



BOY SCOUTS
OF AMERICA®

SCOUTING
THROUGH
SOCCER



Delivery Method Planning Guide

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BOY SCOUTS OF AMERICA®

Scouting Through Soccer

Delivery Method Planning Guide

A Step-by-Step Planning Guide for Local Councils



“Scouting Through Soccer is traditional Scouting with all the ingredients needed to deliver a quality program for today’s young people.”

— Wayne Brock, Chief Scout Executive



Prepared. For Life.®

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BOY SCOUTS OF AMERICA®

BSA MISSION STATEMENT

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, to prepare them to make ethical and moral choices during their lifetime in achieving their full potential. The values we strive to instill are based on those found in the Scout Oath and Scout Law.

SCOUT OATH

On my honor I will do my best
To do my duty to God and my country
and to obey the Scout Law;
To help other people at all times;
To keep myself physically strong,
mentally awake, and morally straight.

SCOUT LAW

A Scout is trustworthy, loyal, helpful,
friendly, courteous, kind, obedient,
cheerful, thrifty, brave, clean, and reverent.

CUB SCOUT PROMISE

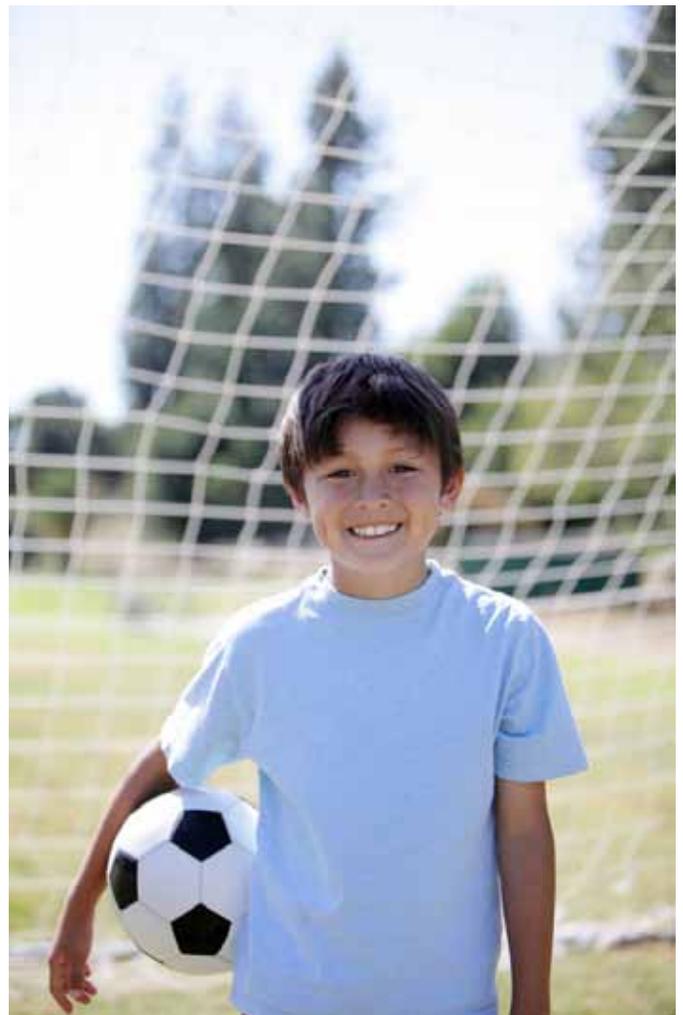
I, (say your name), promise to do my best
To do my duty to God and my Country
To help other people, and
To obey the Law of the Pack

LAW OF THE PACK

The Cub Scout follows Akela.
The Cub Scout helps the pack go.
The pack helps the Cub Scout grow.
The Cub Scout gives goodwill.

CUB SCOUT MOTTO

Do Your Best



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INTRODUCTION

The game of soccer/futbol has captured the hearts of people around the globe and speaks a universal language that brings together many cultures and generations.

The purpose of this **Scouting Through Soccer Delivery Method Planning Guide** is to provide local councils with an innovative approach for recruiting and serving young people supported by best methods in accordance with the standards and practices of the Boy Scouts of America.

This endeavor is part of a larger movement coordinated by the Boy Scouts of America to build capacity for delivering the Scouting program through increasing youth membership and expanding adult leadership opportunities. As the country's demographic landscape develops, communities are transformed, and councils and chartered organizations must adapt and use new recruitment tools and methods that All Markets audiences can relate to.

Scouting Through Soccer gives local councils an innovative approach to recruit membership and deliver a traditional Scouting program to their diverse and growing communities.

BOY SCOUTS OF AMERICA

The Boy Scouts of America is the nation's foremost youth program of character development and values-based leadership training. 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 Scout Law. For more information about the Boy Scouts and about your local council, visit www.scouting.org.



SOCCKER AND SCOUTING—A BRIEF HISTORY

In 2004 the Boy Scouts of America brought together the most exciting and fastest-growing youth sport in the United States with the nation's foremost youth program of character development and values-based leadership training.

There were two primary reasons for the National Council's decision to implement in 2004 a soccer-based Cub Scouting program called Soccer and Scouting. First, experience told us that traditional Scouting programs would continue to have limited membership growth results in urban and rural communities where Hispanic Americans/Latinos reside. Second, the tremendous opportunity to serve more Hispanic youths and families through the popularity of soccer could no longer be overlooked.

In the early 1990s, the Orange County Council in Santa Ana, California, realized that a non-traditional approach was needed to reach out to its booming Latino community. With guidance from staff and community leaders, their solution of integrating soccer with traditional Scouting programs was very successful. In 2002, a national task force of professional Scouters and volunteers had the opportunity to observe the Orange County Council's Soccer and Scouting program in action. This unique 12-year program inspired the National Council to seriously consider implementing a new program that integrated elements of soccer with traditional Scouting.



Other councils made important contributions as early pioneers of Soccer and Scouting. They include the Northeast Georgia Council, the Northwest Suburban Council, and the Denver Area Council. Professional Scouters from these councils were part of an email task force that provided input into the development of this new national program.

In March 2004, the Denver Area Council was selected to be the pilot test council for the new program. Marketing to Denver's multicultural community was accomplished through the use of PSAs, bilingual brochures, television and radio advertising, community events, and a bilingual website. A task force of professional Scouters from the Cub Scouting and Scoutreach divisions developed a bilingual *Program Helps* manual, Family-Time posters, and other resources. "Interest Generator (Jump-Start) Day" was a massive roundup of youth and families in the spring. The result of the pilot test was the formation of a new national Cub Scouting program called Soccer and Scouting.

Scouting's aims—character development, citizenship training, and mental and physical fitness—are what drive Scouting Through Soccer at every level. Just like a Cub Scout den, time is devoted to an activity meant to develop a skill, teach a lesson, or provide an educational opportunity. Utilizing Scouting as a resource, youth gain experiences and knowledge that are vital in today's world.

Since its 2004 national rollout, **100 local councils and more than 100,000** youth across the United States have blended soccer with traditional Scouting programs and have shown successful results in recruitment, program delivery, advancement and retention.

THE NEW DEFINITION: SCOUTING THROUGH SOCCER

Do you need to know about the sport of soccer to deliver the Scouting program? No. You need to know how to **organize** a program unit in collaboration with your chartered organization. If you can do this, you can coordinate a Scouting Through Soccer unit.

Scouting Through Soccer is a way and means to present *Scouting*. Much like a bow and arrow are used as equipment, the same principle applies to a soccer ball and the sport of soccer: They are *tools* that are used to deliver our primary component—the *Scouting* program.

The Scouting Through Soccer delivery method brings together the world’s premier character-building institution for boys and young adults and the fastest-growing international youth sport. This unique integration serves as an innovative way to promote Scouting to many different socioeconomic and multicultural communities that are familiar with the sport of soccer (or “futbol,” as it is known internationally).

IT TAKES A VILLAGE

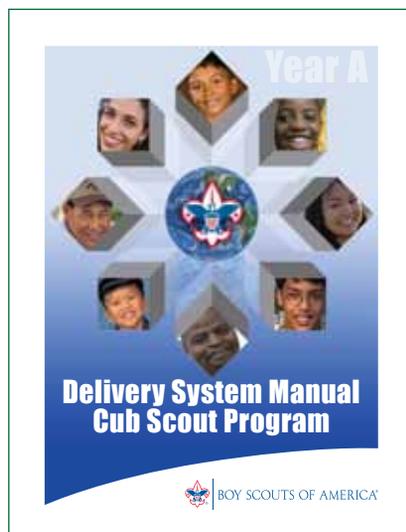
Scouting is a **volunteer-driven** and professional/local council-guided program. All volunteer leadership positions should be filled by trained parents and adults to ensure successful outcomes through positive focus, exemplary leadership, family participation, and support. If your local council decides to utilize council staff to implement this delivery method, make sure you organize it in a way where the BSA staff member is managing the Scouting portion only.



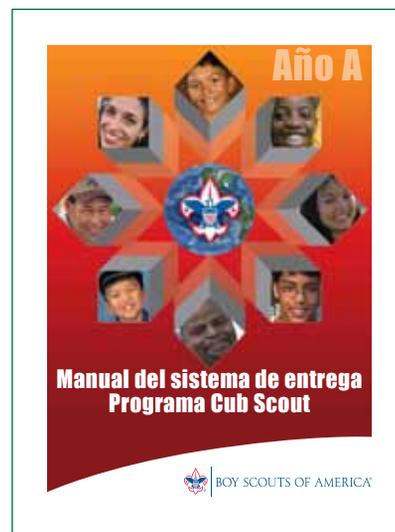
An **IMPORTANT** thing for council staffs to be conscious of: Parents need to understand up front that they must serve in some capacity. Communicating this role in a way they understand is the key. On the flip side, if the council staff member begins to coordinate the sport activity (soccer), then the unexpected consequence of parents and adult leaders disengaging themselves from participating may result. The council staff may face difficulty in managing the components of Scouting Through Soccer down the line.

THE RECOMMENDED SCOUTING PROGRAM DELIVERY METHOD

The recommended Cub Scouting delivery method for Scouting Through Soccer is now divided into a **36-week program**. Each year begins with a recruiting/organization day (kick-off), followed by three 12-week Scouting programs of den and sport activities, and concluding with a “Futbolito” tournament and advancement recognition program. Advancement is the **key requirement and element** in the delivery method of Scouting Through Soccer. The recommended delivery system in implementing this renovated Scouting program is:



No. 523-006



No. 521-058

Year A Cub Scout Program Delivery System Manual. This syllabus is designed for leaders who do not have the adult assistance to break a pack up into dens for each rank. Although there may not be requirements for each rank every week, the program is set up so that the Bobcat, Tiger, Wolf, Bear, and Webelos ranks can be earned over a 36-week period (three times during a planned Futbolito tournament) for boys in coinciding grade/age levels. Year A is designed to fit in with the school year schedule, which is what most Cub Scouts follow. Due to summer camp and the closing of many chartered organizations, we do not hold Cub Scout meetings in June or July. Electronic copies of this program can be obtained for those who want to edit the syllabus to fit their school schedules. The *Year A Delivery System Manual* is also available in a Spanish-language version. Both editions can be ordered through the National Council or downloaded or viewed at:

English: www.scouting.org/filestore/membership/pdf/523-006_WB.pdf

Spanish: www.scouting.org/filestore/membership/pdf/521-058_WB.pdf

Futbolito. These tournament and recognition advancement events can be held on the Saturday of week 12—the last week of each season. Details on how to run the Futbolito tournament and recognition advancement events are included in the *Program Helps* guides.

Identity. Cub Scouts in Scouting Through Soccer units wear soccer uniforms that also include BSA brand identification. Badges are placed on the soccer jerseys and become part of the uniform. The den has an option of recognizing themselves as a team; however, in following the “Language of Scouting” and relevance, the unit makes the decision that it still be called a den. Local councils have been able to use their local uniform vendors; however, SCORE Sports is recognized as the official licensed vendor for Scouting Through Soccer using the official brand messaging for this delivery program.

Weather. Competing with other youth programs at certain times of the year might be a problem. Being aware that resources like soccer fields must be shared will help you develop a more effective plan. Having indoor facilities may not be much of an issue for councils in the southern and much of the western United States but may be an important factor for councils elsewhere. Recognizing that participants in some areas of the country cannot play outdoors in the wintertime, some alternate indoor activities can be implemented into Scouting Through Soccer.



Scouting Through Soccer during the winter.

SCOUT RANKS



Tiger Cub. First-grade boys join a Tiger Cub den, where each boy works with an adult partner on the requirements to earn his Tiger Cub badge.

Wolf. Second-grade boys graduate into a Wolf den. They go to weekly den meetings on their own, but their families still help them work on the requirements for the Wolf badge.



Bear. Boys in the third grade are members of a Bear den. They also work with their families to do the requirements for the Bear badge, but boys this old have enough knowledge and skill to take on more of the work by themselves.

Webelos Scout. Boys in the fourth and fifth grades become Webelos Scouts. Webelos Scouts do more advanced activities to get ready to graduate into Boy Scouting.



Boy Scouts. The Boy Scout program is for boys who are 11 years old, are at least 10 years old and have finished the fifth grade, or are at least 10 years old and have earned the Arrow of Light award as a Cub Scout. The purpose of Boy Scouting is the same as it is for Cub Scouts: to help boys grow into good citizens who are strong in character and personally fit. But because they're older, Boy Scouts have a program with more and bigger challenges.

Varsity Scouting. Team membership is open to young men as follows: a Varsity Scout must be at least 14 years of age or have completed the eighth grade, but has not reached age 18.



Venturing. Venturing is for young men and women who are 14 or 13½ (and have finished the eighth grade) through 20 years old. Venturing has six experience areas: social, citizenship, service, leadership, fitness, and outdoor. The activities in Venturing help young people become adults, follow their special interests, get skills as leaders, and become good citizens.

AIMS OF SCOUTING

In the Aims of Scouting, there are character development, citizenship training, and personal fitness.

- **Character:** Developed through growth in moral strength and character. We may define this as what the boy is himself: his personal qualities, his values, and his outlook.
- **Citizenship:** Used broadly, citizenship means the boy's relationship to others. He comes to learn of his obligations to other people, to the society he lives in, to the government that presides over that society.

- **Personal Fitness:** Defined as a development of physical, mental, and emotional fitness. Fitness can include the body (well-tuned and healthy), the mind (able to think and solve problems), and the emotions (self-control, courage, and self-respect).

Through these three Aims of Scouting, advancement (Tiger, Bear, Wolf, and Webelos) is integrated, and as a Cub Scout progresses from rank to rank, he is learning *new skills* as he goes. Each of the ranks and awards in Cub Scouting has its own requirements, and as he advances on his journey in Scouting, he is rewarded for each achievement, which helps him gain self-confidence. The steps in the Scouting advancement system help a youth grow in self-reliance and the ability to help others.

USING SCOUTING THROUGH SOCCER FOR BOY SCOUTING AND VENTURING

Although Scouting Through Soccer began with Cub Scouting, both the Boy Scouting and Venturing programs have utilized this delivery method in the past. In Boy Scouting, local councils (including staff, leaders, and volunteers) must follow the required guidelines that accommodate the three aims of Scouting:

- Growth in moral strength and character
- Citizenship
- Mental and physical fitness

In Scouting Through Soccer there is no alternate program delivery method, and there are ***no shortcuts***. Requirements for any rank in Boy Scouting must be earned as stated—no more, no less. Every youth should have an equal Scouting experience to any other.

It is important to remember that just like in Cub Scouting, the advancement program in Boy Scouting is designed to provide the Scout with a chance to achieve the aims of Scouting. As a Scout advances, he is measured and grows in confidence and self-reliance. Badges and certificates are part of the process of awarding a Boy Scout to recognize that he has achieved a rank and represent that a young man has:

- Been an active participant in his troop and patrol
- Demonstrated living the Scout Oath and Scout Law in his daily life
- Met the other requirements and/or earned the merit badges for the rank

The Venturing program provides positive experiences for young men and women 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 and provides the skills needed for young adults to make ethical choices and experience a fun program full of adventure and challenges.

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

GUIDING PRINCIPLES FOR COUNCILS

The guiding principles in developing the Scouting Through Soccer method are that local councils must:

- Take account of the needs of the whole council area.
- Have dedicated professional staff leadership and commitment.
- Have collaboration and consensus from the council management and executive board.
- Have established goals and timelines.
- Provide the complete spectrum of Scouting (program and rank advancement).
- Recruit engaged parents and adult leaders who, through the chartered organization, are committed to delivering the Scouting program.
- Have a strong Scout leader training program that informs and educates adults to prepare them to deliver the Scouting program.
- Supply all available and applicable training and resource materials.
- Provide strong mentoring, guidance, and direction.

Local councils have to provide a **concise and definitive clarification** of what this Scouting program is about and supply the necessary steps that councils will be required to take (especially those local councils that have been running the program for many years).

Ideally there are two types of youth soccer:

- **Recreational.** Recreational soccer is what most youth participate in. During the season there is usually one game per week, fun and good sportsmanship are stressed, and each player plays at least a portion of each game. Coaches are usually parent volunteers.
- **Select (or Selection) club or travel soccer.** “Select” soccer is more competitive, and teams commonly practice at least once per week and play year-round. There are usually tryouts for these teams, and playing time is not guaranteed. These teams are more spirited and strict and are often focused on winning to prepare youth players to go to the next level. They also travel to tournaments in other cities. These teams also pay for referee fees. The “Select” delivery method is NOT recommended for the Scouting program.

WHAT DO WE CALL IT?

When developing your strategy and plan to implement Scouting Through Soccer, there are many things to consider. You may have heard in the past that a Scouting Through Soccer unit has been defined as a “league.” When Soccer and Scouting was



originally promoted years ago through the resource materials and training DVD, a Cub Scout pack was marketed as a “league,” and a den was a “team.” These terms set a whole different interpretation or level of expectation by parents who are familiar with the language of soccer. Instead of asking “When is the first den meeting?” they were asking “When is the first game?”

Certain councils are using this approach, and this is a possibility because in the long term there have been some varied measures of success; however, this is a different level of expectation, because:

- Soccer will be the first focus, NOT Scouting.
- In comparison with other soccer leagues, parents expect it to be competitive.
- There is a different organizational structure that includes league season planning, additional paperwork, and reviewing.
- The organization of the referees may include additional weekly fees and the use of qualified and certified referees.
- The code of conduct may not be parallel to the values of Scouting.

The recommended activity method for a Scouting Through Soccer unit should be defined as “**recreational.**” With this term, there is an understanding that:

- The Scouting program is the primary focus and emphasis.
- Parents will have a better comprehension of the purpose of this delivery method.
- There is not as much pressure as there would be in a competitive league.
- Everyone participates in playing.
- There is no need for organized referees, if any. Parents can officiate the game.
- Scouting brings families together.

