

# Welcome



BOY SCOUTS OF AMERICA  
*Denver Area Council*

# Commissioner Basic Training

January 24<sup>th</sup>, 2009



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# Aims and Methods of Scouting

Joe Black



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# The Aims of Scouting

- Character Development
- Citizenship Training
- Personal Fitness



# The Methods of Scouting

- Advancement
- Adult Association
- Personal Growth



# The Mission of the Council

- Promotes Scouting Program
- Guide and Support Districts/Units



# Mission of the District

- Organize and Support Successful Units



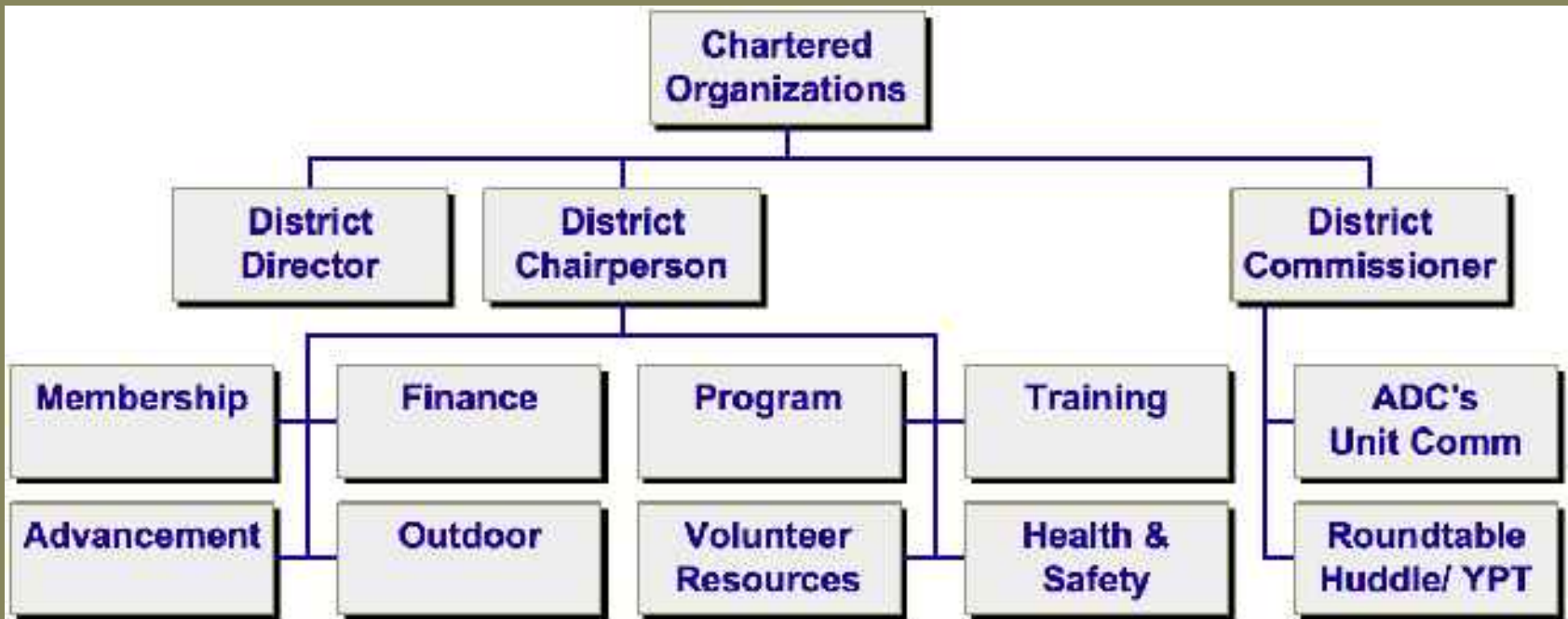
# Four Function Plan

## For Council & District

- **Membership / Relationships**
- **Finance**
- **Program**
- **Unit Service**



# District Committee





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# The Role of the Unit Commissioner

Kurt Ballantyne



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# Unit Commissioners



# The Commissioner Concept

- The Commissioner is the liaison between the local council and the unit
- The Commissioner is successful when units effectively deliver the ideals of Scouting to their members



# The Commissioner Mission

- Keep units operating a maximum efficiency,
- Maintain regular contact with unit leaders,
- Counsel leaders on where to find assistance, and
- Note weaknesses in unit programs and suggest remedies.



