



## Retention Guide

### Mission

BSA Troop 1028 is a Scout-led unit. Our very diverse and skilled Scouters provide strong support for boys seeking true self-reliance. We hope that Scouts ultimately become ready and prepared to do the right thing... doing their best wherever they are, whenever they can, with whatever they have.



*"The spirit is there in every boy; it has to be discovered and brought to light."*

—Robert Baden Powell

### Scout Retention

This guide provides some thoughts about how our troop continues to retain interest from its Scouts as they transition from young Scouts to young adults.

### Retention Dilemma

*"Beware of the fumes: fuel and perfume."*

—Ancient Proverb

All Scouts seek adventure and variety. They want to experience "WOW!" As they advance and mature, they usually tire of old sites and routines and look for more novel, challenging, and thrilling options. Older Scouts (those who are about 13+ years old) aspire toward truly high adventure.

We try to provide adventure opportunities for all our Scouts, but many—if not most—things that excite a young Scout bore their older fellows. Advancement, mentoring, and leadership help engage older Scouts, but it's not enough to keep most of them excited about Scouting. They have too many other options for excitement and engagement.

We must make Scouting continually cool for older Scouts. We start by reducing retention barriers.

### Overcoming Retention Barriers

*Scouting* magazine identifies 6 key reasons Scouts drop out. Let's address each one:

- **PROBLEM 1:** Sports and other after-school activities get in the way...
- **SOLUTION:** *Be accommodating. Encourage balance. Scouting can work with/around band, orchestra, sports and other activities. We're still around after the season, etc. After all, we're around all year.*
- **PROBLEM 2:** Your unit's program has gotten stale...
- **SOLUTION:** *Don't do the same thing year after year, especially at the same sites. While parents and younger Scouts may find familiarity comforting, you'll bore others and suck the energy out of your program and community. Find different activities, or at least sites, whenever you can. Create a 3-6 year activity program structure and research tons of activity options. Then, with a bit of mentoring and direction, let the Scouts decide what to do. Just make sure they know that repetition can be stale.*
- **PROBLEM 3:** Lack of commitment from parents...
- **SOLUTION:** *Get parents invested from the start by engaging them regularly, providing a structure for participation, communicating details about your program, and—when appropriate—giving them a role.*
- **PROBLEM 4:** Poor fit between the Scout and unit...
- **SOLUTION:** *Help him find another pack or troop. Scouters must humble themselves when a family or boy needs a change. Let them know about other troops that might work out better. Try to make Scouting work for them.*
- **PROBLEM 5:** Scouting is too expensive...
- **SOLUTION:** *First, provide great "bang for the buck." Mix in low-cost activities throughout the year. Make sure all activities are worth the expense. Fill your year with money-earning projects and opportunities. Create regular, or even special, opportunities for older Scouts to fund more expensive high adventure quests.*
- **PROBLEM 6:** It's hard to reach today's kids...
- **SOLUTION:** *First, get your Scouters and Scouts trained. Keep them trained. Second, give the Scouts great content. Provide them with diverse activity options. Give them plenty of high-adventure and outdoor opportunities. Give them substantively good and ever-varied content. Remember that everyone enjoys GREAT FUN!*

Our troop tries to remain mindful of these barriers. We hope to be increasingly effective when addressing each one. More detail follows.



## Serving Our Busy Scouts

We accommodate busy Scouts by giving them plenty of options, both in terms of activity and in terms of their roles within the troop community. Most importantly, we employ a predictable rhythm within our annual program structure, so that they can predict and plan for Scouting opportunities. While we vary activity content, we try to keep the overall weekly, monthly, and annual patterns reasonably certain. Then, we maintain an accessible calendar and send out frequent communiqués and updates. Good communication, coupled with relative certainty, make things easier for all families, especially harried ones.

We sprinkle multi-night, overnight, single-day, and short activities throughout the year. For instance, we have a long day hike on the first Saturday of every “even” month. This gives a busy athlete or musician an opportunity to reconnect with the troop, even during periods when he’s too busy to make most troop meetings, much less camp outs.

