: Sun, 28 Jan 1996 00:07:15 -0500 (EST)  
From: "Michael F. Bowman" <mfbowman@CapAccess.org>  
To: SCOUTS-L - Youth Groups Discussion List <SCOUTS-L@TCUBVM.IS.TCU.EDU>  
Subject: Re: Help for a new UC

Jim,

Your mention of two sides and mediating sounds like there is more to the story than what you could relate in an e-mail. Is there more going on than just poorly organized meetings? For example, is there a growing rift between factions of parents who are wrestling for control over the unit?

Generally I would advise any Unit Commissioner approaching something like this that:

1. First and foremost you should be in a listening mode and find out all that you can about the unit before responding too quickly. Knowing who is who, personalities, etc. can be invaluable. Likewise it helps to find out whether there have been past problems in a unit - this might be the continuation of something that already has been addressed and needs a different approach. It sounds like you have already gotten a firm start

in this area by talking with the past Cubmaster. I'm curious though why it was necessary to write a letter to the present Cubmaster. Was he/she unavailable by telephone? Normally formalizing to this degree can be confused with supervising versus advising, which I am sure is not what you intended.

2. Be cautious in your approach. A Unit Commissioner is an advisor and conduit for information there to serve the unit. You have to be careful not to cross into the area where it appears that you are asserting any kind of authority over the unit. From your posting it sounds like you recognized this instinctively, but it never hurts to keep evaluating how others will see your actions. In the meeting you have scheduled your idea of explaining your role is an excellent idea, it will go a long way towards putting oil on the water, if anyone thought you were trying to take charge.

3. Remember that you can leave the problem, but the unit has to live with the results. The people in the unit should be the ones who have ownership over the solution. If they are not, the solution will not have a very long life. Meetings to come head-to-head on an issue can be useful, but sometimes you may want to consider whether it is better to be more of a behind-the-scenes advisor, letting the unit play more of a role. You might, for example, coach the Committee Chair on the basics of Scouting, run through fast start tapes, answer many questions, and then work on what he/she could do to facilitate change, helping him/her to develop several alternatives to present to the Pack Committee.

In your situation, you already have a meeting set that will compress things a bit. Could you meet with the chairman ahead of the meeting, say at his house to do a bit of coaching before hand. This could do a lot to keep you more in the background during the meeting allowing the unit to address its problems with more ownership.

4. Recognize that as dedicated and excited about having a great program as we are, not everyone will understand things as well as you would like and from time to time there will be things that don't meet your expectations. Some units are going to have problems that take a long time to resolve. Sometimes a problem may defy solution or seem to. It will be tempting to try to jump in and fix things. Sometimes it is better to ask questions, present alternatives, explain why some alternatives are good and note problems, etc. The committee may make mistakes or not follow your advice. That is okay. It is bound to happen to some degree. Remember to praise publically any good result and wait

for private opportunities to offer helpful constructive criticism. By being a warm and positive advisor you will probably be welcome back, where another who was too critical may be regarded by both sides as an unwelcome meddler.

5. Sit back and watch, wait to be asked for help. In your pre-meeting get together with the Committee Chair you can work out some signals for when to jump in or arrange for the Chair to ask specific questions. If you've been asked, the answers are usually better received than if you've asserted a position intrusively.

6. Bring some donuts or snacks to the meeting. Shake everyone's hand and take a minute to thank them for being in Scouting. Smile. Smile. Smile. Laugh. Listen. Engage in a few words of chat to learn about each person. Try to remember names.

7. When you speak, thank them for the opportunity to be their guest. Act as a guest.

8. If you sense that the committee needs some time to hammer out something without an outsider present, excuse yourself to make a telephone call, hit the head, take a walk cause your knee is stiff, etc. and return when you judge it wise.

9. When asked an opinion, give alternatives without value judgments on any of the people in the unit and take a second to praise anything positive that comes to mind. Sweeten the medicine. Close any comment by returning the ball to their court; e.g. now those are my thoughts. I know that you know more about this Pack than I do and what will work or not. Maybe some of the rest of you have some ideas and suggestions too. After everyone has made suggestions, I'm sure you can pick the ones that will work best for you. Sit back and enjoy.

10. Before leaving thank everyone again for being allowed to be a guest and for their support of Scouting. Add a few words of encouragement, invite them to the next District event, and thank them again. Let them know that you are available to help via the Committee Chair and Cubmaster (this is important - nobody likes to be undercut). Passing out Scouter cards to everyone at the meeting is not a good idea for this kind of meeting.

**11. After the meeting, review the situation with your Assistant District Commissioner or District Commissioner. Be honest and invite critical comment. Figure out the best plan for follow-up.**

**12. Follow-up on whatever happens. This may be a long process of nudging success, which seems to work best anyway.**

**Jim, I know you are a dedicated Scouter facing a tough situation and wish you every success in bringing things to a good resolution. Let us know how things turn out. It is through situations like this that we all learn more of what works and what does not. Even a complete "failure" at such a meeting, really never is a "failure", but instead an opportunity for learning and re-evaluation. And successes are always great to hear about. I'd wish you good luck too, but somehow I don't think you'll need any luck. :-)**

**Speaking Only for Myself in the Scouting Spirit, Michael F. Bowman  
a/k/a Professor Beaver (WB), ASTA #2566, OA Vigil Honor '71, Eagle Scout '67, Serving as Deputy District Commissioner for Training,  
G.W.Dist., Nat. Capital Area Council, BSA - mfbowman@capaccess.org**

**Date: Fri, 8 Mar 1996 22:47:25 -0500 (EST)**

**From: "Michael F. Bowman" <mfbowman@CapAccess.org>**

**To: SCOUTS-L - Youth Groups Discussion List <SCOUTS-L@tcubvm.is.tcu.edu>**

**Subject: Re: How do we handle former CC?**

**Sara,**

**Sadly, some adults behave worse than the youth and your former Committee**

**Chair (CC) seems to be a case in point. You and your committee have done the best thing for the Scouts and though it may be hurtful to have her lurking about back-biting, it is time to get on with providing a great program for the Scouts you have. With the passage of time she and her complaints will be forgotten as you move forward.**

**The Scouts do not need to know the details of her departure. I'm a firm believer that it is much better for a unit not to have adult leaders making disputes public in front of the Scouts - it detracts and sends confusing messages. Likewise, there is no reason why the parents need to know more than they already know.**

**As to the Commissioner - talk with your DE and ask him to host a meeting with your new CC and the District Commissioner, ADC, and UC. Explain to them the program and planned activities of the Troop. Invite them to come see for themselves how the Troop is doing and to offer advice based on their experience. Let them know you are trying your best to deliver the promise and ask how they can help. If discussion moves to the old CC, simply tell them that it was the committee's decision that the move was in the best interests of the Scouts and is not up for discussion, you are only interested in moving forward, will they help you or not? This ought to convey to them that your folks are not the problem without saying as much. A willingness to be open and request for help are hard to turn down, if these folks are kind of good Scouters with the interests of the Scouts at heart. I suspect they'll quickly figure things out. This way you avoid getting into a lose/lose situation.**

**An argument doesn't last very long, if you refuse to participate.**

**Speaking Only for Myself in the Scouting Spirit, Michael F. Bowman  
a/k/a Professor Beaver (WB), ASTA #2566, OA Vigil Honor '71, Eagle  
Scout '67, Serving as Deputy District Commissioner for Training,  
G.W.Dist., Nat. Capital Area Council, BSA - mfbowman@capaccess.org**