# The Commissioner's Vision

- Recharter all units on time
- Help form new units and save units in trouble
- Help train/coach new unit leaders
- Help units grow (scouts and adults)
- Help units plan, evaluate and improve



# Unit Commissioner's Roles

- Let's talk about these commissioner roles
  - friend
  - representative
  - doctor
  - teacher
  - counselor



# Unit Commissioner's Strengths

- **Enthusiastic and Inspirational**
- **Experienced**
- **Respectful**
- **Diplomatic**
- **Persistent, Patient and Committed**



# Unit Commissioners

- **Unit Commissioners focus on;**
  - **Providing a service to the unit**
  - **Developing and maintaining a strong unit**
  - **Helping units in time of need and/or transition**





# Unit Commissioners

- Are the **ONLY** volunteers given the job to visit units
- Are the **ONLY** volunteers given the job to befriend, coach and assist unit leaders
- Are the District/Councils Quality Assurance Team



# Unit Commissioners

- Visit the unit committee
- Visit the youth meetings
- Visit with unit leaders, away from meetings



# Unit Commissioners

- Visit the unit committee
  - Annual charter review/ presentation
  - Annual program planning
  - Fast Start Training for new leaders
  - Leader succession planning



# Unit Commissioners

- Visit the youth meetings
  - Observe the program being delivered
    - Fun
    - Attendance
    - Skills
  - Observe an outing/campout



# Unit Commissioners

- Visit with unit leaders, away from meetings
  - One-to-one coaching
  - Leadership planning
  - Charter Renewal
  - Unit Success Award
  - Centennial Quality Unit Award
  - Roundtable



# Unit Commissioners

- Expectations
  - Report to ADC/DC
  - Attend Commissioner Meetings
  - Become better trained yourself
  - Know your resources, & use them
  - Set the example



# Unit Commissioner Awards

- Arrowhead Award
- Commissioner's Key
- Commissioner's College (advanced training)





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# Supporting The Unit

Joe Black



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# List 5 Indicators of Unit Health

- Troop/Team/Crew

- Meetings
- Youth Leadership
- Advancement
- Adult Assistance
- Attendance
- Outdoor Program
- Budget Plan
- Membership
- Planned Program
- Other

- Pack

- Leadership
- Webelos Den
- Advancement
- Attendance
- Adult Participation
- Den Activity
- Tiger Cub Program
- Den Chiefs
- Membership
- Planned Program
- Other



# Resources

- Commissioner Helps
  - (See Commissioner Helps Booklet)
- Commissioner Recognition Program (CRP)
  - (See Handouts)
- Commissioner Admin – Chapter 11
  - (See Commissioner Admin)
- Commissioner Worksheets
  - (See Commissioner Fieldbook)





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# Unit Program Planning

Darrell Luebbe



# You've heard it before!

- “If you fail to plan.....
  - .....plan to fail”



# Plan Your Work...

- What do you need to plan?
  - Advancement
  - Financial needs
  - Staff / volunteer needs
  - Activities
- A quality program needs good planning
- A good plan is detailed and written



# Work Your Plan

- Communicate the Plan
    - Send to all
    - Post near term activities
  - Planning is an ongoing process
    - Weekly
    - Monthly
    - Annually
- Annually  
Monthly  
Weekly



# They're exactly the same... only different.

- Packs
- Troops, Crews & Ships





**Heavily sedated Scoutmasters make wonderful centerpieces!**



# Your place or mine?

- A comfortable location
- Lots of room
- Easel with BIG sheets of paper & tape
- Markers & pencils
- Snacks
- Activities



# Commissioner's Role

- Resource for information and processes
- Facilitate annual planning meetings
- Help schedule monthly leader/committee meetings
- Encourage attendance at Roundtable
- Encourage a written plan



# Pack Resources

- Program Helps and Pack Planning Chart
- Program Notebook
- Council Program Calendar
- Chartered Organization Calendar
- Roundtable handouts
- How To and Fun Books (for dens)
- Scouting Magazine (Cub sections)