Through planned rank advancement, youth are always in a learning environment, increasing their capacity for goal-setting, choice-making, and accomplishment.

COLLABORATION

Councils that organize and conduct Scouting Through Soccer should include their area director and vice chairperson of membership in their planning. Field staff needs to understand the commitment that is required for this delivery method and track the outlines of measured success as described in the Boy Scouts of America National Strategic Plan.



FUNDING

As our Scouting programs grow, so does the need for funds to support council budgets and capital campaigns. But the competition for these charitable dollars is also growing. This competition has caused local councils to look at less traditional sources of revenue to meet their financial needs. The majority of gifts come from individuals, so the

majority of your time and effort in raising funds should focus on them. However, foundation support and corporate giving programs are potentially valuable funding sources that councils should explore for potential new income. Here are some key strategies to use when exploring innovative funding resources:

- Physical fitness and sports
- Be outside the box (i.e., box shapes such as TVs, computers, game consoles, and smartphones)
- Outdoor activities
- Nutrition
- Medical health prevention and maintenance

You can also find an example of a sample proposal in the “Examples and Samples” section of this guide.

BUILDING A BUDGET

A local council that is serious about implementing Scouting Through Soccer needs to have either some type of board-designated funds set aside or corporate sponsor(s) for seed grants. Funding for this delivery method ideally should be seen as a fundamental strategy and ideally become a line item in a local council’s annual budget. This can be a sustaining capacity for growth and achieving high returns in the development of the Scouting program. It should be seen as a long-term investment in hard-to-serve areas, with positive outcomes that will occur over a period of time.

When it is a challenge to identify funding resources and support, another council option is to determine what the Scouting Through Soccer membership registration will be, and units will be encouraged to operate and to pay their own way. Therefore, it is essential that you develop a budget at this point. When creating the budget, you need to set your fees based on anticipated revenue generated from sources such as fundraising, grants, and donations.

Be sure to keep parents involved and informed. The pack’s program budget information needs to be communicated regularly to families, especially at the start of the program year. By sharing the pack’s program plans and budgetary needs, you can help newly recruited Cub Scouts and their parents gain a greater understanding of just what fun is waiting for them during the entire program year.

An important point to remember is no matter what the socioeconomic situation is, youth should **pay their own way**. This is a *fundamental* principle of the Boy Scouts of America. It is one of the reasons why no solicitations (requests for contributions from individuals or the community) are permitted by Cub Scout packs. Young people in Scouting are taught early on that if they want something in life, they need to *earn it*. Another factor is if youths and families pay for their fees (**subsidized or otherwise**), it shows that they are *making an investment* and are *committed* to the Scouting program.

Note: Additional information and support materials, such as a budget spreadsheet for estimating the cost of operating a Scouting program in your community, are available online at www.scouting.org/CubScouts/resources/packbudget.aspx.

BASIC EXPENSES

- **Registration fees.** When a boy joins, normally the unit asks him to pay the required national registration fee, regardless of the number of months remaining in the unit’s charter year. The unit sends to the council the prorated amount for those remaining months.
- **Unit liability insurance fee.** Packs are required to pay an annual unit liability insurance fee of \$40. This fee is submitted with the pack’s annual charter application and helps to defray the expenses for their general liability insurance and a monthly adult leader magazine (*Scouting* magazine).

- **Boys' Life.** *Boys' Life* magazine, the official publication of the Boy Scouts of America, is available to all members at \$12, which is half the newsstand rate. (Prorated fees are available for youth who join a unit during the year.) Every boy should subscribe to *Boys' Life* because of the quality reading and the articles related to your unit's monthly program. It is part of a boy's growth in Scouting, and research proves he will stay in longer and advance further if he reads *Boys' Life*.
- **Unit accident insurance.** Protecting leaders and parents from financial hardship due to high medical bills from an unfortunate accident is a must for all involved in Scouting. Specific details on insurance programs are available from the local council.
- **Advancement and recognition.** Every Cub Scout should earn and advance a rank and receive the patch for that rank each year. Active Webelos Scouts will earn multiple activity badges in addition to their rank advancements. The Cub Scout advancement program has many elements that include Arrow Points, immediate recognition patches, outdoor awards, and Academics and Sports belt loops and pins.
- **Activities.** Critical to the successful "ideal year of Cub Scouting" is a complete program. Traditionally, such activities as Cub Scout pinewood derbies, field trips, and district or council activities are financed by the boy and his family over and above the dues programs. It is suggested that the complete cost of these outings be built into the unit's budget.
- **Cub Scout day camp, Cub Scout resident camp, family camping.** Central to a complete Cub Scouting year are summer camping experiences. Local council opportunities abound for Cub Scouts and their families to have exciting, program-rich summer experiences.
- **Program materials.** Each pack needs to provide certain program materials. Depending on the type of unit program, these could include den meeting supplies, craft tools and supplies, U.S. flag, pack and den flags, equipment, videos and books, or ceremonial props. (Note: Packs may not hold title to property. Only chartered organizations or the local council legally can own property.)
- **Training expenses.** Trained leaders are key to delivering a quality and safe program. Adult and youth leader training should be considered an integral annual pack expense.
- **Full uniforms.** Traditionally, the individual pays for the uniform. We suggest that these expenses become part of the total cost of the Scouting year. Using "individual youth accounts," units can determine a fundraising goal for new Scouts who need uniforms, etc. The full Cub Scouting program includes the full uniform!
- **Reserve fund.** The reserve fund might be established by a gift or loan from the chartered organization, by members of the committee, or by a unit money-earning project. The reserve fund should be intended for unexpected expenses. A new member's initial expenses may be met from the fund.
- **Other expenses.** These could include meeting refreshments and/or contingency funds.

Additional information concerning pack budget plans, the treasurer's job, camp savings, forms, and records can be found in the *Pack Record Book*, No. 33819, and the *Cub Scout Leader Book*, No. 33221.

SAMPLE BUDGET—Grand Canyon Council (Phoenix, AZ) Program Budget and Funding

Registration fees are currently the following:

- \$60 for new youth joining the program \$15 for BSA registration
- \$1.20 for accident insurance
- \$30 for uniform
- \$3 for youth recognition
- \$4 for rank advancement and soccer sports pin
- \$16.80 program/equipment expenses (program aide, soccer equipment, and rental)
- \$30 for returning youth who does not need a uniform

Referees will be paid a maximum of \$20 per Cub Scout game and a maximum of \$25 per Boy Scout game. Paid referees must be U.S. citizens or have permission to work in the U.S. legally, and a valid SSN. Families will be encouraged to participate in FOS and council fundraisers. Break-even analysis helps the Grand Canyon Council justify growth in new areas once a previous area is paying for itself. We need an average of 772–803 youth per program area. Field receipts will be utilized when receiving money in the field.

Break-Even Budget

1 Program Aide	\$20,000
Travel	\$1,000
Equipment	\$1,250
4 Referees @ \$75 per weekend x 20 weekends	\$6,600
Rental of Facilities	\$1,000
Printing (inside and outside)	\$500
Office Supplies	\$200
Postage	\$500
Recognition (Adults)	\$500
Storage	\$350
Total Direct Cost / Fixed Expense	\$31,900

Membership Dues

Fraction of Newcomers	Net Fee Newcomer	Fraction of Returners	Net Fee Returner	Amount to Be Raised
0.30	60	0.70	30	\$31,900
0.35	60	0.65	30	\$31,900
Number of Newcomers		Number of Returners		Total Number
241		562		803
270		502		772

Break-even is roughly between 772 and 803 members. This is what is needed to sustain the program in a particular area. Newcomers pay an initial fee of \$60, and every season after they will pay \$30 per season. Fees collected range from \$60 to \$90 per year. Subtracted in the above calculations are the fees for registration and the cost of the uniforms. That is why you see \$60 and \$30 used in the formula above.

(Note: This budget is set purely as an example. Please follow your local council budget guidelines.)

DISTRICT INFRASTRUCTURE

A Scouting district is a geographical area of the local BSA council, determined by the council executive board. District leaders mobilize resources to ensure the growth and success of units within the district's territory. The purpose of the district is to work through chartered organizations and community groups to organize and support successful units. The end result of effective district support: more and more youth members receiving a better and better program. All districts are responsible for carrying out four standard functions: **Membership, Program, Finance, and Unit Service.**

Scouting Through Soccer can be run as its own district but ideally should be part of an established district's program. There are a few things to consider if it is run as its own district. It will have the same functional responsibilities as described above and may become secluded from other districts. If it is part of a district, Soccer Through Scouting volunteers will be able to collaborate with existing unit volunteers, and other packs can act as mentoring units.

Additional resources: www.scouting.org/Commissioners/operations

THE CHARTERED ORGANIZATION

Just as with traditional Cub Scout packs, Scouting Through Soccer units can be operated by many kinds of chartered organizations, including schools, churches, businesses, service clubs, or even interested groups of citizens.

When chartered organizations have been identified, find out everything possible about their purpose, structure, leadership, and history of youth and community involvement. Find out the following:

- What potential adult unit leaders does the organization have?
- How adequate are the organization's program resources?
- How compatible are the organization's values and goals with those of the BSA?
- What facilities can the organization provide for an adequate meeting space?
- What Scouts are already members of the organization?
- What other similar organizations already use the Scouting program?

When the organization agrees to adopt the Scouting Through Soccer delivery method and be chartered to do so, the organization head appoints a chartered organization representative. A chartered organization may have an option to register leadership from within their organization, their employees, or anyone the organization approves as appropriate leaders in the following positions: institutional head, chartered organization representative, and/or committee chair. There is no limit to the number of positions one person may hold within the units chartered, for those three positions.

These positions recruit the volunteers and parents and represent the school to the local council and the Scouting Through Soccer unit to the organization.

Only community organizations having similar youth goals as the BSA may charter Scouting Through Soccer Cub Scout packs and Boy Scout troops. Chartered organizations may be service clubs (e.g., Kiwanis), churches, PTAs/PTOs, local businesses, etc.

Training is held for chartered organization representatives separately or in conjunction with a district meeting to review planned programs, provide training, consider problems, and share successes. A suggested resource that is helpful is *Training the Chartered Organization Representative*.

PRESENTING THE CHARTER

The unit's charter is presented at a formal meeting or event, preferably during a game day or in coordination with a planned chartered organization event. This should be a BIG deal, so do not take it lightly. The new-unit organizer

and unit commissioner should present the first charter. The charter presentation should occur at a full gathering of members of the chartered organization. This way, everyone will know that Scouting is a part of the organization's youth program and can share in the pride of ownership.

Youth members and unit leaders should participate in the ceremony as the charter is presented to the head of the chartered organization. Unit leaders and the unit committee may also be installed during this ceremony.

The charter certificate should be framed and appropriately displayed after the ceremony.

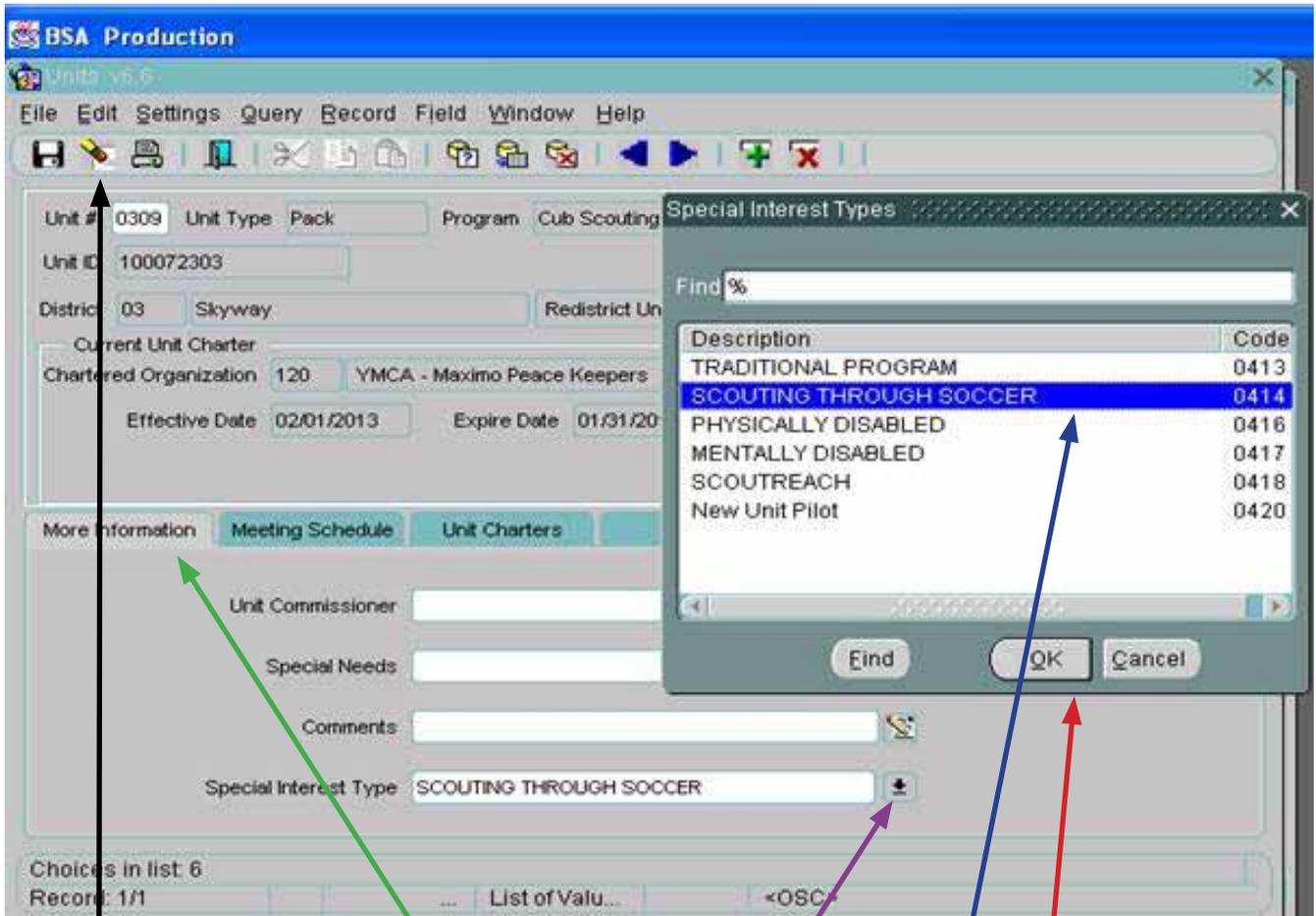
Additional resources: www.scouting.org/Media/Relationships/TheNew-UnitProcess.aspx



RECORDING A SCOUTING THROUGH SOCCER UNIT

The following instructions are for your local **council registrar** on how to record a Scouting Through Soccer unit into the ScoutNET system.

- The flagging of these units is done in **PAS**.
- Once the unit is **“POSTED”**
- Bring up Unit Maintenance
- Search for the unit by typing the unit type and unit number.
- Click **OK**.
- The following screen will appear:



On the **More information** tab,

Click the down arrow on **Special Interest Type**

Select **SCOUTING THROUGH SOCCER**

Click the **OK** button

Save and close

If you have any questions concerning this unit registration process, please contact the National Membership Resources team at 800-888-4705.

Recruit and Organize the Volunteers

FIND THE RIGHT LEADER

Councils know all too well the challenges of finding effective volunteer leaders on an ongoing basis. It's easy to say that they need strong leaders, but without defining what constitutes a *strong leader*, the meaning often remains elusive or vulnerable to change.

Webster's Dictionary describes a leader as someone or something that leads others: such as someone who guides other people; a powerful person who controls or influences what other people do; a person who leads a group, organization, country, etc.



“If your actions inspire others to dream more, learn more, do more and become more, you are a leader.”
—John Quincy Adams

What is the best *example* of a leader? It's a person who makes people better while leading by *example*. It's a person who also knows when to follow and when to just get out of the way.

What makes people want to follow a leader? People want to be guided and led by those they *respect* and who have a clear sense of direction and vision of the future with positive goals and outcomes. Great leaders have the ability to bring out the best in people and help those around them to be better.

What *kind* of leader should you look for when implementing the Scouting Through Soccer delivery method? Always seek community leadership support first from existing organizations and programs. Someone who is well respected is a person from a faith-based organization. Church priests, pastors, elders, and directors from youth ministry programs from diverse denominations can act as delegated recruiters for volunteers within their communities. They may not be the person who is directly implementing the Scouting program, but they can act as the driver or motivator who can identify and help recruit the right leaders in order to get the program going.

Educators and social service agency administrators are also highly respected in the community, much like priests or members of faith-based organizations. They too can act as advocates to help recruit volunteers for the Scouting program.

These people *must* believe in the ideals of Scouting, be motivators, resourceful, and have the organizational skills necessary to motivate others. The local council district executive *must* be in constant contact and communication with these individuals and be ready to provide service and support in relation to Scouting Through Soccer.

Remember to fit the right person to the position. Consider each prospect's skills, interests, and other relevant factors. Consider the variety of motivating factors for people getting involved in Scouting.

When recruiting district volunteers, use the Boy Scouts of America recruitment resources. Helpful recruiting resources include *Selecting District People, A Handbook for District Operations* manual, and the District Nominating Committee Worksheet, and the *Friendstorming on Tour* booklet and CD-ROM.

We must understand people's goals and interests and what motivates them to volunteer. Many of those factors include the following:



Why People Volunteer

- They desire fun and fellowship.
- They want to feel like they are belonging to a team.
- They wish to develop and improve their personal skills.
- They look forward to making new friends and associating with people not normally found in their career or community life.
- They seek recognition and fulfillment that they do not get through their career.
- They believe in Scouting's values and principles.
- They want to help other people.
- They want to get away from the drudgery of their work and do something different and FUN—something they would like to do but do not feel they could earn a living doing.

Why Volunteers Stay

- They appreciate Scouting's role in their child's education.
- They were given proper orientation.
- They had adequate training.
- They enjoy the opportunity to expand their horizons.
- They enjoy fellowship with other Scouters.
- They enjoy recognition for their service.
- They have FUN.

Why Volunteers Leave

- They had no orientation for their position.
- There was a lack of training.
- They were not given specific assignments.
- They were not given sufficient responsibility.
- There was poor communication with the chairperson.
- There was a lack of recognition.
- There was a lack of personal satisfaction.
- Personal time commitments interfered.

Resource: www.scouting.org/Training/Adult/Supplemental/RecruitingQualityTrainingStaff.aspx

RECRUITING VOLUNTEERS

The Boy Scouts of America relies on dedicated volunteers to deliver a quality program to young people. Today, more than 1 million adults provide leadership and mentoring to Cub Scouts, Boy Scouts, and Venturers.