Our troop conducts biannual elections, around which Scouts get elected or appointed to a slew of different leadership and support positions. Many of these roles are well-suited to Scouts who are unable to attend meetings or activities on a frequent and/or regular basis. The key is matching the Scout to the right job at the right time of year.

Of course, as noted, by creating a dynamic, Scout-led program, you invite Scouts to accommodate their troop community. They make reciprocal sacrifices because they want to be part of the fun. They then work to balance their schedules.



## Keeping the Program Fresh

Our troop employs a strong, rhythmic program structure, but it is nothing more than a sturdy, dependable vessel. We try to fill it with different activities each year. Wherever possible, we try to go to new places and try new things. It’s the best way to keep things fresh. While we often return to our council’s summer camp, or periodically attend district and council camporees, we endeavor to give the veteran Scouts new activity or leadership options. This reduces repetition and tedium. We also schedule an average minimum of 1 overnight activity per month, so that there’s usually a fresh activity not too long before or after a “traditional” event.

We now seek a 5- to 6-year programming cycle, so that Scouts who stay in the troop from age 11 through 18 confront very little repetition. By building a portfolio of 60-72 major theme and activity options, we can give the Scouts plenty of options from which to choose with fear of too much routine. By creating a very large portfolio of site options, we further reduce the odds of letting the program get stale.

Since Scouts especially enjoy and remember aspirational high adventure activities, we aspire to create one very different “mega event” each year. This is the event young Scouts dream about, veteran Scouts salivate over, and older Scouts recall in tall tales. Note the section on “Connecting Through High Adventure.”

Please refer to our dynamic “Activity Guide” for plenty of specifics. Feel free to contact our Committee Chairman or Scouters with program suggestions.

## Keeping Parents Committed

The first step in keeping parents committed is providing plenty of clear communication. We also try to be open to their needs and receptive to their opinions and feedback—even if it’s not always binding. Real respect helps build bridges.

As noted in our “Welcome Guide,” we ask that parents contribute at least ≈1 hour per month of active troop support. Many of parents fulfill this obligation by driving Scouts to events or waiting tables at our charter organization’s weekly bingo games. Some help with fund raising or community service. We provide many different options. This is critical for busy parents, especially if they’re working a lot, travelling a lot, have a lot of kids, and/or happen to be single.

We encourage all parents to talk to our Scouters and Committee Chair about how they can contribute on a regular basis. After 1 year, some parents even register with the BSA and start the necessary training to take on more formal duties on the committee, as Scouters, or in some other important support role. A few find themselves active at the district or council level.

Whatever the case, by keeping parents busy, you keep them engaged. This engages the family and helps support our most important bond, which is with the Scout.



## Finding the Right Fit for Scout & Troop

Ours is a “back-country” troop. We like to get outdoors and connect with nature, ideally in primitive locales. We do a host of other things, but nature forms the backdrop for our most memorable activities. It certainly serves as the setting for high adventure and mega events.

While we vigorously support advancement and endeavor to get each new Scout to the rank of First Class within a year of his admission, we remain a boy-led operation and let Scouts progress at their own pace.

Some Scouts prefer a different kind of troop. They may not function well in a boy-led environment. Some don’t like the backcountry, much less packing in with all their gear in their pack. Others simply don’t get along with whatever group of guys we might have on the roster at a given moment. Whatever the case, we try to help them stay in Scouting. This may mean helping them find another troop that’s better suited to their needs. We’re prideful, but we’re not too proud to say that our program is not for every Scout.

Here, the key is trying to quickly identify when a kid has disengaged from our troop and why. This may mean frequent Scoutmaster conferences and/or parental meetings, but it’s worth the extra work.

## Keeping Things Affordable

We believe that you can create great fun on a tight budget. You can create amazing wow on a modest budget. This requires creativity and work. Most importantly, it requires a good plan.