# Troop/Team/Crew Resources

- Scoutmaster Handbook
- Woods Wisdom - Troop Planning Features
- Program Planning Chart
- Boy Scout Leader Notebook
- Council Program Calendar
- Chartered Organization Calendar
- Roundtable Handouts
- Scouting Magazine program sections



# Planning Steps

- Do the homework
  - What needs to be planned
  - when should it be finished
- Find out what scouts want to do
- Hold an annual planning meeting
- Consider Financial Needs
- Get Committee and parent support
- Publish the plan



# Planning Training

- New Leader Essentials
- Cub Scout Leader Training
- Boy Scout Leader Training
- Wood Badge Training
- Youth Protection Training
- Books, Videos, other References





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# Unit Visitation Reports

Barb Quatermass



# Unit Commissioner Worksheets

- Pack - Cub Scouts
- Troop - Boy Scouts, Varsity
- Crew - Venturing





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# The Unit Visit

Scott E. Johnson



# Select a Unit

- Select a Unit from those assigned to you.
  - Cub Scout Pack
  - Boy Scout Troop
  - Varsity Team
  - Venturing Crew



# Steps for the First Unit Visit

- Select a unit from ones assigned
- Consult with Assistant District Commissioner
- Call unit leader to schedule visit
- Attend in proper uniform
- Visit the entire meeting
- Observe - observe - observe
- Review worksheet after leaving the meeting



# Call Unit Leader

- Call the unit leader
- Visit should be convenient
- Ask if there are any problems
- Ask if they need anything
- Confirm location, date and time



# The Tool Kit

See Hand Out



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# Go Together

- Have ADC accompany you and make initial introduction.
- If available have previous Unit Commissioner accompany you to make introduction.



# Resources for the Unit

- Roundtable Handouts
- Opening/Closing Ideas
- Recruiting Info
- Training Dates
- Roundtable Dates, Location, Map
- Other



# Commissioner Worksheet

- Do not do worksheet during visit.
- Do worksheet as soon as practical after meeting.



# Unit Meeting

- Stay for the entire meeting.
- Do not participate in the meeting.
- Wear proper uniform.



# Unit Visit-Review

- Select unit.
- Call Unit Leader.
- ADC accompany you.
- Take Tool Kit.
- Do Worksheet after meeting.
- Stay for entire meeting.
- Do not participate.
- Wear Uniform.





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# Unit Committee Functions

Janet Ballantyne



# Unit Committee Functions

- Unit Commissioners can best help a unit leader if they also understand what a unit leader should have in the way of help from the unit committee.



# Unit Committee Functions

- Some resources are:
  - Cub Scout Leader Book (pp 4-6 to 4-9)
  - Scoutmaster Handbook (p 157)
  - Troop Committee Handbook



# Unit Committee Functions

- Record Keeping
- Correspondence
- Advancement
- Public Relations
- Training
- Outings
- Finance
- Membership
- Registration
- FOS
- Equipment
- Transportation
- Leadership Selection
- Eagle Mentoring



# Unit Committee Functions

- Organization of the committee depends on the size of the unit.
- In some units there may not be a formally organized committee.





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# Quality Unit Operations

Kurt Ballantyne



# When Are Units Successful?

When the units provide a quality program for youth



# The Quality Unit Award is:

- A measurement of the unit's level of success
- A guide for the unit leader on how to improve
- An important tool for the commissioner
- A means to recognize members & unit for being successful



# Centennial Quality Unit Award

The Centennial Quality Unit Award (CQUA)  
replaced the Quality Unit Award in January  
2007



# The Commissioner Must Be Knowledgeable About

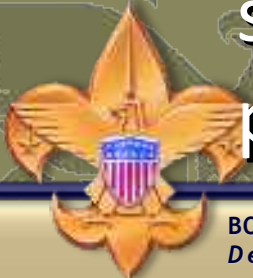
- The award form
- The award procedures
- The award criteria





# Centennial Quality Unit Award

- The Award recognizes units for delivering a quality program based on planning, financial strength, adult leader growth and training, advancement, on-time recharter and exciting outdoor experiences.
- The CQUA and USA are administered on a calendar year basis (January – December) separate from the annual recharter process, which occurs in February.