Scouting volunteers come to Scouting from a variety of backgrounds and experiences. Plumbers, lawyers, housewives, teachers, doctors, janitors, and scientists—people from just about every occupation imaginable—are involved in leading youth to become responsible, caring, and competent citizens. They also quickly discover that volunteering in Scouting enables them to learn new skills and build lifelong friendships while having fun. In addition to the reward of working with youth, adults who volunteer in Scouting will:

- Develop a greater level of pride in their community.
- Have the opportunity to demonstrate moral and ethical decisions.
- Build a closer bond with their children and other children in the community.
- Become a better role-model image for youth in their community.
- Develop a more personal relationship with God.



Often when we need to recruit a volunteer, we use one of two methods. The first method is pulling recruits from an existing list. The second method is thinking of everyone we know who we think would fit the bill. By recruiting this way, we either run out of people to recruit or we start asking the same people over and over again to fill our needs.

The problem with these methods is that we either do not fill our staff needs or we recruit people who might **not be the ideal match** to the position. Experience has shown that the best people who can help fill these positions with the right people are the chartered organization representatives. Parish priests, for example, know the people who consistently lend a helping hand. Encourage them to do the ask. Before recruiting volunteers, though, it is important to know what you need. Recruits will want to know their responsibilities and your expectations for them.

PARENT INVOLVEMENT

Parents can volunteer with the BSA even if they may not have a lot of time to commit. They can help supervise a field trip, prepare lunch at a day camp, work at an event registration table, or do any number of small tasks to help Scouting in your community.

FINDING AND KEEPING MOTIVATED VOLUNTEERS (THE 10-STEP PROCESS)

Volunteers. They're out there. And it's your job to recruit them and keep them happy and committed. In these times of dual-income and single-parent households, finding enthusiastic parent volunteers can be frustrating. But don't be discouraged. The following 10-step program may help in your search for living, breathing, inspired volunteers.

1. Assign a volunteer sergeant. It takes one to know one. Identify the one person you count on most. This is your point person for building the volunteer force.
2. Evaluate needs and plan an attack. Once you have a list of assignments, write a position description for each. Include: responsibilities, qualifications, available training, and benefits (e.g., child care, free transportation, and parking).

3. Identify the targets. Parents of kindergartners attending their first PTA meeting are new to the school, eager to help, and most likely to be around for a few years. You may want to offer extra incentives. One idea: Start a volunteer “bank account” where hours accumulate toward tangible rewards, such as free game tickets to the school carnival. Make a special plea to dads, who often want to be involved but may need extra urging. Grandparents, senior citizens, persons with disabilities, and friends in the business and civic community are all volunteer material.
4. Issue a personalized call to arms. Don’t just rely on sign-up sheets and newsletter announcements to bring in volunteers. Call parents one-by-one. The art of volunteer recruiting is in personal selling. When making written appeals, list specific areas where you need people: concessions, classroom, media, office, fundraising, etc., and include estimates of how much time each task requires.
5. Screen and train volunteers. Even hand-picked soldiers need to be briefed on their assignment. Ask what they personally want to get from their volunteer experience. Orient them to the school and provide an opportunity for them to ask you questions.
6. Let volunteers do their job. Recognize that they may not be experts. Be patient and encourage them to work as a team.
7. Check in with them. All volunteers need coaching, particularly those who are in it for the long haul. Revisit goals and position descriptions. Find out if the position has changed and if talents are being fully tapped.
8. Handle problems quickly and diplomatically. Postponing action only reinforces inappropriate behavior, which can lead to bigger, infectious morale problems among all volunteers.
9. Celebrate victories. Say thanks. Report results. Recognize extra efforts. Whether it’s a big party or a small tea, it matters only that your volunteers feel appreciated.
10. Start early. Begin this year on finding and training next year’s crop of volunteers. Ask this year’s volunteers to write a position description for their replacement. Then ask them who they recommend for the role.

References: “Sowing the Seeds of Development: Recruiting Volunteers,” presented by Al Lesch and Sue Smith in a workshop at the 1997 National Catholic Educational Association Annual Convention. “Revitalizing Long-Time Volunteers” by Susan Ellis, *The Non-Profit Times*, June 1997. “Volunteers—Getting Them and Keeping Them Motivated,” excerpt from *The Official Soccer Fundraiser’s Guide* by the *Fund\$Raiser Cyberzine*, July 1997 (www.fundraiser.com). “The Volunteer Experience: Management the Keystone” by Anita L. Bradshaw, *NCEA Momentum*, October/November 1996. National Standards for Parent/Family Involvement Programs, National PTA.

REGISTERING VOLUNTEERS

Before adults and parents can begin volunteering in Scouting Through Soccer, every adult who will have direct contact with youth will have to go through the official volunteer application process. Being a leader in the BSA is a privilege, not a right, and the quality of the program and the safety of youth members call for high-quality adult leaders; therefore, the Boy Scouts of America does a routine background check.

Resource: www.scouting.org/filestore/pdf/524-501.pdf

VOLUNTEERS LACKING A SOCIAL SECURITY NUMBER

In rare situations where an adult applicant does not have a Social Security number or refuses to provide it due to being a victim of identity theft, the Scout executive can request an SSN override. The council must verify the applicant’s identity. Exceptions will be granted to those individuals on a case-by-case basis based on information provided or additional information received.

- Social Security number exemptions are granted on a case-by-case basis, and are not automatically granted just because they are applied for.

- Exemptions for an SSN override are as follows:
 - a) Applicant has been a victim of identity theft.
 - b) Applicant is not a U.S. citizen and has no SSN.
 - c) For all other reasons, a detailed explanation MUST be included. The team leader of membership resources will review all special requests.
- Individuals granted an exemption will be submitted for a criminal background check.
- The Social Security Number Exemption Request form can be found on MyBSA>Resources>BSA Resources>Membership Resources under Order, Refund, and Data Change Request Forms.

Social Security Number Exemption Request					
Council Name		Council Number			
Registrar's Name / Ext.		Date			
*Scout Executive's Original Signature (no stamps): 					
<p>In rare situations where an adult applicant does not have a Social Security number or refuses to provide it due to being a victim of identity theft, the Scout Executive can request an SSN override. The council must verify the applicant's identity. Exceptions will be granted to those individuals on a case-by-case basis based on information provided or additional information received. NOTE: A Social Security number exemption does not exempt an applicant from being submitted for a criminal background check.</p>					
Member ID	Applicants Name	Identity has been verified	Applicant is a Victim of Identity Theft	Applicant has No SSN	For All Other Requests Attach Detailed Reason
Fax to 972-580-2416 or scan the approved signed form and email it to correspondenceNR@scouting.org for councils located in the Northeast Region, correspondenceCR@scouting.org for Central Region, correspondenceSR@scouting.org for Southern Region or correspondenceWR@scouting.org for Western Region					
*The Scout Executive must request all Social Security number override requests				Membership Resources	800-888-4705
Membership Resources Approval: _____					
Completed by: _____		Completed Date: _____			

NOTE: A Social Security number exemption does not exempt an applicant from being submitted for a criminal background check. Any questions concerning this process should be directed to the National Membership Resources team at 800-888-4705. The written request from the local council can be mailed to:

Membership Resources, S218
 Boy Scouts of America
 1325 West Walnut Hill Lane
 P.O. Box 152079
 Irving, TX 75015-2079

VOLUNTEER RESPONSIBILITIES

Volunteers must know what is expected for them to be successful. Carefully define, in writing, the responsibilities for each position. Use Commissioner Volunteer Duties Cards, Volunteer Duties Cards for the District Committee, and the district committee guidebooks to assist you.

Select and Recruit

Fit the right person to the position. Consider each prospect's skills, interests, and other relevant factors. Consider the variety of motivating factors for people getting involved in Scouting. For Scouting Through Soccer, you may want to use the following methods:

- The international sport of soccer develops the strong interest, although you must remember that this is a Scouting program first.
- In an age where youth obesity is on the rise, health and nutrition is an important issue. This is a physical fitness activity that reinforces positive values and character in youth.
- This is a safe and structured environment for youth.
- Increase your local council's visibility in the community through partnerships and collaborations with long-established organizations.

Orient and Train

Provide each person with prompt orientation on the individual assignment and with adequate training to be successful. Use the *District Committee Training Workshop*, *Continuing Education for Commissioners*, and *Commissioner Basic Training Manual*.

Coach and Mentor Volunteers

Provide ongoing coaching as needed. Build a volunteer's confidence and self-esteem. Help conserve a volunteer's time. Coaching should be provided by the appropriate committee chairperson or local council district executive professional.

Recognize Achievement

Prompt volunteer recognition has an important impact on the tenure and quality of service in the district. Recognition must be sincere, timely, and earned. Use the great variety of formal BSA recognition items, but also be creative with frequent locally devised thank-yous. Even more effective may be the personal pat on the back for a job well done. Recognize volunteers on a face-to face basis, from a person of status, and preferably in front of the volunteer's peers.

Evaluate Performance

Help district volunteers regularly evaluate how they're doing. Use the Self-Evaluation for Unit Commissioners in the *Commissioner Fieldbook for Unit Service* and *A Self-Evaluation Guide for Successful District Operation*.

Use all the prescribed steps in recruiting district volunteers and use the recruiting resources of the Boy Scouts of America. Helpful recruiting resources include *Selecting District People* and the *District Nominating Committee Worksheet*. For more information on volunteering and knowing who volunteers and why: www.scouting.org/seabase/sitecore/content/Home/Marketing/Recruiting/KnowingWhoVolunteers.aspx.

Definitions and Roles

Here are some of the common words and leadership positions in Scouting:

Pack: A pack is the name for the large group that a Cub Scout belongs to. All packs have numbers that identify them ("Pack 125," for example). Scouting's older-boy program, Boy Scouting, is organized into a large group called a TROOP, and the coed teenage program, Venturing, is organized into a CREW. Troops and crews also are identified by numbers. All packs, troops, and crews are commonly referred to as UNITS.

Den: Den is the common name for the smaller, working group (typically six to eight boys) of Cub Scouts. Dens are organized by grade. In large packs, there may be more than one same-age and/or -grade den. All boys between first and fifth grade join a Cub Scout pack, but they do most activities with their buddies in the smaller dens.

LEADERSHIP AND ASSISTING ROLES

Once you secure a chartered organization representative, they will be your first point of contact as well as the liaison between the organization and the local council. The chartered organization representative recruits a committee of interested parent volunteers who help run the unit. This committee can be referred to as the **Scouting Through Soccer** committee. (This is similar to the pack committee.) The key volunteers are defined through these Scouting roles and descriptions:

Committee Chair

This leader is preferably a member of the chartered organization. Respected in the community, this person should demonstrate the willingness and ability to be the Cubmaster's chief adviser. He or she leads the pack committee and helps all leaders deliver a fun and safe program.

Scouting Through Soccer Cubmaster

This volunteer position is often (but not always) held by a parent of one of the boys in the pack. It is the top volunteer position in every Cub Scout pack and is basically the person who makes sure the pack is moving together and in the right direction. It is also one of three primary leaders of the pack (the others are committee chair and head of the chartered organization). The Cubmaster is the visible focal point for the pack, responsible for creating a positive, fun experience for the boys, while the committee chair is the primary advocate for supporting the program, and the head of the chartered organization is the primary advocate for the unit.

Den Leader/Coach

Each team has one (DL) den leader/coach. This volunteer position is often (but not always) held by a parent of one of the boys in the den. Den leaders work with (six to eight) boys in a den/team. They organize and hold the weekly den meetings, which are outlined in the *Year A Cub Scout Program Delivery Manual*. This role is to see that the den/team is holding the Scouting activity and soccer activity and that the assistant den leader/coaches are informed about and involved with the program. The den leader/coach helps the assistant den leaders/coaches run the soccer activity and steps in when they are unable to attend. Works directly with the boys in the den/team, guiding them both in learning the Scouting program and playing soccer. Similar to den leaders and assistant den leaders. The den leader is the primary adult contact with the boys, and as such is the most important volunteer role in the pack. Typically, a den has 6 to 8 boys, all in the same school grade. The den leader is typically the parent of one of the boys in the den. Uses den meetings to provide advancement activities, field trips, crafts, games, and other fun boy stuff.

Assistant Den Leader/Coach

Each team has a *minimum* of two **assistant den leaders/coaches**. An assistant DL/coach works with one group of the den/team during the Scouting program and the other leads/coaches them in the soccer activity. Together with the den leader/team coach, they carry out the soccer portion of the program.

Den/Team Manager

Each team has one den/team manager. Their main responsibility is that of a messenger. They work with the parent helpers to be sure everyone is on the same page and help to keep the den/team organized. They collect forms that need to be turned in to the pack and distribute information from the pack to parents. They inform parent helpers about program changes and updates.

Parent Helpers

Parents can be responsible for leading the Scouting activities that Scouts can participate in during each Scouting Through Soccer activity. They are supported by an assistant parent helper and other parents of the den/team.

Assistant Parent Helper

This person assists the parent helper with the Scouting Through Soccer activities and steps in when the parent helper is unable to attend.

Equipment Squad

The equipment squad is a group of parents or older siblings responsible for maintaining the Scouting Through Soccer equipment. This group should include parents/siblings from each den/team. They are responsible for setting up the field for all soccer activities. If equipment needs to be replaced, they are responsible for contacting their local council Scouting Through Soccer coordinator to get new equipment. This squad is in charge of ordering, storing, and distribution of uniforms and equipment. They must understand and adhere to the timing and arrange for reliable transportation needs for equipment/materials needed for a given meetings or event.

Volunteer Recruiting Coordinator

Recruits volunteer coaches and parent helpers. Similar to a pack's committee chairman. One of three primary roles in the pack (the others are Cubmaster and committee chair). The volunteer coordinator is responsible for ensuring stable, active, and enthusiastic volunteers for all pack positions. They help in recruiting new volunteers. Just as the Cubmaster is the primary advocate for the boys and the committee chair is the primary advocate for the program, the volunteer coordinator is the primary advocate for the parents. Gives immediate help and any supplemental training (if needed) to new den leaders. Encourages den leaders to attend basic training and to qualify for Cub Scout leader recognition awards. Gives continuing support and help to volunteers. Offers help, encouragement, direction, training, and new ideas, without taking over the volunteer's role. Serves as the communications link between the Cubmaster and volunteers. Keeps the Cubmaster informed on the successes and needs of dens.

Membership Recruiting Coordinator

Promotes and markets Scouting Through Soccer in the local community. Similar to a pack's membership committee member. Has a primary pack responsibility for Cub Scout recruiting and membership. Works with the pack committee to develop and promote an ongoing plan for recruiting new boys. Works with the Cubmaster and pack committee on pack re-registration.

Registration and Scheduling Planner

Registers players, organizes team rosters, and schedules Scouting Through Soccer activities and games.

Treasurer

Collects fees and pays program expenses. Opens or maintains a bank account in the pack's name and arranges for all transactions. Reports on the pack's financial condition at committee meetings and (periodically) at pack meetings. Works with fundraising coordinator in conducting council-approved, pack money-earning projects and maintains up-to-date pack property inventory. Presents monthly financial reconciliation documentation to committee chair for his/her review and approval.

Historian

Builds and maintains a pack archive that acts as a repository for pictures, program notes, and other pack history that can act as a memory keepsake, and as a marketing tool for use by the volunteer recruiting coordinator.

Field and Facilities Planner

Works with the local council district professional on securing outdoor fields, green space, and/or indoor facilities.

Communications Guide

Uploads detailed program information on Scouting Through Soccer and develops program fliers and other ways to communicate with parents and players. Works with the rest of the committee, especially the Cubmaster and committee chair, in better preparing and posturing communications to the pack membership, to ensure consistency and clarity of message. Works with the recruiting team to determine needs that they may have in efforts to promote the pack to prospective members.

Advancement and Awards Planner

Coordinates all achievement and awards activity for the pack. Also, maintains the records of awards. Understands Cub Scout and Webelos advancement plus assists in training parents and leaders on advancement. Collects den advancement reports, orders and assembles appropriate badges for pack meetings. Maintains all records of past and present Scout advancements.

More information can be found on the Boy Scouts of America website at www.scouting.org.

Training

The sign of a successful Scouting program is reflective of well-trained leader, which is crucial in the implementation and planning of this delivery method. The local council's Scouting Through Soccer staff schedules and conducts an orientation and training session with the designated unit leaders. Ideally, training should be conducted prior to the 36-week program.

REQUIRED BASIC TRAINING

Registered leaders and parents should complete the following basic training requirements:

Youth Protection Training

- Required for all leaders who have direct contact with youth
- Recommended for parents of all youth
- Teaches do's and don'ts of working with youth
- Offered through online E-Learning (www.myscouting.org) or your district/council

Position-Specific Training

- Hands-on training in how to run meetings and work with youth
- Based on leader's position
- Cub Scout leaders, assistants, pack committee, and pack trainers
- Boy Scout leaders and assistants
- Varsity coaches and assistants
- Venturing crew leaders and assistants
- Offered by the district or council as group training, small group training, or personal coaching

As of January 1, 2012, a direct-contact Scout leader is considered fully trained and entitled to wear the "Trained" leader emblem when he or she has completed the above-mentioned training courses.

SUPPLEMENTAL TRAINING

Supplemental training modules are designed to provide orientation beyond the basic training offered in This Is Scouting and leader-specific training.

More information and a listing of supplemental trainings are available online at www.scouting.org/training/adult.aspx.

FIRST-AID TRAINING

Soccer is a very active sport that runs at a quick tempo and essentially is non-stop until the end of a half. At this fast pace there is a likely chance that a player could suffer a small injury. First aid is the first help given to someone who has had an accident. If more attention is needed, first-aid treatment helps keep an injured or ill person as safe as possible until medical personnel arrive. It is recommended that at least one or two adult leaders in each den have some form of basic first-aid training dealing with minor injuries and illnesses.

Most first-aid classes take less than a day to complete. They are usually offered by a third-party organization such as the American Red Cross, community colleges, fire departments, ambulance services, and hospitals. Several nonprofit

organizations also provide first-aid and CPR training. All of these organizations often provide first-aid training to the public (at a nominal cost). Check with your local council to find out where the nearest first-aid training is available.

If a person has a more severe injury, adult leaders must call 911 immediately, wait with the injured individual, and make them feel comfortable until qualified professional help arrives.