As noted, we’re mighty active. We offer all kinds of activity options, opportunities to spend money. And we operate on a “pay as you go” basis, usually collecting activity fees on a proforma basis. This challenges most folk’s pocketbooks.

We try to address this financial challenge in two ways: first, by keeping expenditures down; and second, by creating more revenue. (Sound familiar?)

We keep expenditures down by programming a healthy mix of affordable activities, using off-season scheduling, seeking economies of scale, and building a strong, reusable and/or recyclable set of troop tools and other gear that reduces individual strain. Good research and clever purchasing go a long, long way. A good mix of quality versus quantity eases the task.



Still, the Scouts need money, and so does the troop. We’ve found good ways to increase income via Christmas tree sales and, more especially, popcorn and peanut sales. Now we’re exploring a select way to augment revenue through other select ventures (e.g., mulch sales, carwashes, special picnics, and even custom apparel/gear sales).

High adventure activities, especially on an epic level, require special fund-raising. If the goal is reasonable and the activity is cool enough, however, the Scouts will find a way to fund the quest—especially if we make it reasonably affordable.



## Engaging Older Scouts

*“I became a young man when I realized that giving presents was better than getting them.”*

—Roman Proverb

We begin engaging older Scouts by teaching them Scout skills, helping them embrace good values, and training them as they become veteran Scouts. We help them make the critical transition from being a “me” Scout to becoming a “we” Scout.

We also train our Scouters. Then, we keep both Scouts and Scouters trained, especially by insuring that they practice by training others. A Scout often stays engaged by simply realizing that all of the skills and other Scout knowledge he’s picked up over time gets forgotten without practice and refreshment.



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Older Scouts work on advancement, teach, mentor, and lead. Properly engaged they have fun and serve as great role models and leaders. Given the opportunity to plan programs, set schedules, and craft activities, they take part ownership of the troop and become further engaged. They plan and direct troop meetings and activities.

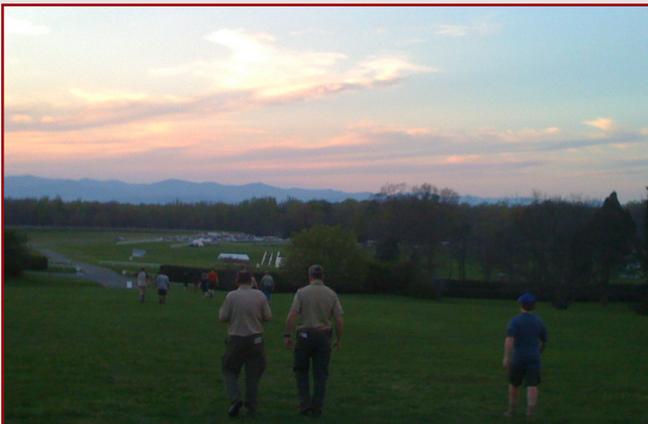
Service to others and good citizenship is learned through such outdoor activities as conservation projects, collecting food, building trails and shelters, and conducting community service projects that promote healthy living. Through helping other people, Scouts learn to appreciate how they can share themselves and their blessings to those in need. By giving service to benefit others, Scouts gain a sense of personal satisfaction.

Many older Scouts receive the honor of peer-cast election into the Order of the Arrow (OA), BSA's honor



society. This elite group of Scouts conducts its own Scout-led activities by chapter, lodge, region, or nation. They promote camping and cheerful service. The OA also supports research into Amerindian culture. It's an engaging vehicle for veteran and senior Scouts to get out on their own with peers of the same age and interest. It also gives them a great means for mentoring their fellows.

Ultimately, though, all Scouts need to have FUN! Scouting is "fun with a purpose." Without fun, there's no Scouting. Without fun, you cannot retain Scouts. Transition becomes departure.