# Centennial Quality Unit Award

- The CQUA aligns with the DAC's Unit Success Award. Units conducting their program under the guidance of the USA will easily complete the CQUA requirements.
- A new emphasis is placed on recruiting and developing new adult leaders, and the relationship that Unit leaders maintain with their Charter Partners.



# Centennial Quality Unit Award

- The CQUA builds excitement toward the 100th year anniversary of Scouting in America.
  - Year 1 – 2007 – new patch replaced the QUA patch.
  - Year 2 – 2008 – new patch with unique colors
  - Year 3 – 2009 – new patch with unique colors
  - Year 4 – 2010 – Units earning the CQUA in all years receive a special award.



# The Commissioner's Role Is:

- To brief unit leaders
- To provide help & encourage units to meet award criteria
- To guide annual review of unit achievement for past year
- To obtain commitment for next year goals



# Provide Recognition By:

- Use of streamers & plaques for unit achievement
- Use of pins & emblems for unit members







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# Membership Management

Steve Yexley



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# Membership Problems

- Packs with mostly 9 and 10 year olds
- Troops with mostly 13 & 14 year olds
- Reduction in recharter numbers



# Fixes

- Membership inventories at recharter
- Year-round recruiting
- Roundup programs
- Scout Troop open houses
- Webelos Den list to Scout Troops
- Recruiting non-traditional Scouts
- A fun filled program that kids talk about





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# Counseling

Darrell Luebbe



# What is Counseling

- The best way to help a unit is to strengthen its leadership
- Counseling is the most effective way of helping leaders develop potential
- The ability to listen to someone in such a way that they will solve their own problems



# Counseling Fundamentals

- Carefully select a time and place where there will be no interruptions.
- Understand what the leader is saying.
- Let the leader know that you hear and understand.



# Counseling Fundamentals

- Do not give advice.
  - Guide the leader by questioning in a way that the leader solves his/her own problems. If the leader cannot find a solution, plant several possibilities in their mind, but let the leader select the one they think might work for them.



# Counseling Fundamentals

- Summarize from time to time to keep the leader on track.
- Support the leader's thinking with information (know the difference between information and advice).
- Refer to the *Commissioner Fieldbook* chapter on Counseling.





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# Second and Third Unit Visits

Scott E. Johnson



# The Second Unit Visit

- Go by yourself
- Stay only 15 minutes (a drop-in visit)
- Take along your Resource Kit
- Make worksheet changes you find appropriate



# The Third Unit Visit

## (to the unit committee meeting)

- Uniform is not optional - Set the example
- Commissioner is a friend and resource
- Be sure to visit the Charter Representative
- Give every member your address and phone number
- Use worksheet - (fill out “Some Ways to Help” column)





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# Unit Charter Renewal Process

Steve Yexley



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# Purpose

- Renew Unit Charter
- Review Unit status/development
- Reaffirm support of chartered organization
- Update unit and council membership records
- Evaluate unit program



# Background

- Congress granted BSA charter in 1916
- BSA grants charters to organizations
- Chartered organizations report to Scouting once a year



# Timeline

- 90 days before due date (Oct – Nov)
  - DE meets with chartered organization
- 60 days before due date (Nov – Dec)
  - Unit membership inventory
    - Recruit new scouts and adult leaders
- 45 days before due date (Dec – Jan)
  - Unit charter renewal meeting
- 15 days before due date (Jan – Feb)
  - Submit charter renewal application



# The Charter Renewal Package

- Unit Roster
- Quality Unit Application/Worksheet
- Lost Scout Search and Rescue



# Unit Roster

- Line out or add scouts and adult leaders
  - Only add those with applications already submitted
- Secure 3 signatures
  - Chartered organization officer
  - Commissioner
  - Unit leader (scoutmaster, cubmaster, advisor)



# Lost Scout Search and Rescue

- Unit fills out for all scouts leaving by choice
- A gauge of areas for potential program improvement
- Discuss with unit leaders to assess



# Commissioner's Role

- Do not wait until February to start re-charter
- Work with units all year on Commissioner challenge points
- Monthly visits provide information for package and program improvement





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# Unit Success Award Program (USA)