Below is a list of contents found in a first-aid kit:

Personal First-Aid Kit Contents

- 6 adhesive bandages
- 2 sterile, 3-by-3-inch gauze pads
- A small roll of adhesive tape
- A 3-by-6-inch piece of moleskin
- A small bar of soap or small bottle of alcohol-based hand sanitizing gel
- A small tube of triple antibiotic ointment
- Scissors
- Disposable non-latex gloves
- CPR breathing barrier
- Pencil and paper

Home or Cub Scout Pack First-Aid Kit Contents

A more comprehensive group first-aid kit can contain the following items:

- A 2-inch roller bandage
- 2 1-inch roller bandages
- A roll of 1-inch adhesive tape
- 24 alcohol swabs
- A box of assorted adhesive bandages
- 2 3-inch-wide elastic bandages
- 12 sterile, 3-by-3-inch gauze pads
- 4 3-by-6-inch pieces of moleskin
- 2 packets of gel pads for blisters and burns
- A tube of triple antibiotic ointment
- 4 triangular bandages
- A small bar of soap, or a travel-size bottle of alcohol-based hand sanitizing gel
- Scissors
- Tweezers
- 12 safety pins
- 6 pairs of non-latex disposable gloves

Protective goggles/safety glasses

CPR breathing barrier

Pencil and paper

These optional items also are recommended:

An instant cold compress

A space blanket

A SAM[®] Splint

SOCCER TRAINING

As a soccer coach, knowledge of the rules is essential; your job as coach is to elevate your team's performance.

As a soccer coach, your number-one goal is not necessarily to win. Your role, especially if you coach younger players playing recreational soccer, is to help them learn and create situations where they have the best opportunity to do so. Understanding the principles behind coaching soccer will help you have a more effective impact on your den/team.

Fitness is a major component of soccer, and it is important that elements of fitness such as speed, agility, and endurance be addressed in practice.

A major challenge of coaching youth soccer is providing a balance between structured and game-like activities. Regardless of age and skill level, soccer players have one thing in common—they want to get better while having fun. Youth coaches provide the technical and tactical foundation, and are responsible for the long-term growth and development of each player. You need to be enthusiastic and knowledgeable, and provide a fun yet challenging environment for each player.

Notre Dame men's soccer coach Bobby Clark believes the importance of letting the game itself be the best teacher. Keep drills to a minimum and let the kids play, he recommends. Soccer players evolve from running and chasing the ball to understanding that soccer is a thinking person's game. Acquiring a feel for the game can occur in small, unstructured games. Clark also notes the importance of keeping practices and games positive in *The Baffled Parent's Guide to Coaching Youth Soccer*. Young players love praise and encouragement. Make any criticism positive and constructive, and only the coach, not other players, should criticize. Make "nice try," "good work," and "great job" your mantra with young players especially, Clark advises.

Plan the Scouting Program

The Boy Scouts of America provides youth with programs and activities that allow them to:

- Try new things.
- Provide service to others.
- Build self-confidence.
- Reinforce ethical standards.

While various activities and youth groups teach basic skills and promote teamwork, Scouting goes beyond that, encouraging youth to achieve a deeper appreciation for service to others in their community. Scouting provides youth with a sense that they are important as individuals. They learn that those in the Scouting family care about what happens to them, regardless of whether a game is won or lost. Perhaps most importantly, Scouting promotes activities that lead to personal responsibility and high self-esteem. As a result, when a Scout has to make a hard decision, he can resist peer pressure and make the right choice.



THE SCOUTING PROGRAM—THE YEAR A CUB SCOUT PROGRAM DELIVERY MANUAL

This is the RECOMMENDED syllabus to use for Scouting Through Soccer and is designed for leaders who do not have the adult assistance to break a pack up into dens for each rank. Although there are not requirements for each rank every week, the program is set up so that the Bobcat, Tiger, Wolf, Bear, and Webelos badges can be earned over a 36-week period for boys in coinciding grade/age levels. Year A is designed to fit in with the school year schedule, which is what most Cub Scouts follow.

Den meeting plans are developed around a school year that is presumed to begin in early September and continue through May. Due to summer camp and the closing of many chartered organizations, there are no Cub Scout meetings in June or July. These meeting plans will walk an adult leader through each step of the first meeting, as well as each den meeting thereafter. Electronic copies of this program can be obtained at www.scouting.org/filestore/membership/pdf/523-006_WB.pdf for those who want to edit the syllabus to fit their school schedules.

SUPPLIES FOR THE SCOUTING PROGRAM

Some weeks in the Year A program call for worksheets or printed materials. These items can be found on the Boy Scouts of America Membership Impact website, www.scouting.org/membership, listed under Publications and Resources. Due to the expense of supplies, try to keep the crafts simple and inexpensive.

There are several crafts in this program year that require inexpensive items to be collected. You should start collecting these items early on and ask boys and their families for help. Check with your council to see what resources are available for you.

Local conditions (weather, events, etc.) or your den's schedule may make altering the order of the den meetings attractive. As a den leader, you may change the order so long as you make sure the change does not jeopardize the boys' opportunity to earn their rank in the allotted time or disrupt the logical order of the activities and achievements.

When there is any doubt, the planned order should be used. Discuss with your Cubmaster any changes, as they may also affect pack activities.

WHAT DOES A DEN MEETING LOOK LIKE?

Although the term “meeting” may sound dull and boring, the fact is den meetings will be filled with fun and action. By following the seven steps of a den meeting, leaders will be organized and accomplish a lot. The seven steps are:

1. Before the Meeting (This is your time to prepare and set up.)
2. The Gathering (An activity to keep the boys engaged while arriving at different times.)
3. Opening (An official opening ceremony sends the message that it’s time to begin.)
4. Business Items (Time to prepare for pack meetings and other special events.)
5. Activities (This is the fun part, full of games and achievements.)
6. Closing (Announcements, reminders, and a short closing ceremony.)
7. After the Meeting (Time for cleanup and review of what went well.)

Below is an example of a Scouting Through Soccer den/team meeting:

- Opening Ceremony (5–10 Minutes)
Pledge of Allegiance
Cub Scout Promise
- Skills Clinic or Soccer Game/Practice (25–30 Minutes)
Physical Fitness / Health Component
- Scouting Activity (25–30 Minutes)
Focus on Advancement
Cub Scouting Principles
- Core Values Reflection and Closing ceremony (5–10 Minutes)

Rank Advancement

Scouting provides a series of surmountable obstacles and steps in overcoming them through the process known as the advancement method used to achieve the aims of Scouting. Advancement is the process by which youth members of the Boy Scouts of America progress from rank to rank in the Scouting program.

The Scouting program is designed to help young people have an exciting and meaningful experience. A quality Scouting program strives for the following:

- Every young person achieves personal growth.
- Each individual learns by doing.
- Youth members progress at their own rate.
- All young people receive recognition for their individual accomplishments.
- Youth participants are encouraged to embrace Scouting ideals.

Advancement is simply a means to an end, not an end in itself. Everything done to advance and earn these ranks, from joining until leaving the program, should be designed to help the young person have an exciting and meaningful experience.

YEAR A CUB SCOUT MANUAL—ADVANCEMENT STEPS

Advancement is tracked by attendance, so it is very important to keep track of boys each week. Using a sign-in sheet for each meeting will help with this. You should also use an Attendance Summary sheet so after each meeting leaders can record attendance on a sheet that shows all 36 weeks of program and all of their boys. Use the Advancement Help section to determine which advancement awards each rank of Cub Scouts should get at each awards ceremony.

All rank badge requests should be submitted on an Advancement Report provided by the council. Throughout the school year you will only need Bobcat badges for Cub Scouts that are new to the program. Other rank badges such as Tiger, Wolf, Bear, Webelos, and Arrow of Light will not be earned until the end of the school year after all syllabus weeks have been completed. The Arrow of Light is an individual award that Webelos II Scouts can earn. It cannot be earned simply by attending meetings. The requirements for earning this award can be found in the Advancement Help section of the manual. It is the responsibility of the Cubmaster to make sure each requirement has been met.

A Cub Scout's parents should understand their son's role in Scouting and their advancement journey. For the boy to receive maximum benefit and growth from his advancement, parents' encouragement should be based on the Cub Scout motto, "Do Your Best."

RECORDING ADVANCEMENT

Each unit is responsible for keeping its own records and for making reports of advancements to the council. One way this is done is through using the unit Advancement Report form. One copy is kept by the unit and two copies are sent to the council service center with an order for the necessary badges and awards. At the council service center, one copy of the advancement report is placed in the unit file, and the other is given to the district executive for the district records. It is best that this form be submitted promptly so that unit records remain current and youth are able to receive their awards quickly after earning them. Awards cannot be purchased or awarded until the Advancement Report has been filed with the council office.

The other way of reporting advancement is through Internet Advancement, a simpler, more efficient process for reporting Cub Scout ranks, activity badges, belt loops, and more. Units can enter advancement at any time, print reports, obtain current rosters from the BSA system, and print order sheets for the Scout shop. Unit leaders wishing to learn more about the benefits of Internet Advancement and how this works are encouraged to visit www.scouting.org/scoutsource/guidetoadvancement/internetadvancement.aspx.

Whatever system is used for record keeping, the awarding of badges to youth members should never be delayed. Advancement recognition should be given as soon as possible after a boy completes the requirements, and be done with proper ceremony. Suggestions for advancement ceremonies are contained in *Cub Scout Ceremonies for Dens and Packs* and the *Cub Scout Leader Book*.

ADVANCEMENT IN SCOUTING THROUGH SOCCER

Introduction

The purpose of this chapter is to provide council executives with some successful approaches five councils have used to emphasize advancement and retention in their Scouting Through Soccer programs. Each council “best practice” is introduced with a phrase that captures the spirit of their programs. Success indicators identified in these “best practices” will be summarized at the end of this chapter. We begin first with an overview of advancement and some key considerations for positively impacting one’s JTE score.

Advancement Overview

Advancement in Scouting Through Soccer, whether occurring at the Cub Scout, Boy Scout, Varsity, or Venturing level, is a method local councils use to accomplish the mission of the Boy Scouts of America. It has been documented that boys remain active in traditional Scouting programs because:

- Unit leaders are trained
- Boys meet on a regular basis
- Unit has a year-round program plan
- Unit emphasizes outdoor activities

These points are covered in the council “best practices” write-ups.

Advancement Reporting Is Critical

Advancement-driven Scouting Through Soccer programs would be fruitless efforts if Scouts’ advancement records didn’t get reported to the local council. The best and most accurate reporting method is Internet advancement. Unit leaders may still continue to report each Scout’s advancement using the Advancement Report, No. 34403. This method is time-consuming and, depending on local council policy, may require hand delivery at the council service center. Unit-management software such as PackMaster or TroopMaster may also be used.

Scouting Through Soccer units should report advancement ideally each month, but minimally each quarter. This assures youth member records are complete and up-to-date. Missing advancement reports become a serious matter when a Scout seeks to transfer into a traditional Scouting unit, document his advancement in preparation for his Eagle Scout board of review, or become reinstated into his unit.

All Scouting Through Soccer advancement should be recorded during each calendar year in order to reflect an accurate count in the Journey to Excellence performance recognition program. Youth-serving executives would be wise to include a training session on accurate advancement reporting for Scouting Through Soccer volunteers who manage advancement in their unit.

MECKLENBURG COUNTY COUNCIL—CHARLOTTE, NC

SCOUTING THROUGH SOCCER PROGRAM



“Scouting first, soccer at the tail end...”

Why this council was picked:

In 2011, the Mecklenburg County Council came in at number one with the highest number of Scouts advancing in rank—637 Cub Scouts, Boy Scouts, and Varsity Scouts representing roughly **88 percent of youth served**. Council has an effective Varsity Scouting Through Soccer program. Dr. Karl Strohminger serves on the National Scouting Through Soccer Task Force.

Advancement Plan

Rationale: Understanding that sometimes the traditional Scouting model and advancement criteria as published in the Tiger/Wolf/Bear/Webelos and Boy Scout handbooks don't always mesh well with a soccer league delivery model or format. Some of the reasons for this incompatibility include:

- **Time commitment.** Latino parents (as well as other cultures) have responsible and heavy employment schedules, with both parents often working one or more jobs. As the soccer games occur once a week, a second den or patrol meeting is difficult to schedule. Alternatively, dens can meet in the off-season, but then there is often insufficient time to complete criteria.
- **Expectations.** Simply put, they are joining to play soccer. Most families appreciate the character-building aims of Scouting and enjoy the additional experiences Scouting offers their children (camping, pinewood derby, etc), but they are there to play soccer. The original idea of **joining for Soccer, staying for Scouting** has not borne fruit, at least in Mecklenburg County. Retention in the program has been more a function of a strong soccer league than a strong Scouting program.
- **Suitability.** The Scouting criteria that seem to work best and mesh with the Saturday soccer game format have been those that reflect sports in some fashion. Cub Scout sports pins are a good example.
- **Family.** Latino families expect a program that serves the entire family, with elements for younger children, older siblings, and, yes, sisters.

Our conclusions: With the above facts understood, it became obvious that some program changes had to occur. Those changes included:

- **Adaptability.** This was infinitely easier in Cub Scouting and Venturing than it was in Boy Scouting. As the standard for Cub Scouting advancement is Do Your Best, and with the high level of discretion a Cubmaster has to award Cub Scout advancement, much could be done to adapt the Cub Scouting program to fit the Saturday league delivery model. Alternatively, this was NOT the case with Boy Scouting. A level of mastery, with dual accountability testing and built-in integrity checks along the process, prevents any meaningful program adaptation. This was a major issue in Boy Scout retention, as parents wanted all siblings to receive programming.
- **Varsity Scouting.** A partial fix to the above program was Varsity Scouting. This program, straight off the shelf, works very well in Scouting Through Soccer, and is a, albeit little-understood, national traditional program. The sports theme, letter and pin awards, and program flexibility are perfect. The problem with Varsity Scouting is the age limitation (high school). We recommend expanding Varsity to all boys in sixth grade through graduation. The Venturing “Quest” track also works very well.
- **Learning for Life.** The only solution we could think of to serve the sisters (which parents demanded) was to start an LFL group for girls. This ensured they were covered by liability and accident insurance when they were playing soccer, and introduced some standardized programming. Older sisters participate in our Venturing program.
- **Put Scouting First.** As reflected with our name choice for the program, our volunteers insisted, and the executive board was very insistent, that Scouting came first. “We aren’t in the business of running sports leagues” was an often-repeated objection. So putting Scouting first became our mantra. Advancement was tied to any registration, campership, or uniform financial assistance program, and Scouting awards were used in lieu of traditional soccer trophies. (Note: There is an amazing amount of little-known but relevant Scouting “stuff” that can be used.)
- **Merit Badges.** We preselected a number of merit badges for the youth to choose while at Saturday events. Scouts were free to choose any other merit badge they wished while at camp or at the unit/family level, but merit badges were standardized to reflect sports and/or sports management: First Aid, American Business (with a focus on professional sports businesses), Athletics, Communication, Golf, Journalism (sports reporting), Personal Fitness, Sports, and Public Speaking. *While this enabled the Boy Scouts to earn merit badges, it did little to foster advancement rates, as the outdoor program focus of Boy Scouting was a poor fit for Scouting Through Soccer.*
- **KISMIF.** One of the first principles of Cub leadership is KISMIF: *Keep It Simple, Make It Fun*. This is extra-important with immigrant American cultures that for a myriad of reasons have little to no exposure to Scouting. At first glance, Scouting is a thousand-tentacled monster, with so many varied and complicated facets that it can intimidate and overwhelm even a native American who knows the program, much less a new family. For this reason, we kept the program elements we used very selective, limited, and relevant. For instance, we chose not to hold AO elections.

Program Features and Criteria by Level:

Tiger Cubs: As the standard Tiger Cub program is fairly light and easy to present, we followed it basically as printed, with one major exception concerning “Go See It,” with significant additions per belt loops, etc. The soccer league delivery system assumes five months (two 10-week sessions), with each Tiger mode getting a month. Parents were prompted each week via announcements and sometimes printed materials on the family portion of the section. Go See Its were unlikely to happen, so we brought the relevant community member (police department, fire department, etc.) to the games. Belt loops are addressed later in this report.

Wolf Cubs: Our Wolf Cub Scouts completed the following Wolf requirements (see the *Wolf Handbook* for details). All of #1/Feats of Skill, all of #2/The Flag and #11/Duty to God (using patriotic themes and openings at league days), and all of #10/Family Fun happen as a matter of course in soccer league delivery; #3 and #8 were done together (knowing

your body and healthy cooking); #4/Know Your Home and Community and #9/Safety were done on the day the police and fire departments visited; #5/Tools was done offline as part of the ramp-up to a coordinated pinewood derby. Finally, #6/Collections, #7/Living World, and #12/Making Choices were done at Camporee, held in April, which we themed "Soccer Camp." Doing three of the requirements at camp had the added benefit of encouraging attendance at an accredited family camp.

Bear Cubs: Bear requirements #1, 3, 12, 15, 16, and 23 happen as a matter of course of completing the two annual league delivery cycles, assuming the Bear Cub Scout and his family have good attendance. Numbers 7 and 11 happen during the visits by the police and fire departments with a little preparation. We did #20 and #21 as part of the coordinated pinewood derby. Requirement #24, Being A Leader, is completed automatically with a little preparation if the soccer den/team alternates denner bi-weekly. Finally, any of the remaining makes a great station or rotation requirement at Soccer Camporee. Requirements #5, 6, and 22 are excellent for a weekend camp.

Webelos: Webelos badge requirements #1, 2, 6, and 8 happen as a matter of course during the program. Requirements #3 and #5 are skipped altogether, as Scouting Through Soccer participants generally do not wear a traditional BSA uniform. Requirement #7/Boy Scouting happens twice to ensure attendance: once at a soccer Saturday and once at Soccer Camporee. The Fitness Activity Badge occurs with a little preparation by the den leader/team coach during league play. Finally, the Citizenship and Readyman Activity Pins are done as league day modules on several consecutive Saturdays. Other pins can be added as needed/available.

Arrow of Light: Requirements #1, 4, 5, and 6 are considered as part of the league, assuming good participation. Pins selected and done on Saturday rotations include Scholar and Communicator. Outdoorsman and Forester are done as part of Soccer Camporee.

Additional Recognition items for Cub Scouts in Scouting Through Soccer: Good academic and sports pins and belt loops: Nutrition, Soccer, Language and Culture, Physical Fitness.

For completion of one season, we recommend Cub Scouts earn the Academics and Sports Participation Emblem (No. 00803). For completion of the second season, we recommend awarding the Academic and Sports Trophy (as opposed to a locally created or purchased trophy). Finally, for completion of a third season (and hence a second year of Cub Scouting), award the Academic and Sports Letter, No. 00805. For future leagues, additional trophies in addition to the bronze, silver, and gold activity medals (Nos. 00934, 00935, and 00936) are appropriate in addition to rank advancement.

PATRIOTS' PATH COUNCIL—FLORHAM PARK, NJ

SCOUTING THROUGH SOCCER PROGRAM



“Do your research first...”