So, our troop tries to give our Scouts great content. We provide them with diverse activity options. We give them plenty of high-adventure and outdoor opportunities. This substantively good and ever-varied content so includes activities like:

- Bicycle touring
- Backpacking
- Bouldering & rock scrambling
- Bushwhacking
- Canoeing and kayaking
- Caving
- Climbing
- Cross-country skiing
- Geocaching
- Hiking & trekking
- Horseback riding
- Horsepacking
- Historical & archeological adventure
- Indoor games & sports
- Mountain biking
- Outdoor games & sports
- Parasailing
- Pioneering
- Rafting
- Rappelling
- Rock climbing
- Sailing
- Scuba diving
- Skiing and snowboarding
- Snowshoeing
- Shooting sports
- STEM (Science, Technology, Engineering, Math)
- Surf kayaking
- Scout theater

High adventure may not be appropriate for all Scouts. It may be too challenging for younger Scouts, however excited and smart they might be. So, we must layer our program with activity options for Scouts of all ages, abilities, and interests.





## Growing Through Outdoor Adventure

*"In such a diversity it was impossible I should be disposed to melancholy."*

—Daniel Boone

Outdoor adventure is the promise made to boys when they join Scouting. Boys yearn for outdoor programs that stir their imagination and interest.

In the outdoors, boys have opportunities to acquire skills that make them more self-reliant. They can explore canoe and hiking trails and complete challenges they first thought were beyond their ability. Attributes of good character become part of a boy as he learns to cooperate to meet outdoor challenges that may include extreme weather, difficult trails and portages, and dealing with nature's unexpected circumstances.

Scouts plan and carry out activities with thoughtful guidance from their Scoutmaster and other adult leaders. Good youth leadership, communication, and teamwork enable them to achieve goals they have set for themselves, their patrol, and their troop.

Learning by doing is a hallmark of outdoor education. Unit meetings offer information and knowledge used on outdoor adventures each month throughout the year. A leader may describe and demonstrate a Scouting skill at a meeting, but the way Scouts truly learn outdoor skills is to do it themselves on a troop outing.



## The Order of the Arrow

BSA's National Honor Society, the Order of the Arrow (OA), recognizes Scouts and Scouters who best exemplify the Scout Oath and Law in their daily lives. This recognition provides encouragement for others to live these ideals as well. Arrowmen are known for maintaining camping traditions and spirit, promoting year-round and long-term resident camping, developing leaders, and providing cheerful service to others. OA service, activities, adventures, and training for youth and adults are models of quality leadership development and programming that enrich, support, and help to extend Scouting to America's youth.

The OA mission is to fulfill its purpose as an integral part of the BSA through positive youth leadership under the guidance of selected capable adults.

The OA purpose is to:

- Recognize those who best exemplify the Scout Oath and Law in their daily lives and through that recognition cause others to conduct themselves in a way that warrants similar recognition.
- Promote camping, responsible outdoor adventure, and environmental stewardship as essential components of every Scout's experience, in the unit, year-round, and in summer camp.
- Develop leaders with the willingness, character, spirit and ability to advance the activities of their units, our Brotherhood, Scouting, and ultimately our nation.
- Crystallize the Scout habit of helpfulness into a life purpose of leadership in cheerful service to others.



OA membership requirements are:

- Be a registered member of the BSA.
- After registration with a troop or team, have experienced 15 days and nights of Boy Scout camping during the two-year period prior to the election. The 15 days and nights must include one, but no more than one, long-term camp consisting of six consecutive days and five nights of resident camping, approved and under BSA auspices and standards. The balance of the camping must be over-night, weekend, or other short-term camps.
- Youth must be under the age of 21, hold the First Class rank or higher, and following approval by the Scoutmaster, be elected by the youth members of their troop.

Based on the spirit underlying the OA's 2-year camping requirement and the OA's nature as an honor society rooted well-seeded core values of Scouting, Troop 1028 recommends that Scouts serve more than 18 months prior to standing for election. The OA is rooted in Scout spirit.