Kurt Ballantyne



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# UNIT SUCCESS AWARD

*(Previously the Commissioner's Recognition Program – CRP)*

- A Denver Area Council program
- A great planning and evaluation tool
- Points awarded for accomplishments
- Should have both Committee and Unit Leader Buy-in



# UNIT SUCCESS AWARD (Cont)

*(Previously the Commissioner's Recognition Program – CRP)*

- Review and Signed by Unit Commissioner and Unit Leader
- Always due at January's Roundtable
- Units receive Free Badges of Rank





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# Youth Protection Training

## (An Overview)

Barb Quatermass



# Youth Protection Training

- What is youth protection training?
- Why do we have youth protection training?
- How do we implement it?



# What is Youth Protection Training



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# BSA's Five Point Strategy

- Educate Parents, Scouts, Volunteers.
- Establish Leader Selection Policies.
- Create Barriers to Abuse.
- Identify Offenders.
- Report and Remove Offenders.



# Why Do We Have Youth Protection Training



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# General Welfare

- BSA concerns
  - Youth
  - Adults
- Safe Scouting environment



# The Youth Protection Program:

- Allows participants to recognize forms of child abuse
- Teaches how and where to report
- Educates about statutes and policies
- Minimizes liability
- Promotes safe, healthy program



# How Do We Implement It



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# Barriers to Child Abuse

- Screening by CC & CR
- Two Deep Leadership
- NO one on one
- No secret organizations
- No corporal punishment
- Supervision of Junior Leaders



# What Do We Expect From Our Adult Volunteers?

- Get training specific to your program involvement.
- Encourage Your Unit to require Youth Protection Training for all youth and adults.
- Help your committee select good leaders.
- Report promptly when abuse occurs.
- Promote unit use of videos & other training materials.



# Only You Can Prevent Child Abuse



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# Resources for Commissioners

Amy McNeil

Steve Yexley



# What Types of Resources

- What types of resources are available for Commissioners?



# Roundtables

- Cub Scout Roundtable
- Boy Scout Roundtable
- Varsity Team Roundtable
- Venturing Roundtable



# Roundtable

- Purpose of Roundtable -
  - Exchange of Information
  - Supplemental Training
  - Networking with Scouters in like roles



# Commissioners

- Unit Commissioners
- ADC's
- Roundtable



# Professional Scouter

- District Executive
- District Director
- Office staff and personnel



# Training Courses

- Basic
- Advanced
- Supplemental



# Inter-Unit Activities

- Camporees
- Klondike or Klondorees
- Jamborees
- Scout Show
- Day Camp
- Summer Camp
- Other



# Scout Show

- Interaction between units.



# Religious Emblem Program

- Various Denominations.
- Done through an individual's church.
- Encourage all youth and adults.
- Church makes presentation when earned.
- Recognize when earned.



# High Adventure

- Philmont – New Mexico
- Canoe Base – Minnesota
- Sea Base – Florida and Bahamas
- Tahosa Trek - near Ward, Colorado
- Other
- Own



# Awards

- National Camping
- Historic Trails
- 50-miler
- Jamboree
- Polar Bear
- 14'er
- Other



# Community Resources

- Places to Visit
- Places for Activities
- Places to get Equipment

## Garage Sales

- Places to get Materials
- Places to get Special Instructors



# Places to Visit

- Airport\*
- Fish Hatchery
- Factory
- Mine
- Museum
- Historical Site
- Firehouse
- Police Station
- City Hall
- Military Base\*

\* Some restrictions  
apply since 9/11/01



# Places for Activities

- Indoor/Outdoor Pool
- Activity Field
- Lake Front
- Rafts Canoes
- Public Park
- Rifle Range
- Bowling Alley
- Riding Academy
- Trail Systems
- Ski Slopes
- Climbable Mountain
- Archeological Site
- Geological Site



# Places to get Equipment

- Ski Rental
- Truck/Bus Rental
- Trailer - Other Scout Units
- Canoes
- Tents
- Castoff Material from a Business
- Surplus Equipment-County, State, Fed.