Why this council was picked:

In 2010, one of their packs had **100 percent of Cub Scouts** advance in rank. Also, the council has a history of effective Hispanic/Latino Scouting delivery programs. Every year, the council recognizes a Hispanic/Latino community leader for their contributions to Scouting.

Program Overview

The Patriots' Path Council introduced Scouting Through Soccer in 2008 in the Raritan Valley District. Then district executive Terry Paicer started a soccer pack at the United Presbyterian Church in Bound Brook. New DE's Mark Spaldo and Carolina Gongora grew the program the following year to a South Bound Brook and Plainfield elementary school. In total 50 new scouts participated in Scouting Through Soccer. Weekly one-hour lessons were given by coach Duncan Swanwick from Somerville. During the lesson plans, Scouts received 30 minutes of the Scouting program, where they earned the Bobcat badge at the end of 14 weeks.

In 2010 the program continued in Bound Brook and grew into some of the other districts. In the Fishawack District, Al Thomas offered Scouting Through Soccer in Morristown from December 21 to January 25. The gymnasium of Shepard High School was an indoor soccer field for 11 boys in grades 2–5. The boys were coached by students from the County College of Morris. During six weeks of meetings they sharpened their soccer skills and earned their Bobcat badges. In the Munsee District, 35 new scouts participated in twice-a-week programs. All 35 participants completed their Bobcat and earned other recognitions as well. The program was successful because of the strong leadership of Lisa Holland, senior program specialist. The program specialists maintained Scouting lessons, while parent coaches assisted with soccer drills and play. At the end of season, a tournament and picnic was held where recognitions were awarded. One Scout bridged over to local Scout Troop 310.

The national office observed the council's progress and invited Carolina, recently promoted to senior district executive, and district director Arthur Lobdell to share their story during a Scouting Through Soccer Advancement Task Force teleconference held in April. Carolina encourages program staffs to do their research and know the community they're trying to serve before launching their Scouting Through Soccer program.

BLUE RIDGE MOUNTAIN COUNCIL—ROANOKE, VA

SCOUTING THROUGH SOCCER PROGRAM



“Developing trust with parents is half the battle won...”

Why this council was picked:

Scouting Through Soccer Coordinator Charles Brunal has a highly effective strategy of promoting the program in Roanoke’s Hispanic/Latino community. **95 percent** of the **369 youth** served have advanced in rank.

Program Overview

A quick glance at the Blue Ridge Mountain Council’s 2010 Scouting Through Soccer program highlights convinces the reader why this council was picked. 2010 accomplishments include:

- Over 50 percent of Boy Scouts advanced in rank
- 47 percent of Cub Scouts earned at least one rank
- 11 Scouts participated in summer camp
- Scouts in the program participated in the 2010 National Jamboree
- Two Scouting Through Soccer tournaments were held
- A total of 160 youth members participated in a Scouting outdoor experience
- Scouts contributed a total of 235 community service hours in 2010

Field director Tommy Pendleton asserts the Blue Ridge Mountain Council’s Scouting Through Soccer program’s success is due to the dedicated service of the program’s coordinator, Charles Brunal. Charles and his wife Sandra will attest that building trust among the families is the key component to their success. In fact, the Brunals spent countless hours on the phone helping newly arrived Latino families learn to survive in their new American home. They direct parents to social services for their basic necessities of food, shelter, schooling for their children, etc. The Brunals even host classes in conversational English at the library for the parents’ benefit. Once families become accustomed to their new life and home in the United States, parents are receptive of their sons and daughters participating in Scouting Through Soccer.

Venues

The Refugee and Immigration Services office of the City of Roanoke sends a considerable amount of family referrals to Scouting. In fact, the agency's executive director is a member of the council executive board. Charles also promotes Scouting Through Soccer at city libraries, grocery stores, schools, parks, etc. A quality, colorful bilingual newsletter is delivered at each of these locations, and the piece generates consistent interest among parents.

Program Tactics

The registration fee for boys is \$30.00, which includes the uniform. A similar fee for girls is charged, and they are enrolled in a Learning for Life group. A monthly program fee of \$1.00 per youth helps pay for coaches' fees and other program costs. Scouts sell popcorn, which helps the packs and troops become self-sufficient.

Scouts and unit leaders participate in all council activities, ranging from troop overnights, Cub Day Camp, long-term summer camp, etc.

Unit Level

In terms of weekly den meetings, Charles rotates the den leaders in order to get more parental involvement and support. Spanish Cub Scout handbooks are utilized at every meeting, and all Cub Scouts begin with the Bobcat rank requirements. Meetings are conducted via a 30-minute den meeting theme followed by a 30-minute soccer activity. A three-season program format is implemented using the Scouting Through Soccer manuals.

Charles' explanation for his council's Scouting Through Soccer successful six-year track record points to the personal contact and follow-up he has made with parents and Roanoke's Latino community leaders. There is no substitute for the personal touch one is willing to invest in Scouting Through Soccer.

GREATER ALABAMA COUNCIL—BIRMINGHAM, AL

SCOUTING THROUGH SOCCER PROGRAM



"Top council leadership support is critical..."

Why this council was picked:

During spring 2011, five of their seven packs had at least **80 percent of Cub Scouts advance in rank**. The council's Scouting Through Soccer program is in its third year.

Program Overview

District Director Derrick Russaw and Scouting Through Soccer coordinator Karen Johnson will attest the Greater Alabama Council's Scouting Through Soccer program would never have taken off three years ago were it not for the total support from Scout Executive Tim Cooper and his council executive board. In fact, Tim's visionary leadership has created a culture of inclusiveness whereby uniformed Hispanic youth active in this program participate in councilwide activities. Full participation in fun outdoor activities is a success indicator that has positively impacted the council's retention and advancement among Scouting Through Soccer Scouts.

Scoutreach Support

The council's Scoutreach Scouting Through Soccer committee is the volunteer driving force behind the program. The committee operates like a district and meets quarterly to plan and discuss issues as they relate to quality program delivery. Unit leadership is supported by the outreach coordinator and a program aide. As a result of their program support, the number of trained adult volunteers serving as unit leaders doubled this year.

Program Tactics

The program coordinator approaches elementary schools every Thursday to deliver a Spanish flier inviting male and female students to sign up and inquire about participating in the next soccer tournament. Interested youth are given a registration form to take home and have their parents fill out.

In order to participate in the program, participants' families are expected to pay \$100.00 of the total cost of \$150.00. This fee provides both a soccer and a class-A Scout uniform for each participant. Scouts are expected to earn their way in order to instill the value of becoming self-sufficient. Selling popcorn ensures funds earned by the unit help to alleviate necessary program costs.

Unit Level

Unit leaders have the option to use the Scouting Through Soccer weekly program seasonal schedules provided by the council or the traditional Cub Scouting program that incorporates soccer as a weekly activity. Whichever option is used, participation in various council-sponsored activities rounds out the full Scouting experience. These range from summer camp, to Cub pinewood derby, to participation in the Cub haunted house. District- and unit-level enrichment programs add to the Scouting Through Soccer adventure. Youth and adult leaders visit museums, college football and basketball games, basketball clinics, and competitions at Winterfest.

The annual soccer tournament held in May is the event all youth and adult leaders look forward to. Recently 225 youth participated in the tournament, and each boy earned a medal.



GRAND CANYON COUNCIL—PHOENIX, AZ

SCOUTING THROUGH SOCCER PROGRAM



“Top council leadership support is critical...”

Why this council was picked:

The council has a 17-year history of effective Hispanic/Latino Scouting programs as a direct result of top Hispanic/Latino community leader involvement, support from the United Way, and dedicated Hispanic/Latino staffs. A total of 49 Cub packs and 15 Scout troops are engaged in Scouting Through Soccer. Scout Executive Larry Abbott and Director of Field Service Michael de los Santos serve on the National Scouting Through Soccer Task Force.

Grand Canyon Council’s Ocotillo District in Yuma, AZ

District director Brett Bybee will attest district Scouting volunteer involvement in Scouting Through Soccer is the main reason for his program’s success. The other key success ingredient is Brett’s great relationship with Yuma’s school district, local retailers, and Yuma police and fire departments.

Prior to initiating Scouting Through Soccer, Brett met with his district volunteers to discuss concerns. After some good discussion, Ocotillo district volunteers felt all Scouting Through Soccer youth needed to become fully immersed in traditional Cub Scouting programs. This back-to-basics approach meant all youth would earn the Bobcat rank first, then proceed to Tiger, Wolf, Bear, and Webelos, with emphasis on handbook use. Brett wasted no time in getting started.

Program Tactics

Brett’s approach in getting Hispanic/Latino parental involvement was to inform them up front of all the activities their sons would participate in. A Soccer and Scouting flier is distributed at each elementary school to recruit boys. The flier is bilingual and lists the date and time parents can register their sons and/or daughters. Girls are registered in Learning for Life groups. At sign-up, Brett provides parents with an advancement calendar and game schedule. The schedule includes exactly which requirements are to be done at each activity day. Brett also took the time to prepare for each parent condensed versions of the Cub Scout handbooks called advancement packets.

The program schedule starts March 5 (Week 1) and ends on June 4 (Week 13). Each weekly theme is accompanied by age-appropriate, grade-specific Cub advancement requirements. Below the schedule are sets of homework/teamwork assignments divided by rank. Brett purposefully factored in a fun, exciting activity each week.

Cub Scouts are divided up into three teams:

- Team 1: First- and second-graders (Tiger and Wolf Cub Scouts)
- Team 2: Third- and fourth-graders (Bear Cub Scouts)
- Team 3: Fifth- and sixth-graders (Webelos Scouts)

Boys active in traditional Cub Scout packs make up a significant percentage of Scouting Through Soccer membership. This is a direct result of careful planning, exciting, fun activities, and advancement opportunities.

Director of Field Service Michael de los Santos believes Scouting Through Soccer has remained strong in the Grand Canyon Council because the program isn't treated as a separate program, but rather part of each district's responsibility. The other reason is dedicated staff like Brett and District Director Librada Martinez and Scoutreach Director Carol Chacon in Phoenix.



Advancement Success Indicators

Council executives wishing to implement a successful Scouting Through Soccer initiative as a traditional Scouting program that emphasizes advancement should consider the following tactics:

- **Know the Community.** If a large percentage of families come from other countries (first-generation/newly arrived immigrants), one should learn the cultural do's and don'ts first before program delivery commences.
- **Bilingual/Bicultural Staffing Is Critical.** The right staff member delivering Scouting Through Soccer will quickly gain the trust of parents and get them engaged in volunteer roles.
- **Attractive, Bilingual Communications.** Spanish fliers, newsletters, schedules, etc. are more likely to be read by parents if they're colorful, easy to read, and contain lots of pictures.
- **Commitment and Support at Every Council Level.** All of the Scouting Through Soccer programs spotlighted in this chapter had Scout executive and executive board member support, district level buy-in, and endorsement from highly visible Latino community leaders.
- **Willingness to Go the Extra Mile.** Every youth-serving executive identified in this chapter went above and beyond the call of duty to deliver a quality program. Whether it is long hours spent talking to parents on the phone, long hours spent preparing user-friendly schedules and edited versions of Cub Scout handbooks, willingness to secure local retailer support to help offset program costs, or long hours spent identifying the right merit badges for a Varsity program for older boys—these strategies require much time, hard work, and dedicated service. The commitment of time, talent, and human resources will be well worth the effort in the long run.
- **Mentoring.** One cannot underestimate the mentoring and coaching provided by district volunteers (i.e., unit commissioners, members-at-large, district advancement chairs) in helping to orient new parents in their volunteer role in their sons' program. Friendly, compassionate Scouting volunteers consistently keep Scouting Through Soccer programs alive.
- **Usage of National Scouting Through Soccer Resources.** *Futbol y los Scouts* fliers, Scouting and Soccer rank-specific manuals, advancement posters, etc. continue to be used extensively in implementing the program.
- **Something for the Girls.** Every successful Scouting Through Soccer council endeavor factored in Learning for Life in order to be inclusive of the entire family. Even though girls cannot work on Cub Scouting and Boy Scouting advancement, Learning for Life offers its own recognition program for sisters who want to play soccer too.
- **Going for the Advancement Gold.** All five councils identified in this chapter emphasized Scouting first, soccer at the tail end. All Scouts served by these councils advanced at least one rank in traditional Scouting. The Blue Ridge Mountain and Mecklenburg County councils were determined to have some of their Scouting Through Soccer youth achieve the Arrow of Light award.
- **Professional Scouter Opportunities.** Visionary council executives like Dennis Kohl, Mark Turner, Dan Johnson, Tim Cooper, and Larry Abbott all had one thing in common: they promoted their dedicated, results-driven Scouting Through Soccer staffs to middle-management positions.

While there may be other “best practices” specific to a council's diverse community, we are confident the tactics covered in this chapter will be helpful to local councils wishing to start a Scouting Through Soccer program from the ground up. We encourage the reader to review the attachments in the Appendix in order to gain a better understanding of each council's Scouting Through Soccer program.

Brand Identity / Uniforms

Whenever you see a person in a uniform, you get a quick sense of who they are and what they do. The members of a sports team wear their uniforms to say “I belong to this group.” Police officers and firefighters wear their uniforms to say “I provide a service to my community.” Even superheroes wear uniforms to say “I’m one of the good guys, and I stand for what’s right.”

Just like all of these people, Scouts also wear a uniform, and for the very same reasons. As a Cub Scout, they belong to a special group of people, give service to their community, and have made a promise to do their best to be one of the “good guys.” Wearing a uniform is a way of saying these things to everyone who sees Scouts.



THE SCOUTING THROUGH SOCCER UNIFORM

SCORE® American Soccer Company Inc. is recognized as the official licensed vendor for the Scouting Through Soccer brand messaging of this uniform and offers a complete line of BSA-branded uniforms as well as soccer equipment. They sell directly to consumer and are factory-direct. To order BSA-branded uniforms, please contact SCORE at 1-800-626-7774. When contacting SCORE, please mention the Boy Scouts of America.

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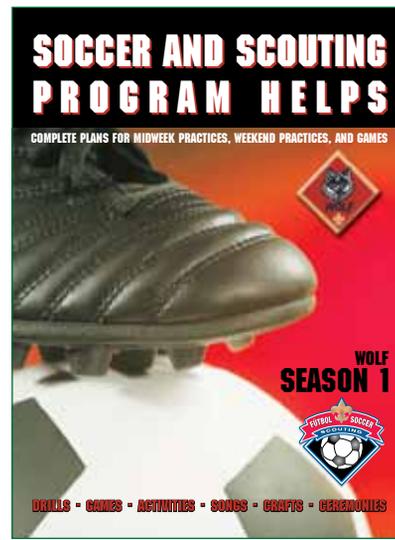
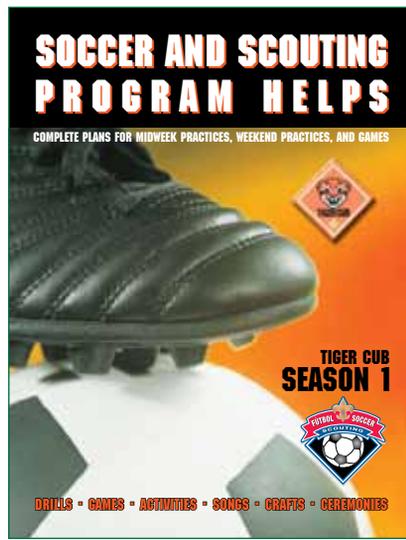
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Plan the Soccer Delivery Method

SOCCER RESOURCES

Coaches and volunteer parents have a wealth of resources available to them through their council. Although no longer the primary resource, the *BSA Soccer and Scouting Program Helps* (2004–2009) manuals provide a breakdown of which soccer activities can be conducted each week. The *Program Helps* manuals address Cub Scouting advancement as well as soccer skills enhancement and are in both English and Spanish.



The dens/teams will then be separated into appropriate playing-age groups and registered in the appropriate pack or group. According to the grade of participants, games are played as follows:

- | | | |
|-------------------|---------------------------|---------|
| • Tiger Cubs | First-graders | 4 vs. 4 |
| • Wolf Cub Scouts | Second-graders | 5 vs. 5 |
| • Bear Cub Scouts | Third-graders | 6 vs. 6 |
| • Webelos Scouts | Fourth- and fifth-graders | 7 vs. 7 |

THE 36-WEEK SCOUTING THROUGH SOCCER PLAN

Scouting Through Soccer begins in week two and runs through week 12. There are three cycles totaling 36 weeks in conjunction with the *Year A Cub Scout Program Delivery System Manual*, with each 12-week Scouting Through Soccer cycle consisting of the following:

Den/Team Meetings/Activity Every week, den/teams meet to cover a variety of Scouting activities. Soccer activities and/or intramural games begin after the second week. Den meeting/soccer activity/game/practice can follow this schedule:

- 0:00-0:05 (5 minutes)—Opening ceremony
- 0:05-0:30 (25 minutes)—Soccer activity
- 0:30-0:55 (25 minutes)—Scouting activity
- 0:55-1:00 (5 minutes)—Hydration/rest break
- 1:00-1:10 (10 minutes)—Closing ceremony

Opening and closing ceremonies. Ceremonies play an important part in our lives. We have ceremonies to celebrate birthdays, holidays, graduations, weddings, and religious and many other special occasions. Cub Scout meetings always include a formal opening and closing, which is an assembly around a short, meaningful talk or activity.

Soccer skills clinic. Each soccer activity includes two or three sample activities shown in *Program Helps*. The activities include information on:

1. Purpose—Techniques and skills developed through the activity
2. Organization—Instructions on how to set up the activity in terms of space, number of players, and equipment
3. Game objective—Instructions on how to play the game
4. Progressions—Suggestions on how to make the activity more challenging

Core Values reflection (in closing ceremonies). Scouting helps teach values to boys and helps them develop character. Character development is a process begun in early childhood, and the family is the first and most important source for raising children of character. In helping boys to develop character, Cub Scouting promotes 12 Core Values: citizenship, compassion, cooperation, courage, faith, health and fitness, honesty, perseverance, positive attitude, resourcefulness, respect, and responsibility. Character development defines the Core Values and requires that we discuss them immediately following a soccer game. The Core Values are evident in a soccer game, just like they are in all aspects of life. To stop for a moment and reflect, thinking about and identifying the Core Values in a game just played, will teach the importance of living by a set of values.

FIELD DIMENSIONS

Adequate and quality field space is central to the success of the program. Here are some valuable tips for securing and scheduling fields:

- Limit the number of fields. Try to get Scouts to one field at one time, if at all possible.
- Put in your field requests early. Very few communities have unlimited space and availability, so make sure that you are at the front of the line.
- Make sure that you get a field permit that states that you have the field space reserved at the dates and times specified.