## BSA Older Scout Programs

As Scouts age and mature, they continue to search for new and exciting experiences,



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sometimes apart from the younger dudes.

The BSA offers a host of structured options for exciting outdoor programs through both the council and national offices.

See: <http://www.Scouting.org/Scoutsource/BoyScouts/Resources/olderboyadventure.aspx>

## BSA Outdoor Awards

### Fifty-Miler Award

This embroidered patch, No. 00187, or leather patch, No. 00243, is earned when a Scout hikes, paddles, bikes, or rides horseback for at least 50 miles over five consecutive days, performs 10 hours of service, and completes the Fifty-Miler Award application, No. 34408A.

### Climbing

Young people today seek greater challenges, and climbing and rappelling offer a worthy challenge. The satisfaction of safely climbing a rock face is hard to top. While introduction of the Climbing merit badge in spring 1997 spurred interest in these activities through the BSA, the proliferation of climbing gyms and facilities has also made climbing and rappelling readily available throughout the United States.

## BSA Outdoor Adventure Programs

### National Camp Schools

The BSA operates national and local high-adventure programs at camps, bases, and reserves throughout the US. Outdoor activities include day hikes, service programs, camping programs, trekking programs, and a host of training programs, many through established camp schools.

National Troop Leader Training is especially important.

### Passport to High Adventure

Many older Scouts, Varsity Scouts, Explorers, and Venturers consider high adventure the highlight of their outdoor Scouting experiences. The Passport to High Adventure tells how they can—with guidance from their adult leaders—plan and safely carry out council



and unit high-adventure treks using Leave No Trace techniques. Older youth seek out these programs; it's what keeps them high on Scouting. High adventure challenges and inspires them—and their leaders—and broadens their appeal for Scouting. This is why Scouters must make high-adventure opportunities a priority, promoting participation by unit members who qualify for these elite outdoor activities.

## BSA High Adventure Bases

BSA maintains four national High Adventure Bases that offer a wide variety of year-round adventure programs. These great reservations include Northern Tier in Minnesota, the Florida Sea Base in the Florida Keys and the Bahamas, Philmont Scout Ranch in New Mexico, and the new Summit Bechtel Reserve in nearby West Virginia.

The Northern Tier National High Adventure Program, based in northern Minnesota with two satellite bases in Canada, provides a variety of canoe treks and programs. With two locations in the Florida Keys, the Florida National High Adventure Sea Base offers a variety of aquatic and boating programs. Philmont Scout Ranch and the Double H Ranch in the mountains of New Mexico provide excellent backpacking treks. Age requirements for these programs vary, but most programs are rugged and designed for older Scouts.

## National Jamborees

The new Summit Bechtel Reserve is the permanent home of the BSA's National Jamboree. This monumental gathering of older Scouts occurs every four or five years. More than 40,000 Scouts and leaders from across the country participate in this 10-day event, which is filled with the most popular and highest quality outdoor activities Scouts might enjoy.

To participate, a Scout must hold the rank of First Class or higher, be of good health and Scout spirit, and be at least 12 years of age by July 1 of the given jamboree year.

See: <http://www.Scouting.org/Scoutsource/BoyScouts/PassporttoHighAdventure.aspx>

## SJAC High Adventure

Our Stonewall Jackson Area Council (SJAC)



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operates a host of great summer programs like the Ranger Challenge, River Runners, etc. We encourage our older Scouts to explore these local options. The SJAC also offers opportunities for seasoned Scouts to work at Camp Shenandoah and a wide variety of local service programs.

Council high adventure experience includes at least 5 nights and 6 days of trekking in wilderness and other rugged, remote locations. Trekking may include backpacking, canoeing, mountain biking, horse packing, mountain climbing, ski touring, rafting, kayaking, or a host of other outdoor adventures. Participants must be at least 13 years old by January 1 of the year they participate.

## Troop 1028 Unit High Adventure

The highest level of challenge for a troop or team is to plan and carry out its own high-adventure experience. These activities for more experienced Scouts are planned and implemented by youth members with coaching from their adult leaders.