# Places to get Program Materials

- Internet
- Library
- Film library
- Slides, Records, Tapes, CD's, DVD's



# Places to get Special Instructors

- Police Department
- Fire Department
- Teachers
- MB Counselors
- Hobbyists
- State Agencies
- Military Bases
- Museums
- Hospitals/Med.
- Clubs
  - Special Interest
  - Ski
  - Model RR
  - Coin
  - Stamps



# Unlimited Resources

- Only Limitation is your mind.
- Commissioner should be a primary resource for the units he/she serves.
- Commissioner transcends boundaries.
- Commissioner provides liaison with District and Council.
- Commissioner can intercede on unit's behalf.



# Thank you for your commitment to Scouting.

Commissioner Service can be one of the  
most rewarding volunteer opportunities in  
the Scouting Program.





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# The District Committee

Amy McNeil



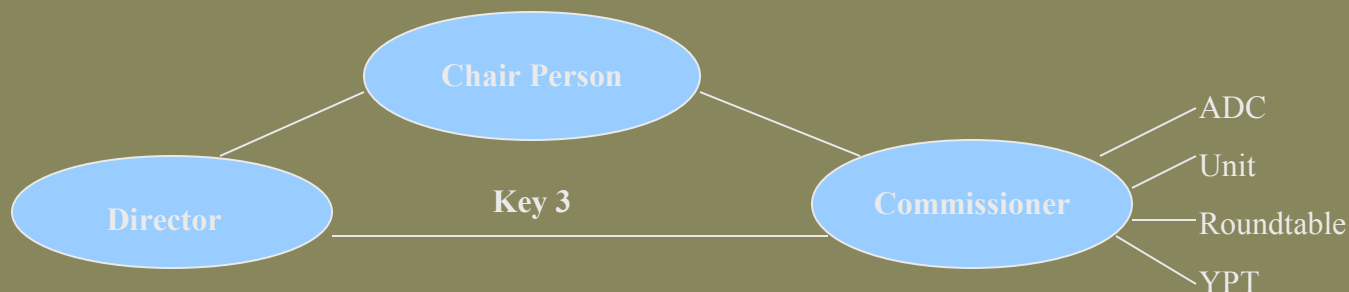
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# Who Runs the District?

## *Charter Organizations*



# District Committee



## Membership

Growth  
Density  
Balance

## Finance

FOS  
Budget  
Planning  
Popcorn

## Program

Annual Dinner  
Scout Show  
Council Program  
Unit Plans  
Venturing

## Camping

Day Camp  
Camporee  
Klondike  
Unit Camping  
High Adventure

## Training

Youth  
Adult  
MB  
College

## Advancement

Cub Scout  
Boy Scout  
Venturing  
Eagle

## Volunteer Resources

Succession  
Key Leadership  
Institutional Reps.

## Health & Safety

Education  
Certification

## Program Functions



# Key - 3

- District Chair Person
- District Director or District Executive
- District Commissioner



# Sub - Committees

- Membership
- Finance
- Program
- Outdoor
- Advancement
- Volunteer Resources
- Training
- Health & Safety



# Membership

- Responsible for Recruiting and Maintaining youth and adult membership throughout the District including Growth, Density and Balance.



# Finance

- Responsible for *Fundraising Projects and Programs* throughout the district including F.O.S, Popcorn Sales, Budget Planning etc..



# Program

- Responsible for *Developing and Implementing the Scouting Program* throughout the District including Council Programs, Unit Plans, Scout Shows, Annual Dinner/Breakfast.



# Outdoor

- Responsible for the Outdoor portion of the Scouting Program in the District such as Camporees, Klondorees, Day Camps, High Adventure, and Unit Camping.



# Advancement

- Responsible for insuring Cub Scouts, Boy Scouts and Venturers advance as they participate in Scouting and provide the Eagle approval and advancement process.



# Volunteer Resources

- Recruit and maintain a responsible resource of qualified people to fill positions as they become available in the District.



# Training

- Responsible for providing quality training to youth and adults with competent training teams and BSA approved syllabus and training materials in a timely fashion.



# Health & Safety

- Provide adequate training to units in health and safety requirements, BSA and council policies.