Use the following table to help you estimate field needs:

Grade—Program Name	Field Size Per Team	Space Needed Per Team
First Grade—Tiger Cub Scouts	20 x 30 Yards	25 x 35 Yards
Second—Wolf Cub Scouts	25 x 35 Yards	30 x 40 Yards
Third Grade—Bear Cub Scouts	30 x 40 Yards	35 x 45 Yards
Fourth/Fifth Grade—Webelos Scouts	40 x 50 Yards	45 x 55 Yards

Based on the number of participants and the availability of space, you may need to assign participants to multiple sites and multiple start times. For example:

Option 1—Participants in the same grade/program are assigned to a grade-specific field at the same start time:

Grade— Program Name	Space Needed	Number of Teams	Field Number	Midweek Start Times	Weekend Start Times	Total Space Needed
First Grade— Tiger Cub Scouts	25 x 35 Yards	4	1	4 Teams @ 5:00 p.m.	4 Teams @ 9:00 a.m.	100 x 140 Yards
Second Grade— Wolf Cub Scouts	30 x 40 Yards	2	2	2 Teams @ 5:00 p.m.	2 Teams @ 9:00 a.m.	60 x 80 Yards
Third Grade— Bear Cub Scouts	35 x 45 Yards	4	3	4 Teams @ 5:00 p.m.	4 Teams @ 9:00 a.m.	140 x 180 Yards
Fourth/Fifth Grade— Webelos Scouts	45 x 55 Yards	2	4	2 Teams @ 5:00 p.m.	2 Teams @ 9:00 a.m.	90 x 110 Yards

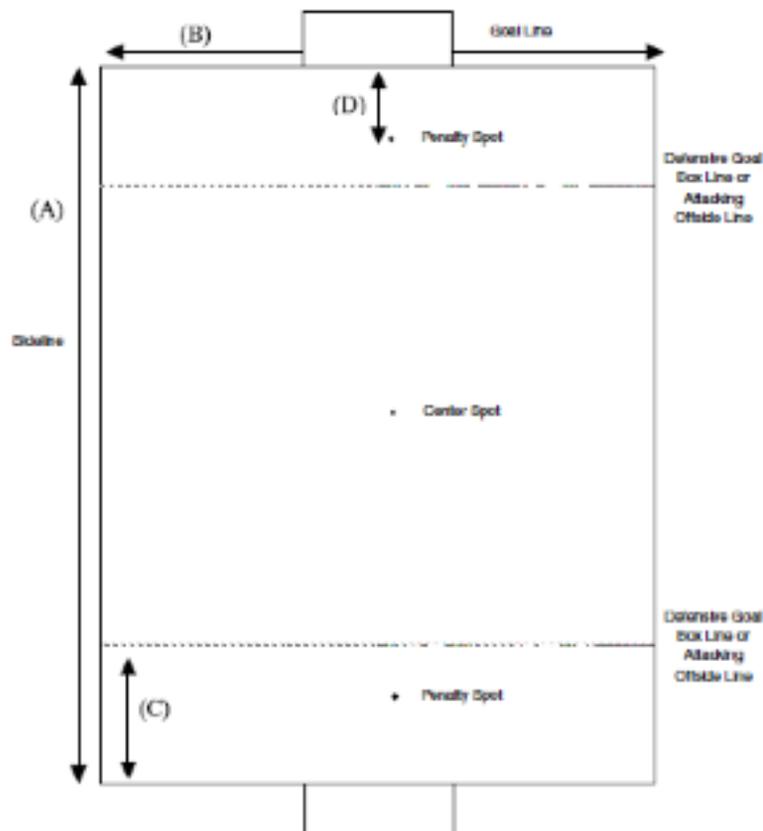
Option 2—Participants in the same grade/program are assigned to a grade-specific field at one of two start times:

Grade— Program Name	Space Needed	Number of Teams	Field Number	Midweek Start Times	Weekend Start Times	Total Space Needed
First Grade—Tiger Cub Scouts	25 x 35 Yards	4	1	2 Teams @ 4:00 p.m.; 2 Teams @ 6:00pm	2 Teams @ 9:00 a.m.; 2 Teams @ 11:00 a.m.	50 x 70 Yards
Second Grade— Wolf Cub Scouts	30 x 40 Yards	2	2	2 Teams @ 4:00pm	2 Teams @ 9:00 a.m.	60 x 80 Yards
Third Grade—Bear Cub Scouts	35 x 45 Yards	4	3	2 Teams @ 4:00 p.m.; 2 Teams @ 6:00 p.m.	2 Teams @ 9:00 a.m.; 2 Teams @ 11:00 a.m.	70 x 90 Yards
Fourth/Fifth Grade— Webelos Scouts	45 x 55 Yards	2	4	2 Teams @ 4:00 p.m.; 2 Teams @ 6:00 p.m.	2 Teams @ 11:00 a.m.	90 x 110 Yards

Based on an initial registration of 178 total players in our Denver pilot program in 2004 and four teams of 9–12 players at each grade, the following assignments were made based on the availability of fields. Due to limited space, first-graders were separated onto two fields at one time rather than one field at two separate start times.

Grade— Program Name	Number of Players	Number of Teams	Average Team Size	Field Number	Midweek Start Times	Weekend Start Times
First Grade— Tiger Cub Scouts	21	2	11	1	2 Teams @ 4:00 p.m.	2 Teams @ 9:00 a.m.
First Grade— Tiger Cub Scouts	21	2	11	2	2 Teams @ 4:00 p.m.	2 Teams @ 9:00 a.m.
Second Grade— Wolf Cub Scouts	37	4	9	3	2 Teams @ 4:00 p.m.; 2 Teams @ 6:00 p.m.	2 Teams @ 9:00 a.m.; 2 Teams @ 11:00 a.m.
Third Grade— Bear Cub Scouts	50	4	12	4	2 Teams @ 4:00 p.m.; 2 Teams @ 6:00 p.m.	2 Teams @ 9:00 a.m.; 2 Teams @ 11:00 a.m.
Fourth/Fifth Grade— Webelos Scouts	49	4	12	5	2 Teams @ 4:00 p.m.; 2 Teams @ 6:00 p.m.	2 Teams @ 9:00 a.m.; 2 Teams @ 11:00 a.m.

SIMPLIFIED FIELD MARKING CHART



Program	# Players	Goal Box Line	Offside Line	Distance (A)	Distance (B)	Distance (C)	Distance (D)
Tiger Cubs	4 vs. 4	No	No	30 yds.	20 yds.	N/A	5 yds.
Wolf Cub Scouts	5 vs. 5	No	No	35 yds.	25 yds.	N/A	5 yds.
Bear Cub Scouts	6 vs. 6	Yes	Yes	40 yds.	30 yds.	10 yds.	5 yds.
Webelos Scouts	7 vs. 7	Yes	Yes	50 yds.	40 yds.	10 yds.	5 yds.

Sideline. Side boundaries of the field

Center spot. The spot where the ball is placed for taking a kickoff

Penalty spot. The spot where the ball is placed for taking a penalty kick

Goal area. A 10-yard area that extends the full width of the field for Bear Cub Scouts and Webelos Scouts

Goal line. The out-of-bounds line at each end of the field

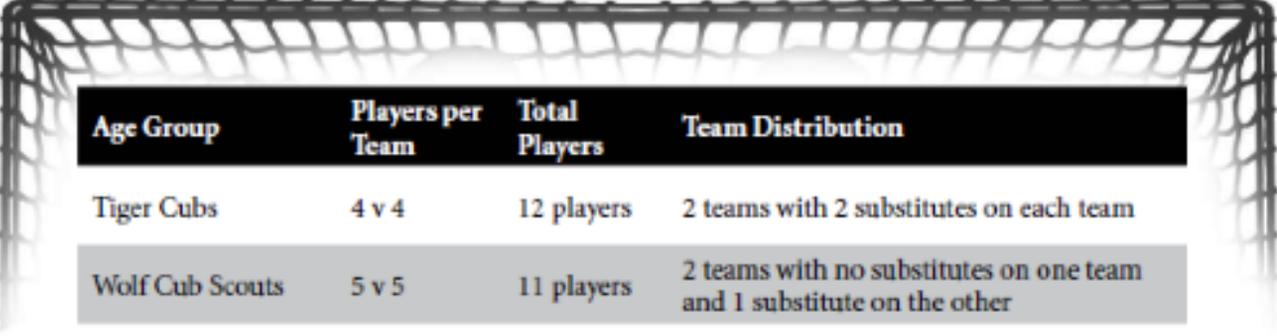
Offside line. A line 10 yards from the goal line that extends the full width of the field for Bear Cub Scouts and Webelos Scouts

ORGANIZING TEAMS

Your team/den will likely consist of between eight and 16 players. According to the program level of your participants, you'll be asked to organize your teams for scrimmage games as follows:

Program	Distribution of Starting Players	Distribution of Substitutes
Tiger Cubs	Number of players in the den divided by 4	Remaining players distributed as substitutes up to a maximum of two per team
Wolf Cub Scouts	Number of players in the den divided by 5	
Bear Cub Scouts	Number of players in the den divided by 6	
Webelos Scouts	Number of players in the den divided by 7	

Examples of how to organize your teams:



Age Group	Players per Team	Total Players	Team Distribution
Tiger Cubs	4 v 4	12 players	2 teams with 2 substitutes on each team
Wolf Cub Scouts	5 v 5	11 players	2 teams with no substitutes on one team and 1 substitute on the other
Bear Cub Scouts	6 v 6	8 players	1 team with 2 substitutes
Webelos Scouts	7 v 7	15 players	2 teams with no substitutes on one team and 1 substitute on the other

HYDRATION

It is essential that you keep your team hydrated during exercise. There are two hydration/rest breaks during each Scouting Through Soccer practice session. Encourage your players to bring water or sports drinks to practice. Have extra on hand in case someone forgets. Be sure that your players replace the fluids that they have lost during exercise.

LENGTH OF GAME/SPORTS ACTIVITY

Soccer games are typically 20 minutes long with a five-minute halftime intermission between the two periods or halves of a game. Resting while drinking plenty of water is key to staying hydrated during playing time.

NAMING THE DENS/TEAMS

Tell the boys that they can name the den/team. Read them a list of possible names. Help them decide on a name, adding an exciting adjective (e.g., Screaming Eagles, Roaring Lions).

Panthers (Panteras)	Lightning Bolts (Relámpagos)	Cougars (Pumas)
Stars (Estrellas)	Tigers (Tigres)	Rapids (Rápidos)
Eagles (Aguilas)	Earthquakes (Terremotos)	Jaguars (Jaguares)
Hurricanes (Huracanes)	Cheetahs (Chitas)	Ranchers (Rancheros)
Lions (Leones)	Cowboys (Vaqueros)	Leopards (Leopardos)
Rebels (Rebeldes)	Wolves (Lobos)	Comets (Cometas)
Bears (Osos)	Tornados (Tornados)	

Help the boys come up with a team yell. This should include the name of their team or something related to it. Practice the yell and tell them they will yell it as approval for something done well by a teammate or by the whole team.

FUTBOLITO

The Futbolito tournament is a small-sided tournament held after the 12-week Scouting Through Soccer cycle. All games are 15 minutes long, with a small halftime break. Each den leader/coach gets a single two-minute time-out, which can be used at any time.

Round 1

Teams are assigned to brackets according to the number of teams at each grade level. In this example for one grade level, we have assumed that there are eight teams at this grade level:

Bracket A—Team 1, Team 2, Team 3, and Team 4

Bracket B—Team 1, Team 2, Team 3, and Team 4

Games are scheduled as follows. (**Note:** Ten minutes are allotted for hydration/rest breaks between games.)

Game 1—0:00–0:15	Game 2—0:25–0:40	Game 3—0:50–1:05
Bracket A	Bracket A	Bracket A
Team 1 plays Team 2	Team 1 plays Team 3	Team 1 plays Team 4
Team 3 plays Team 4	Team 2 plays Team 4	Team 2 plays Team 3
Bracket B	Bracket B	Bracket B
Team 1 plays Team 2	Team 1 plays Team 3	Team 1 plays Team 4
Team 3 plays Team 4	Team 2 plays Team 4	Team 2 plays Team 3

Round 2

Game 4—1:20–1:35

According to the final point totals after three games, teams are organized into groups as follows:

The winner of bracket A plays the winner of bracket B. The second-place team in bracket A plays the second-place team in bracket B. The third-place team in bracket A plays the third-place team in bracket B. The fourth-place team in bracket A plays the fourth-place team in bracket B.

1:35–1:40—Rest Break

1:40–1:45—Presentation Ceremony: All Scouts receive a participation trophy.



Oklahoma City, Oklahoma



Mount Prospect, Illinois



Birmingham, Alabama



Austin, Texas

Membership Recruitment

After you conduct your boy talks at the schools, prepare for your recruitment night with the families. Your recruitment event(s) should not last more than 30 minutes. Be sure to end on time; children have a limited attention span. If possible, have Scouts and Scout leaders play games with kids while the parent meeting is in progress.

Pre-Opening—Arrange room as needed. Decorate and set up games for the boys to play. Make sure all materials needed are on hand. One or more people should greet boys and adults as they arrive. Have the adults fill out the attendance roster and have them start filling out applications.

Lead the Pledge of Allegiance; then teach the Cub Motto, Cub Scout Sign, and Cub Scout Salute.

Briefly review the Boy Scouts of America program and be sure to cover the following points:

- Emphasize that this is a SCOUTING program with an emphasis on soccer as the tool and/or vehicle for Scouting.
- The den is part of a Cub Scout pack. Answer any questions they have about pack dues (if any).
- The Cub den/team concept is that the boy and adult join and participate together.
- Explain how the den/team operates and shares leadership. Each den/team will host different activities/ events during the year. Select and recruit den leaders as needed.
- The BSA is a family program with some group activities.

If a video is available, please make the appropriate arrangements beforehand to show it.

Discuss the registration fee and *Boys' Life* fee, as well as any dues your pack has established. Let them also know what fundraising opportunities are available throughout the year.

Registration—During this part of the program, existing staff and/or den leaders assist with the completion and collection of applications. Distribute one Application to Join a Pack to each boy-adult team, and ask them to complete it. Collect completed forms and fees and issue temporary membership certificates.

Have each den/team fill in the key information on the group roster.

Have each group set the date, time, and location for their first gathering.

Closing—Remind everyone of the dates that have been set for their first gathering. Thank them for coming and wish them a great Cub experience.

Using the pack copies of applications, review the group roster and copy it for your pack records. Fill in the time, date, and place of the first gatherings. These will become an important part of the pack's membership files in the fall.

For more information on how to conduct membership recruitment or to view local councils' best practices: www.scouting.org/Membership/Youth_Recruitment/PlanningStrategies.aspx

Leader Meetings

ROUNDTABLES

The monthly roundtables are the most effective medium for getting information on the Cub Scout program to the packs and den leaders, as well as a training opportunity for the BSA.

A quality roundtable should be informational—to provide leaders with the “skill to do.” Activities at roundtable must be usable by the packs in the next month’s den and pack meetings. The best method to teach a skill is to “learn by doing.” A roundtable is not entertainment; it is a learning experience.

A quality roundtable must also be inspirational—to give Cub Scout leaders the “will to do” and motivate them to do their best for their Cub Scouts. A roundtable covers:

- Training topics
- Theme songs
- Crafts
- Skits
- Advancement ceremonies
- Resource items for the different levels of Cub Scouting.

A great benefit that new leaders gain is that they get to meet and network with seasoned Scout leaders who can discuss current topics and explain ideas to the new leaders.

DEBRIEF THIS YEAR AND PLAN THE NEXT YEAR

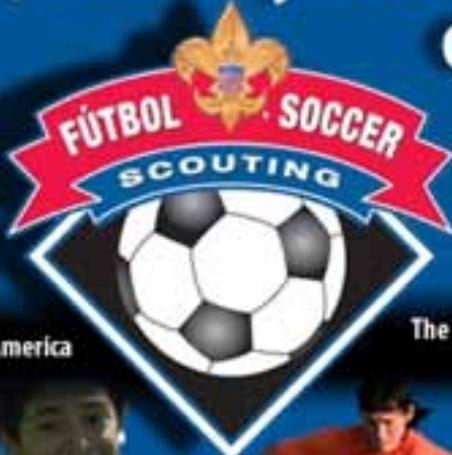
For those councils that have started Scouting Through Soccer and have reached their second year of the program, growth and ensuring a quality program are of paramount importance. The following is a list of items to be considered and implemented after the first year:

1. Review the first year with the key volunteers, parents, charter partners, and staff. List the areas that require improvement and develop an aggressive plan to address these items with a deadline. Goodwill, listening, and being flexible enough to adjust the program to fit the needs of the local community and leadership is important.
2. Keep your charter partner(s) engaged and also serve as part of your council Scouting Through Soccer committee.
3. Ensure that there is an active councilwide Scouting Through Soccer committee engaged. The committee should be involved in the implementation of the council Scouting program.
4. Continue to grow the committee by adding new community leaders who can bring value and resources to the Scouting program in your council.
5. Engage more parents in the implementation of the program in positions as leaders.
6. Ensure the Scouting Through Soccer committee is working with the council’s marketing committee to promote this delivery method. Ensure that no duplication of efforts and a consistent message is provided to the public and other communities within the council.
7. Ensure that staff and volunteers are well trained in the Scouting Through Soccer methods.

8. Ensure that all youth/adult members and units are properly registered in ScoutNET (Scouting Through Soccer code).
9. Ensure that all BSA membership validation procedures are followed.
10. Include Scouting Through Soccer as part of the council's long-range plan. Ensure board support of this delivery method's youth membership growth follows the long-range objectives.
11. Provide annual budgets that support the Scouting Through Soccer program delivery. Long-term financial commitments do not need to be overwhelming, but are required for the long-range success of the program. Short-term commitments will only damage community relations.
12. The council Key 3 and executive board need to be engaged to ensure long-term success.

Examples and Samples

Come join us for **Boy Scout Night** at the
CHARLOTTE EAGLES
vs.
Wilmington Hammerheads
Sat, June 11 • 7:00pm
Charlotte Christian Stadium
7301 Sardis Road, Charlotte, NC 28270



Boy Scouts of America

The excitement of Soccer and Scouting...
...meets the passion of Charlotte Eagles Professional Soccer!



Fun activities for the family!



**Orange County Council, Boy Scouts of America
Chivas USA Soccer Clinic**

Saturday, March 18, 2006

Eddie West Stadium (Santa Ana Bowl)
602 North Flower St.
Santa Ana, CA 92702

For more information, contact:
Jesus Rodriguez - Boy Scouts of America
714-546-4990 / ext. 321
jerasr@ocbsca.org
www.ocbsca.org



- A high quality, low cost clinic
- Meet and interact with Chivas USA players!
- Learn new soccer skills and fundamentals
- Find out about future Boy Scouts and Chivas USA events!
- Each participant gets a certificate, t-shirt and a ticket to the Chivas USA opening day game on Sunday, April 2



SOCCER AND SCOUTING 2011

An Invitation to the Multicultural Community to Join Scouting

Thank you for your support of the Soccer and Scouting program in 2010. Soccer and Scouting is part of the Boy Scouts of America's multicultural initiative to reach out to the youth in underserved communities, such as the local Hispanic/Latino population, and introduce them to the values of Scouting. Listed below are some brief outlines of the program locally.