Our troop encourages our Scouts to explore these options as individuals and as groups. We seek to organize troop-supported expeditions to each BSA base on a reasonable rhythm. Our alumni have visited each site. Their stories live with them every day.

Troop 1028 offers a number of troop-specific adventure opportunities for its older guys. These include Appalachian Trail maintenance and other outdoor service, a Multi-Miler Hiking program, an annual backpacking expedition, and periodic High Adventure Quests. (Please see our Activity Guide for more details.)

## Exploring BSA's High Adventure Bases

Arrayed across the backcountry at the Philmont Scout Ranch are horse corrals, living-history camps, Anasazi petroglyphs—and 83 solar collectors that generate a total of 120 kilowatts of power daily. A continent away, the Florida Sea Base in 2011 outfitted all of its boats with new motors that put fewer pollutants into the water and use 40 percent less fuel. At the Charles L. Sommers Wilderness Canoe Base in Minnesota, arriving and departing crews now eat in a new 14,000-square-foot dining hall that complies with green-level LEED (Leadership in Energy and Environmental Design) sustainability standards and doubles as a corporate conference center. Finally, at the Summit Bechtel Family National Scout Reserve in West Virginia, staff members are deploying social-media technology with all the aplomb of a Silicon Valley startup.

## Northern Tier (Minnesota)

Northern Tier is the BSA's oldest national High Adventure program, outfitting Scouting groups for canoe trips since the summer of 1923. The Charles L. Sommers Base has been home to the program since 1941.

North America's Canoe Country, a vast series of navigable lakes and rivers spanning thousands of square

miles, is one of the last great wildernesses on the continent. This boreal forest of waterfalls and bogs, bears and wolves, granite crags and waist-deep mud remains nearly as much of a wilderness as it was for the first fur traders who explored the area in the 1600s. Two centuries after the fur trade's peak in the early 1800s, our participants still follow in the footsteps of the French-Canadian voyageurs, paddling the same waters and straining over the same portage trails.

Located in wild, forested lake country near Ely, MN, Northern Tier is the Boy Scouts of America's gateway to adventure in the Great Northwoods. In the Summer, Scouts from Northern Tier's three wilderness canoe bases explore millions of acres of pristine lakes, meandering rivers, dense forests and wetlands in Northern Minnesota, Northwest Ontario and Northeast Manitoba. In the winter, Northern Tier is home to the Okpik Cold-Weather Camping program, the BSA's premier winter high adventure program. Fall programming is also available.

Whatever your plans, Northern Tier staff will outfit your crew with state-of-the-art camping equipment as well as a highly trained staff member called an "Interpreter." He will serve as an invaluable mentor/guide.

See: <http://www.ntier.org>

## Florida Sea Base (Florida Keys & Bahamas)

Headquartered near Islamodora, FL, the Florida National High Adventure Sea Base is a unique Scouting program that offers aquatics programs found nowhere else. Whether your interests lie in sailing, scuba diving, rustic camping on an undeveloped barrier island, fishing or a combination of all, this is the place for your troop or crew.

Sea Base now operates around a dozen different adventures out of different locations: the Florida Keys; Marsh Harbour, Bahamas; and the sailing base in St. Thomas, USVI (site of our troop's first trip in 2015).

The adventures Coral Reef Sailing, Sea Exploring Adventure, Eco-Adventure, Scuba Adventure, Scuba Certification, and Live Aboard Scuba Adventure operate in the Florida Keys at Mile Marker 73.8 at Sea Base on Lower Matecumbe Key located 75 miles south of Miami. Out Island Adventure, Keys Adventure and Florida Fishing programs operate in the Florida Keys on Summerland Key at Mile Marker 23.8 at the Brinton Environmental Center located 125 miles south of Miami. (Key West, the southernmost point in the Keys, Florida and the continental United States, is located at Mile Marker zero.)