***The most rewarding adult  
position in Scouting!***

**Thank You for Becoming  
a  
Commissioner.**





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# Unit Lifesaving

Barb Quatermass

Scott E. Johnson



# What is Unit Lifesaving?

- Reviving a failed unit
- Revitalizing a unit close to failure



# How Lifesaving is Done

- Accomplished by dedicated Commissioners, trained to identify strengths and weakness in individual units.
- Accomplished by offering a helpful support system and coaching Leaders and youth to achieve the goals of scouting
- It is NOT accomplished by taking over or dictating what needs to be done.



# Why is Unit Lifesaving Important?

- A failed unit means youth are no longer being served.
- It is easier to revitalize a failing unit than to start a new one.



# Unit Lifesaving

- **ICU** v.s. **Code Blue** Units
  - **Priority (ICU) Units Have**
    - 1 or more critical vital signs
    - Shows signs of potential problems
  - **High Priority (Code Blue) Units**
    - Unit is in trouble NOW



# What Are Critical Vital (ICU) Signs of a Unit

- Youth leaving (other than normal attrition)
- Conflict with charter organization or little or no support
- Little or no support from parents
- Conflict between groups of parents



# Critical Vital (ICU) Signs (cont.)

## Limited or No -

- Advancement
- Indoors and/or outdoor program
- Recruiting
- Youth leadership
- Youth and/or adult training
- Discipline
- 2 deep leadership



# High Priority Vital Signs

## Code Blue

- No leadership (adult or youth)
- No charter
- Not meetings
- Few boys



# High Priority Vital Signs (cont.)

## Code Blue

- No Unit Committee (parental involvement)
- Conflict with the Charter Organization
- Weak Leadership
- Leaders Lack Quality Training



# First Aid for Priority Units (ICU)

- Involve your ADC & DC
- Get a program going (indoors & outdoors)
- Organize youth & adult leadership
- Provide incentive for parents to get involved



# Resources for High Priority Units (Code Blue)

- Involve your Key 3
  - District Director/Executive
  - District Commissioner
  - District Chairperson
- Others to Involve for Assistance
  - Chartered Organization Representative
  - Unit Adults
  - Other Commissioners



# Sources to Identify a Unit in Trouble

- Commissioner's Field Sheets
- Advancement Reports
- Training Records
- Tour Permits
- Roundtable Attendance
- Participation in District/Council events



# To Become Unit Lifesaving Trained

- Other Commissioner Training in Lifesaving
  - See your District Training Schedule
- Life Saving Teams in each District.
  - See your District Commissioner





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# Special Needs Awareness (an Overview)

Dori Hammer



# Scouters Special Needs Awareness



[www.denverboyscouts.org](http://www.denverboyscouts.org)

Click on 'Districts'