2010 Soccer and Scouting at a Glance:

- Over 65 percent of the boys in the troop earned some form of advancement.
- 55 percent of the Cub Scouts earned at least one rank.
- We participated in several summer camp programs like Brownsea Island (two boys), base camp (merit badges, five boys), New River Adventure (two boys and two girls), and day camp (two boys).
- Also, Soccer and Scouting participated in the 2010 National Jamboree celebrating one hundred years of Scouting
- Three Scouting Through Soccer tournaments.
- At least 160 of our youth members had a Scouting outdoor experience, national jamboree, soccer tournament, BSA summer camp, hiking, and day camp.
- In 2010 more than 480 hours of service to the community ("Good Turn for America").



Included you will find a brochure of the local group with a contribution card attached. We hope you will carefully review our proposal for your support for our programs that positively impact urban youth.

Sincerely,

Charles Brunal

Soccer and Scouting Coordinator
Blue Ridge Mountains Council—Boy Scouts of America





**A scout is
Trustworthy**

**El scout es
Confiable**

The MAGIC of Scouting- 2010 Popcorn Campaign

Esta Lista para la emocionante venta de Popcorn 2010, esta venta esta llena de "magia" comienza en Septiembre 24 hasta Noviembre 5, este la venta de este año es diseñada para conseguir recursos y apoyar las actividades de tropa y el pack. Las proximas 2 semanas todas las familias scouts recibirán por correo mas detalles.

Get ready for an exciting 2010 Popcorn Sale that is full of "Magic". Beginning on September 24 and continuing through November 5, this year's sale is designed to support your unit's goal of funding its "Ideal Year of Scouting." Within the next two weeks every Scouting family will receive this year's family mailer with the sale's de-

**Gracias por su apoyo /
Thanks for you support:**

Advance Auto Part
Avancemos Roanoke.
Freedom First Credit Union.
Refuges and Immigrations
Services.- Roanoke
Roanoke City Parks and
Recreation.
Roanoke City Libraries.
Roanoke City School.

2010 Soccer and Scouting at a Glance

1. Over 50 percent of the boys in the troop earned some form of advancement.
2. 47 percent of the Cub Scouts earned at least one rank.
3. We participated in several Summer camp programs like Brownsea Island (2 boys), Base Camp (merit badges 5 boys) and New River Adventure (2 boys and 2 girls) and Day camp (2 boys)
4. Also Soccer and Scouting participated in the National Jamboree 2010 celebrating one hundred years of Scouting
5. Two soccer tournaments.
6. At least 160 of our youth members had a Scouting outdoor experience, National Jamboree, soccer tournament, BSA summer camp, hiking, and day camp
7. On 2010 more than 235 Hours of service to the community "Good turn for America."



Picture/Foto: Soccer and Scouting games. June 2010. Sandra Brunal



Fechas Importantes / Important Dates:

September 10 to 12 OA Fall ondeal
September 24 POPCORN SALE BEGINS
October 16 Cub Scout Trouteries @ Powhatan
October 23 Bay Scout Trouteries @ Powhatan
November 5 to 7 Bay Scout Fall Camporee

Recuerde / Remember:

Estamos online, <http://www.bsa-brmc.org/soccernscouting.html>

y Proximamente en **facebook**

Eureka Park; Carroll St y la 14th St Roanoke City

Preston Park; Preston St from to Preston

**A scout is
Loyal**

**El scout es
Leal**



Picture/Foto: Soccer and Scouting games. June 2010. Sandra Brunal

Si desea tener mas informacion y ver mas fotos ve a <http://www.bsa-brmc.org/soccernscouting.html>

Contact: Charles Brunal Phone: 540 915 9432
Readers who want more information please sent a
E-mail to chbrunal@brmc.com

Los lectores que quieran mas informacion
enviame un correo electronico a
chbrunal@brmc.com

2131 Valley View Blvd., NW | Roanoke, VA 24012 | P.O. Box 7806 | Roanoke, VA 24019
Telephone: 540 265-0656 | Fax: 540-265-0659



Varsity Scouting!

Waholi District Scouting Through Soccer

The Varsity Scout letter is awarded to team members who participate in a full league of Scouting Through Soccer. The league is based on advanced sports program features and is preceded by training or practice sessions. Sports activities occur every three to six months, but teams participate in a “big event” (an extended experience such as the league) once a year. The “V” emblem may be placed on the bottom-front of a Boy Scout sash, or on a blaze (orange) Varsity Scout jacket, the soccer uniform, a Boy Scout Shirt-jac, or a sweater.

Varsity Scout letter bar

Varsity Scouts earn the letter at the conclusion of the first league, and receive another letter (a Varsity Scout letter bar that pins to the letter emblem) for each league thereafter.

Varsity Scout activity pins

In addition to the Varsity Scout letter or letter bar, team members may be optionally awarded one of 27 Varsity Scout Activity Pins to the letter emblem. The team captain (youth leader) sets the requirements and awards the activity pins. Activities are planned by the unit leader, possible activities may be other than the 27 program features. Activities outside of the program features are not awarded activity pins.

Activity pins are similar to merit badges and count towards BSA rank advancement as a merit badge would. Examples include: soccer, swimming, emergency preparedness, snow sports, mechanics, hiking, basketball, shooting sports, rock climbing, caving, and other high-adventure activities.

Youth requirements

Varsity Scout letter with letter bars and activity pins on blaze (orange) Varsity Scout jacket.

1. Be a registered Varsity Scout team member, 14 through 17 years of age.
2. While a team member, actively participate in or accomplish at least one high-adventure/sports program to the satisfaction of the Varsity Scout coach.
3. Have an attendance record at team meetings and activities of at least 75 percent for three consecutive months.
4. Satisfy the Varsity Scout coach that you know and live by the Scout Oath and Law.

Adult requirements

1. Complete Varsity Scout Leader Fast Start training and Varsity Scout Leader Fundamentals training (approved by training committee).
2. Attend at least six league days and five regular meetings.
3. Complete a minimum of six months as a registered Varsity Scout leader.

April 11, 2009

Dear (Community Leader's Name):

As a leader in our international community, you have been selected to attend a luncheon on Wednesday, September 16, 2009, at 12:00 noon. The luncheon will be held at the Scout Service Center, 1410 E. 7th Street, at the corner of 7th Street and Charlottetown Blvd.. Your lunch and on-site parking are complimentary, and we will conclude by 1:30 p.m.

This event is designed to bring the fine influence of the program of the Boy Scouts of America to bear upon the lives of more young people, specifically our young people from Charlotte's growing and thriving international community. Our team will show how your congregation or organization can become further involved with the Boy Scouts of America and the young people in our community. Scouting serves youth through the following program levels:

- Cub Scouting serves boys in grades 1–5
- Boy Scouting serves young men ages 11–18
- Venturing serves young men and women ages 14–20
- Learning for Life, a value-based curriculum for youth of any age
- Exploring, a career and workforce development program for young men and women 14–18

Our team stands ready to assist you in using these programs to minister effectively to your youth and families, but you are under no obligation by attending this luncheon. The Mecklenburg County Council has experienced tremendous success serving the Hispanic and Latino communities in our Scouting Through Soccer program, and other delivery models. We are excited about reaching new markets with Scouting's life-changing programs!

Scouting currently serves over 12,000 young people in Mecklenburg County, across all racial, ethnic, and economic lines, and is a national leader in innovative programming.

Since our seating is limited to the first 35 responses, please RSVP your attendance to Dr. Karl Strohminger, Senior District Executive for Special Initiatives, by September 11 or sooner. His email address is kstrohmin@bsaemail.org or phone (704) 342-9342. We look forward to meeting you at the luncheon on Sept. 16th!

Ljubomir Stambuk

Alena Ziaja MacNichol

Ximena Uribe

World Affairs Council

Charlotte International Cabinet

Boy Scouts of America

For More Information

TOM RIOS
310.630.4550 x3617
trios@cdchivasusa.com



www.cdchivasusa.com



Boy Scouts of America Night!

Come out to the Home Depot Center and watch Chivas USA take on the LA Galaxy!

Saturday, April 15th, 8:00 PM
CHIVAS USA VS. LA GALAXY

Highlights:

- Tickets are only \$10!
- Play in the Boy Scout Soccer Tournament before the game!
- Receive a special Boy Scout / Chivas USA patch.
- Walk across the soccer field during the Pre-game Parade and be part of the High-five line where you can see your favorite players up close!



BOY SCOUTS OF AMERICA

All tickets are subject to availability. When ticket order deadline, all unused tickets will be released for public sale; all ticket discounts will be void and additional tickets must be purchased at face value. All ticket orders must be received at least one week prior to game date to be mailed out. Tickets can be picked up at Will Call for orders received the week of the game.



CHIVAS USA SCOUT NIGHT ORDER FORM

Name _____
 Address _____
 City/State/Zip _____
 Phone # _____ Email _____
 Troop/Council _____

CHECK PAYMENTS TO: CHIVAS USA

CREDIT CARD: Visa MC AmEx D.E.X. Exchange

* _____ EXP. _____

SIGNATURE _____

CHIVAS USA VS. LA GALAXY SATURDAY, APRIL 15

TICKETS Tickets must be ordered by April 7th

NUMBER OF TICKETS _____ x \$10.00: \$ _____
 +\$ 5.00 S/H
 Total \$ _____

**MAIL ORDER FORM
AND CHECK OR
MONEY ORDER TO:**

CHIVAS USA
ATTN: BOY SCOUT GROUPS
18400 AVALON BLVD., SUITE 500
CARSON, CA 90746



IT'S IN YOUR BLOOD



Jonny Bornstein
US National Team



www.cdchivasusa.com



Scout Day with Chivas USA



Saturday, September 29 @ 9am

\$25

Registration Includes:

- Southern California Tournament Registration
- Participation Trophy, and Chivas Patch
- Ticket to Chivas USA vs Chicago Fire Game
- Participation in Pre-game Program
- Discounted tickets for friends and family
- Half-time Program Participation

Soccer and Scouting



STRONG VALUES LEARNED TODAY



FUERTES LIDERES PARA MAÑANA

Contact: Corey Nystrom 818.785.8700
or cnystrom@bsa-la.org

FREE TICKET

when you
join Scouting®



FOOTBALL

*For March 19, 2010 game with Houston Heat.
Discounted tickets for additional games.

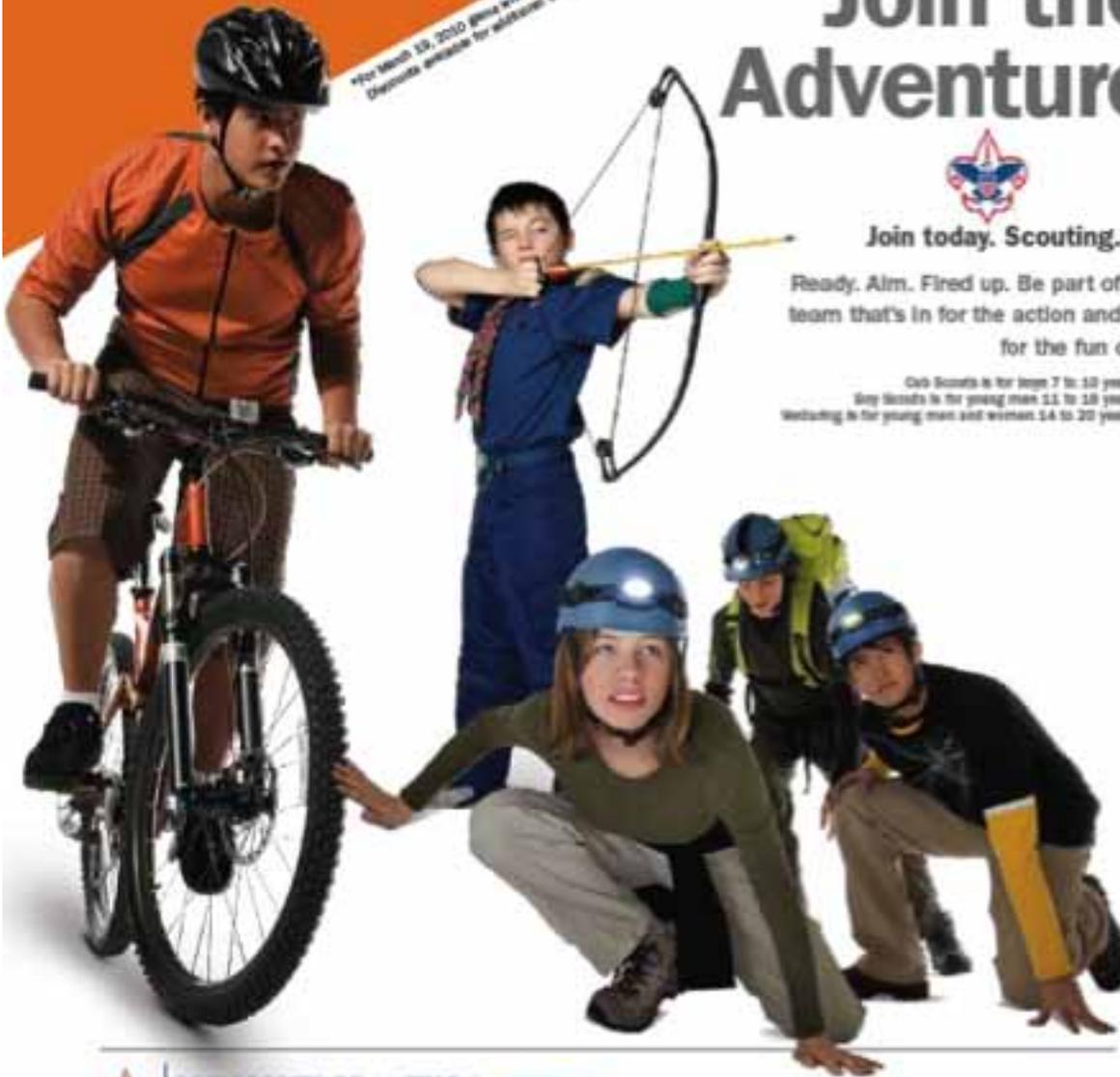
Join the Adventure



Join today. Scouting.org

Ready. Aim. Fired up. Be part of the
team that's in for the action and out
for the fun of it.

Cub Scouts is for boys 7 to 10 years old
Boy Scouts is for young men 11 to 18 years old
Venturing is for young men and women 14 to 20 years old.



BOY SCOUTS OF AMERICA
SAM HOUSTON AREA COUNCIL

©2009 Boy Scouts of America



words to live by®

FREE TICKET

when you
join Scouting*



FOOTBALL DYNAMO

*For March 19, 2010 game with supplies fee.
Strategy available for additional fees.

¡Únete hoy! La aventura comienza ahora



**Abre un mundo de oportunidades
para tus hijos... Boy Scouts of America.**

En un ambiente sano y divertido aprenden los valores importantes para tener un mejor futuro.

Impulsa a tus hijos en la dirección correcta y ve-los crecer rectos, seguros de sí mismos, con principios sólidos y gran sentido de liderazgo.

La aventura es sólo parte de la diversión... los principios son para toda la vida.

Cub Scouts es para niños de 7 a 10 años de edad
Boy Scouts es para varones de 11 a 18 años de edad
Venturing es para jóvenes de 14 a 20 años de edad



BOY SCOUTS OF AMERICA
SAM HOUSTON AREA COUNCIL

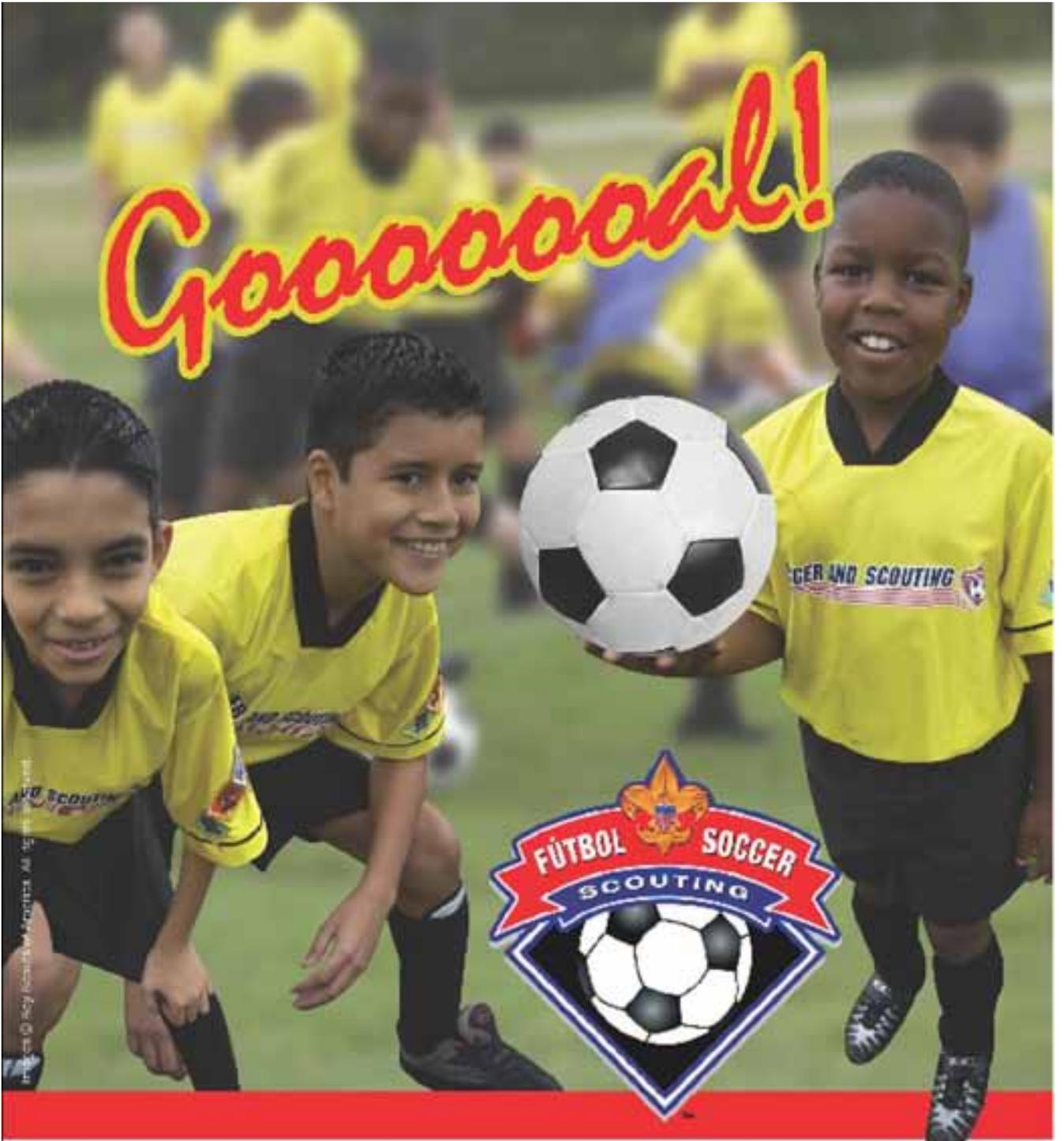
Official Boy Scouts of America



HOUSTON LIAISON SERVICES ADVISORY BOARD

valores para toda la vida™

HOUSTON LIAISON SERVICES ADVISORY BOARD



Images © Amy Roberts/Alamy



Teamwork



BOY SCOUTS
OF AMERICA®
SCOUTING THROUGH SOCCER



Prepared. For Life.™

Get a "kick" out of Scouting!