Bahamas Adventure and Bahamas Tall Ship Adventures operate out of the Bahamas Sea Base in Marsh Harbour, Abaco, Bahamas, located about 100 miles east of Fort Lauderdale.

Scouting's most complete aquatic facility offers a complete variety of water activities from scuba diving to sailing "Tall Ships." Sea Base participants enjoy the opportunity to swim, snorkel, and fish among the most beautiful



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coral reefs in the northern hemisphere.

See: <http://www.bsaseabase.org/seabase/default.aspx>

## Philmont Scout Ranch (New Mexico)

Located in the southern Rocky Mountains near Cimarron, NM, Philmont Scout Ranch is the Boy Scouts of America's largest national High Adventure Base.

Philmont Scout Ranch is the Boy Scouts of America's largest national High Adventure Base. It covers 137,000 acres—about 214 square miles—of rugged mountain wilderness in the Sangre de Cristo (Blood of Christ) range of the Rocky Mountains in northern New Mexico.

Philmont Scout Ranch operates 34 staffed camps and 55 trail camps. Philmont has high mountains with rough terrain and elevations that range from 6,500 to 12,441 feet.

Philmont has a unique history of ancient Native Americans who chipped petroglyphs into canyon walls, Spanish conquistadors, who explored the Southwest long before the first colonists arrived on the Atlantic coast, the rugged breed of mountain man such as Kit Carson, who blazed trails across this land, the great land barons like Lucien Maxwell who built ranches along the Santa Fe Trail and miners, loggers and cowboys. All left their mark on Philmont.

Philmont Scout Ranch is home to a great variety of wildlife. Deer, elk, coyote, antelope, mountain lion, buffalo, beaver, wild turkey, bear, etc. live throughout its varied environs. Philmont's hills and canyons teem with birds. Its streams abound with fish. Its cool mountains harbor a wilderness bounty of trees, shrubs, flowers and grasses.

See: <http://www.Scouting.org/philmont.aspx>

## Summit Bechtel Reserve (West Virginia)

Set in West Virginia's New River Gorge, the Summit Bechtel National Scout Reserve encompasses 10,600 wild acres. It offers serious whitewater rafting, zip-lining, rock climbing, rappelling, mountain biking, hiking, etc. in a rugged mountain environment.

Also the permanent location of the national Scout jamboree beginning in 2013, The Summit Bechtel Reserve is the new home of Scouting, where the only boundary is your willingness to lead.

See: <https://summit.Scouting.org/en/Pages/default.aspx>

## Venturing

Venturing is a BSA youth development program for young men and women who are 13 and have completed the eighth grade, or age 14 through 20 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 program offers exciting and meaningful activities that help youth pursue their special interests, grow, develop leadership skills, and become good citizens. Venturing provides positive experiences to help young people mature.

Venturing provides the skills needed for young adults to make ethical choices, experience a fun program full of adventure and challenges, acquire leadership skills, and to take advantage of opportunities to advance their skills and knowledge in the areas of high adventure, sports, arts, hobbies, religious life, and Sea Scouting.

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

You can be a simultaneous member of both Venturing and Scouts, attending both troop and crew activities.



See: <http://www.Scouting.org/Scoutsource/Venturing.aspx>

## University Scouts

Akin to Venturing, University Scouts is "Scouting for college students." This demographic has an enormous potential to add vitality to the BSA by providing community service, mentorship and coaching to younger Scouts, while inspiring continued personal growth via meaningful fun, service, fellowship, and adventure.

University Scouts exists for teen Scouts transitioning from secondary to higher education. U-Scouts seek to flourish throughout their college careers, but still live by the principles of and continue to actively participate in the BSA throughout their adulthood.

U-Scouts provide help and guidance to local units. They are also involved in local projects and volunteer organizations as well as their school clubs and intramurals. They're service-oriented students, educators, and volunteers, seeking to make the world a better place.

See: <http://uScouts.org/>