Select Special Needs



# Special Needs Staff (Commissioners)

## Special Needs District Volunteer Staff

Name	Council Title	Home District	Home District Title	Special Needs Team Title	Work Ph #	Home Ph #	Email
Randy Bishop	Asst Council Commissioner	Valley		*Commissioner	303-628-2745	303-469-7486	<a href="mailto:randy.bishop@xcelenergy.com">randy.bishop@xcelenergy.com</a>
Mark LoRusso		Special Needs	SN Member at Large	SN Camp Commissioner	n/a	303-331-1719	<a href="mailto:mplorusso@msn.com">mplorusso@msn.com</a>
Peggy LoRusso		Special Needs	SN Member at Large	SN Camp Commissioner	n/a	303-331-1719	<a href="mailto:mplorusso@msn.com">mplorusso@msn.com</a>
Joe Black		Timberline	Unit Commissioner	*Traditional Scouting Dir.	720-641-0260	303-980-1117	<a href="mailto:joseph.black@ci.denver.co.us">joseph.black@ci.denver.co.us</a>
John Peraro		Timberline	Unit Commissioner	Vocational Chair	n/a	303-979-4683	<a href="mailto:jjperaro@comcast.net">jjperaro@comcast.net</a>
Doris Hammer		Timberline	Unit Commissioner	Resources Chair	303-971-7643	303-904-8058	<a href="mailto:doris.s.hammer@lmco.com">doris.s.hammer@lmco.com</a>
Rhonda Urbach		Centennial	Unit Commissioner	Coordinator	720.423.9465	720-870-5247	<a href="mailto:Urbach@comcast.net">Urbach@comcast.net</a>
Karen Mansfield		Arapahoe	Assistant District Commissioner	Activities Chair & Lead Coordinator	303-875-6175	303-706-9944	<a href="mailto:jkrkman@msn.com">jkrkman@msn.com</a>
Curt Dale		Pioneer Trails	Assistant District Commissioner	Advancement Chair	n/a	303-583-7143	<a href="mailto:mixedbatch@comcast.net">mixedbatch@comcast.net</a>
Alyce Brown		Centennial	Unit Commissioner	Program Chair	n/a	720-859-0247	<a href="mailto:abrown724@comcast.net">abrown724@comcast.net</a>
Paul (Doc) Doolittle		Arapahoe	F.O.S. Chair	Coordinator	303-667-0508	303-203-0430 pgr	<a href="mailto:doc.doolittle@lmco.com">doc.doolittle@lmco.com</a>
George Lanum		Timberline	District Advancement Committee	Training Chair	n/a	303-979-6742	<a href="mailto:glanumtopo@msn.com">glanumtopo@msn.com</a>
Dick Reynolds		Pioneer Trails	District Advancement Committee	Coordinator		303-841-9179	<a href="mailto:dickr338@myawai.com">dickr338@myawai.com</a>
Mike McAteer		Gateway	Unit Commissioner	Coordinator		303-985-5044	<a href="mailto:Snowmdn55@aol.com">Snowmdn55@aol.com</a>
Steve Yexley		Timberline	Round Table Commissioner	Coordinator	720-962-7351	303-972-4972	<a href="mailto:smyexley@comcast.net">smyexley@comcast.net</a>
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\* - member of the SND Board



# The Americans with Disabilities Act of 1990 defines **Disability** as:

The term “**disability**” means, with respect to an individual

- **A physical or mental impairment that substantially limits one or more of the major life activities of such individual;**
- **A record of such an impairment;**
- or**
- **Being regarded as having such impairment\***
- **\*Any Physiological disorder or condition, cosmetic disfigurement or anatomical loss affecting one or more of the following body Systems**



# A partial list of Impairments includes:

Lung disease

Heart disease

Muscular dystrophy

Multiple sclerosis

Cerebral palsy cancer

**Mental illness**

**Emotional illness**

**Learning disabilities**

Mental retardation

Diabetes

Arthritis

Asthma

Epilepsy

HIV carriers

Alcoholism

Former drug users

Blind or sight impaired

Deaf or hearing impaired



# Denver Area Council Special Needs District Vision

- **MAKE AWARE**, aspects of special needs that impact youth, as well as leadership through specialized training seminars held by experts in related fields, and interactive web sites.
- **DEVELOP RELATIONSHIPS** with youth, parents, leaders , units, and other personnel to be available to answer questions, seek advice and provide resources that provide the best relationship possible.
- **HELP RESOLVE** Special Needs issues by having the necessary knowledge, skills and abilities to effectively mediate solutions with a leader, parent and/or youth.



# BSA MISSION STATEMENT

“The mission of the Boy Scouts of America is to prepare young people to make ethical and moral choices over their lifetimes by instilling in them the values of the Scout Oath and Law.”



# **WHAT TO DO IF YOU ARE A LEADER**

**AS WITH ANY NEW BOY IN A UNIT, IT IS ADVISABLE TO HAVE A MEETING WITH PARENTS. THIS WILL SET THE PARAMETERS FOR WHAT EACH SIDE CAN EXPECT.**

**PARENTS CAN EXPECT THAT SCOUT LEADERS WILL DO THEIR BEST TO HELP THEIR CHILD DEVELOP INTO YOUNG MEN WITH STRONG MORAL CHARACTER AND LIFE SKILLS THAT WILL SERVE THEM WELL.**



# Conclusion

- Your role as a leader should follow the guidelines listed in the unit leaders guide book
- Always use the “Safe guide to Scouting”
- Refer to the “Scouts with Special Needs Guide” frequently
- Visit [www.specialneedsbsa.org](http://www.specialneedsbsa.org)
- Consult Special Needs Commissioners



# Troop 5280





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# Questions?



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# Thank You!

Denver Area Council  
Commissioner Training Team