BOY SCOUTS
OF AMERICA
SCOUTING THROUGH SOCCER



Prepared. For Life.™

Attention Parents,

The Soccer and Scouting program was formed to help build leaders in our communities. In Soccer and Scouting, boys learn the lifelong values taught in the Scouting program, and at the same time are taught soccer skills while participating in exciting competition. It combines the citizenship, character-building, morals, and values for which Scouting has been known for the past 100 years with the competition and excitement of youth soccer.

An important aspect of Soccer and Scouting is character development. At every opportunity, there will be time devoted to an activity meant to develop a skill, teach a lesson, or provide an educational opportunity. Utilizing Scouting as a resource, youth gain experiences and knowledge that are vital in today's world.

Starting next season the Soccer and Scouting program is going to start implementing the following items:

- A picture must be provided at the time of registration
- Birth certificate must also be provided at the time of registration
- Before any children are allowed to participate in the Soccer and Scouting program, all fees must be paid
- A \$10.00 charge will be issued for all late registrations
- All teams will be formed into age groups; for example: U8, U10, U12, and U14
- All activities will be available for those children that are part of the Soccer and Scouting program

Saturday, March 5, 2011	Week 1: Opening Ceremony / Bobcat Trail /Grab a Leaf for Leaf Rubbing / Hike
Saturday, March 12, 2011	Week 2: Flag Ceremonies and Patriotism / Why America is Special / Citizenship
Saturday, March 19, 2011	Week 3: Wilderness Survival / Weather / Cook Outdoor Meal
Saturday, March 26, 2011	Week 4: Trash and Recycling / Environment
Saturday, April 2, 2011	NO GAME—HOLIDAY WEEKEND
Saturday, April 9, 2011	Week 5: Build and Shoot Marshmallow Guns / Food Guide Pyramid / Drugs
Saturday, April 16, 2011	Week 6: Crime Prevention / Helping Law Enforcement / Street Safety / Fingerprints
Saturday, April 23, 2011	Week 7: First Aid / Fire Truck / Fire Drill / Staying Safe
Saturday, April 30, 2011	Week 8: Scrapbook Your Soccer Experience and Family
Saturday, May 7, 2011	Week 9: Family History / Appreciating My Heritage
Saturday, May 14, 2011	Week 10: Rocket Launch / "Tell It Like It Isn't" / Cleanup Service Project
Saturday, May 21, 2011	Week 11: Build a Cool Project / Tool Time
Saturday, May 28, 2011	NO GAME—HOLIDAY WEEKEND
Saturday, June 4, 2011	Week 12: Rancho Viejo History / Map of Community
Saturday, June 11, 2011	Week 13: News and Helicopter / Final Game

New Elizabeth Cub Packs now Forming!
!Nuevo Elizabeth Cub Packs ahora formado!

Fire It Up

From camp stories to cookin' it
with your friends, Cub Scouts
is where the fun heats up.

Join today
beAscout.org



Boys grades 1-5 will be assigned to local neighborhood programs based on participation.
Register on-line before 1/5/10 at <http://beAscout.org> Pack 600
Also check out the new INDOOR SOCCER AND SCOUTING at <http://ppbsa.org/Elizabeth>

Asignaran los muchachos a los programas locales de la vecinadad basados en intereses.
Coloquese en-linea before 1/5/10 at <http://beAscout.org> Pack 600
También compruebe hacia fuera el nuevos fútbol de interior y Scouting <http://ppbsa.org/Elizabeth>



THANKFUL LOVE HELPS FRIEND COURAGE WHO
words to live by
HONEST JUSTICE TRUTH WISE CLEAN BEHOLD



Come Join - Elizabeth Cub Scouts

When Do Cub Scouts meet?

Cub Scouts meet twice a month at local Elizabeth schools, churches and community centers. For information on your neighborhood call Art Lobdell. It takes only five boys to start a new group in your neighborhood.

What Activities do Cub Scouts Do?

Pinewood Derby Race, Crafts, Advancements (Learning Activities), Swimming, Community Projects, Fishing, Sports, Hiking, Day Camp, Field Trips and Much More!! Cub Scouts learn new physical skills through sports, crafts and games. They learn to make values - based decisions that assist them throughout their adult life.

Tell Me about Cub Scouting

Scouting teaches respect for other people, respect for oneself, and respect for God and country - all vital to our nation's future. Scouting involves young people with the kind of friends you would like them to have, working with adults of good character who will be positive role models to them.

In Scouting, your son will have fun, excitement, outdoor opportunities, and a chance to participate in a program in which he doesn't always have to win - instead learns about "Do your best" and how to be helpful to others.

Tell Me about Indoor Soccer and Cub Scouting

All boys ages 7 to 10 who want to learn to play soccer and at the same time be Cub Scouts are eligible to join. The program has been endorsed by Major League Soccer. **ORGANIZATIONAL MEETING on Wednesday January 6th.** Go to <http://pphsa.org/Elizabeth> for more information.

Que es Cub Scouting?

Cub Scouting es un programa familiar para jovenes de primer a quinto grado. Los padres, líderes, y organizaciones comunitarias trabajan juntos para alcanzar nuestras metas de desarrollo del carácter, crecimiento espiritual, formación cívica, espíritu deportivo, aptitud física, comprensión familiar, logro personal, servicio amable, diversión y aventura. Alcanzamos nuestras metas utilizando actividades excitantes que les dará una oportunidad de compartir sus valores con su hijo. Visite www.scoutingvalelagena.org.

Por que deberia registrarme a los Cub Scouts?

Su hijo se divertirá muchísimo, aprenderá muchas cosas nuevas, y formará nuevas amistades. Su hijo participará en actividades al aire libre, deportes, juegos, artesanías, y ceremonias. Nuestras actividades les enseñan a sus hijos como "hacer su mejor esfuerzo," tomar buenas decisiones en el curso de sus vidas, y les dará la confianza para ser líderes en el futuro.

Cub Scouting es un programa familiar que Ud. y su hijo pueden hacer juntos. Los padres están siempre bienvenidos a todas nuestras actividades. Actividades familiares es el núcleo de nuestra filosofía

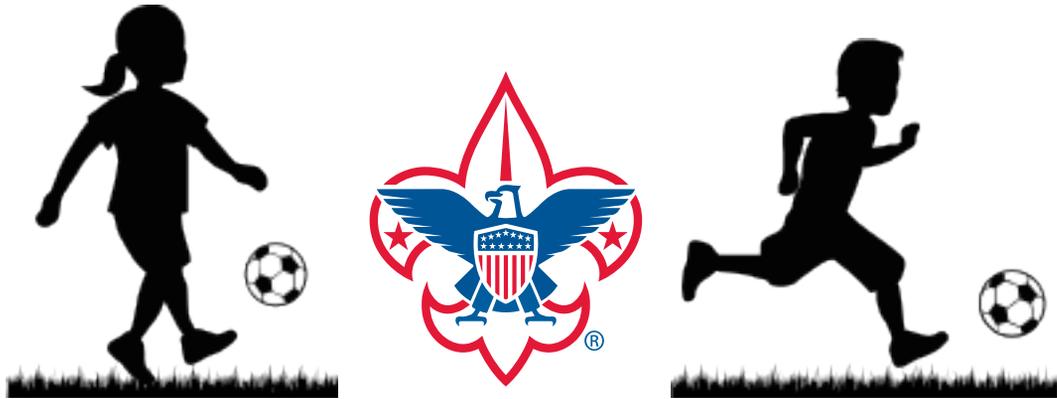
Por que deberia registrarme a los fútbol de interior y Scouting?

Pueden unirse todos los niños (entre 7 y 10 años de edad) que quieran aprender a jugar el fútbol y a la vez ser Cub Scouts. El programa ha sido respaldado por Major League Soccer. **La reunión de organización va el miércoles 6 de enero para a más información** <http://pphsa.org/Elizabeth>.

We thank our Friends of Scouting Supporters who have made this flier available.

www.beAscout.org

Jueves, 21 de Abril **Futbol y Los Scouts**



Unirse a los Boy Scouts

Todos los Jueves a 3:15pm

Gibson Elementary

**Para inscribirse en el proximo tornéo
de futbol, por favor contactar con
Karen Johnson al 205-902-2776.**

Se Habla Español



BOY SCOUTS OF AMERICA®

SCOUTING THROUGH SOCCER

KICK-OFF

Purpose

To expose to the Scouting program youth that have been difficult to reach through traditional methods. These youth are ethnically diverse. Soccer is being used as a program activity to attract youth to clinics where Scouting activities will also be present. The clinic is intended to be an entry point into the Scouting program. Youth attending clinics will then be invited to council activities such as Scoutorama, day camp, district events, etc. Scouting staff will also look for volunteers from participating parents in which to form more traditional Scouting Through Soccer packs.

Format

Scouting Through Soccer clinics will be held from 8:30 a.m. to noon following the schedule outlined below:

8 a.m.	Setup (see station descriptions for setup detail)
8:30 a.m.	Registration (kindergarten–fifth-grade boys)
9 a.m.	Opening Ceremonies
9:15–9:35 a.m.	Station Rotation #1
9:35–9:55 a.m.	Station Rotation #2
9:55–10:15 a.m.	Station Rotation #3
10:15–10:35 a.m.	Station Rotation #4
10:35–10:55 a.m.	Station Rotation #5
10:55–11:15 a.m.	Station Rotation #6
11:15 a.m.	All Scrimmage (need four scrimmage areas)
11:45 a.m.	Closing Ceremonies
Noon	Departure

Registration

- Have each youth member fill out a youth registration form. Extra copies will be available for those who do not bring their form handed out at school.
- Be sure to get information on parents who are present (i.e., name, address, phone number, email address). Encourage them to stay and help participate.
- Collect fees from everyone.
- Give each youth member a BSA-related item that they can keep.

Assign kids to groups using the following:

- Youth member
- Grade
- Divide evenly into groups

OPENING/CLOSING CEREMONIES

Opening ceremonies

- Welcome kids and parents.
- Flag salute. Ask several kids to hold up the American flag and lead everyone in the Pledge of Allegiance.
- Song—something fun.
- Teach the Cub Scout Promise. Lead everyone a few times in the promise.

Closing ceremonies

- Thank everyone for participating.
- Explain that kids can keep their BSA-related item.
- Tell everyone about upcoming Scouting events (i.e. day camp, etc.). Hand out a flier promoting these activities.
- Teach the Cub Scout Promise. Lead everyone a few times in the promise.
- End with a closing song—something fun.

IMPORTANT: Always look for parents who are enthusiastic about this program and who would be willing to help create an ongoing Scouting Through Soccer program with help from the Boy Scouts.

Cub Scout Promise

I, (say your name), promise to DO MY BEST
To do my DUTY to GOD and my country
To HELP other people, and
To OBEY the LAW of the Pack.

Assign each group to a station using a timed round-robin format.

Station #1—Dribbling

Station #2—Passing

Station #3—Shooting/Kicking

Station #4—Fun Games and Activities

Station #5—Scrimmage

STATION #1—DRIBBLING

(20 minutes for each group)

Station equipment: 16 cones.

Station setup: Align the cones in two rows of eight each.

Description of activity: Practice weaving between a line of cones using alternating feet. Turn the activity into a competition of two groups for more fun.

Additional Dribbling Drills

GOTCHA!!!

Each player will need a ball. Player A is “It” and is the only player to start with a ball. All the other players are around the outside of the grid space. Player A dribbles and tries to hit the other players below the waist with the ball. When hit, that player gets a ball and joins player A. The game is over when all of the players have been caught. The last player caught starts with the ball for the next game.

If you think the drill will be too difficult for the one player to get another at the start of the game, start with two players being “It.”

Encourage quick movements and sudden changes of direction to catch players off-guard. Encourage deceptive passing of the ball—look one-way and pass the other; use the outside of the foot. Players not caught should run, jump, and use zigzag movements.

CRAB

Have your entire team stand along one side of the penalty box. Pick one player to go inside the penalty box without a ball. This player is the first crab. When the coach gives the command, all of the players must try and dribble past the crab and safely make it to the other side of the penalty box. If the players lose control of their ball and it goes anywhere outside of the penalty box’s four sides that person must leave their ball and become a crab as well. Now here’s the catch: Crabs must attack the oncoming dribblers with only their feet. They walk around the penalty box on their hands and feet, with their butt facing downward. Every time they kick a ball out of the grid the loser of the ball becomes a crab. When players successfully make it across the penalty box, they wait for the coach’s command to head back across the box again. By the end of the game there should be an entire penalty box filled with crabs and one or two players trying to dribble through all of them.

(ATTENTION COACHES: What to look for)

This is a great game for younger kids to play. They love the idea of walking around like crabs, and it really does increase their ability to dribble. Because they are so anxious to avoid the crabs, they are forced to keep their heads up and look for openings that they can dribble through and stay free of crab legs. Make sure that once players cross the penalty box, they wait for you to restart them on their way back. You should wait until everyone who hasn’t been caught by the crabs to pass before starting the dribblers on their way back.

ONE-ON-ONE TO A CONE

Make all of your players grab a ball, a partner, and a cone. Let them spread out all over one half of a soccer field. The two players find a location in which they have plenty of space away from another group, and they drop their cone. They then decide who will start with the ball offensively and who will defend. After this setup is over the drill is very simple. The offensive player tries to beat the defensive player and make a short pass to touch the cone. If the offensive player successfully beats his man and hits the cone, he/she gets the ball back and tries again. If the defender steals the ball, then he/she instantly becomes the new attacker and now tries to score and hit the cone. This drill can also be done with two cones. Each player defends a cone and they go at each other offensively and defensively, trying to score on their opponent’s cone and defend their own.

WORM

Three or more players are needed.

All of the players get in a line with a ball. The first player, who is the “head” of the worm, starts dribbling and everyone follows. Give the players as much room as possible so they can twist and turn all over the place. You need a lot of time for this one because everyone will want to be the head!

STATION #2—PASSING

(20 minutes for each group)

Station equipment: 18 cones.

Station setup: Set up the cones in a golf course fashion. The cone is the “pin.” Cones should be spaced out so that the ball can be kicked three to five times to reach the cone. There will be 18 holes. Be creative.

Description of activity: Kids play soccer golf. Kids kick their balls and try to hit the cones or “holes.” See below for more details.

Additional Passing Drills

ZIGZAG RACE

Four or five players line up in a zigzag formation. A sixth player (or sprinter) starts at one end with the ball. The sprinter then passes the ball to the first player in the zigzag and sprints to the end and back. The players in the zigzag, meanwhile, try to pass the ball to the end and back before the sprinter can get there.

BOWLING

Any number of players can be used. There are cones in a loose group 10 to 20 feet from the player. Each player gets two passes to knock over as many cones as possible.

CIRCULAR PASSING

Using your entire team, create a circle. You can have your athletes link arms and then spread out, or simply have them stand around the center circle. Once your group is circled up, give one player a ball. This player must pass it to another member of the circle and then follow his/her pass, taking the receiver’s place. The receiver then passes the ball to another member of the circle and follows his/her pass, taking the place of that receiver. When the team gets comfortable with using one ball, throw in a second. Now the concentration level must increase and your athletes must avoid each other as they run through the circle as well as avoid balls. Make sure that your players are calling out the names of the teammates that they are passing to. This is a crucial part of the drill because it develops the all-important skill of communication.

SOCCER GOLF

Using 18 cones, set up a golf course around the field or area in which you play. When creating this course don’t feel as if you have to keep it “on” the field. The best games are often located over an entire park. Feel free to put holes on the sides, base, or tops of hills. Be creative in your “pin” placement.

When playing with your entire team, you want to have a “shotgun” start. This means you want to start the game by sending two to four players to each hole. For example, you should have a foursome on hole 1, a foursome on hole 2, a foursome on hole 3, etc. Then they all begin the game at the same time. This is much more time-efficient than having them all start from hole 1 and having to wait long periods of time between shots.

After setting up, the game is played exactly like real golf. The athletes kick their balls and try and hit the cone or “holes.” You can have long par-5 holes or shorter par-3s where the distance is no more than 25 yards or so.

(ATTENTION COACHES: What to look for)

Soccer golf is one of the greatest passing games ever played. It is a game that I would often find myself creating and playing for fun with a buddy or two when we were training on our own. It is simple, fun, and effective. You can surprise your players with this game one day during training by handing out scorecards and pencils and really getting

them excited. This drill is also a very sneaky way to get some conditioning in. Make sure that your players are always jogging to their balls. They should never take too long at any one shot. They should play each shot as if they were trying to hit a teammate during a game. Explain to them that they would not have time to line up a pass in a game, and they shouldn't be doing that during soccer golf either. Enjoy!

STATION #3—KICKING/SHOOTING

(20 minutes for each group)

Station equipment: Two goal nets and eight cones.

Station setup: Place cone 20 yards from goal on each side and line kids up in single-file line.

Description of activity: Coach passes the ball to a player who shoots the ball into the goal. Practice from both sides of goal until each player has 4–5 tries.

Additional Kicking/Shooting Drills

DRIVING THE BALL

This game can be played with an entire team or just one player. It is extremely simple to set up and explain, yet the actual game is very difficult to master. Line up 10 balls along the 18-yard line. Without a goalie in net, your athlete must try and drive each ball, one after the other, into the net. This may sound simple at first, but we will explain what “driving the ball into the net” means. Your athletes must drive their balls so that they hit the back of the net on the fly. If they shoot high or wide, it's a miss. If the ball hits any of the goal's frame or the ground before hitting the net, it's a miss. This drill is very difficult. Your athletes should hit each ball quickly. As soon as one hits the net or has missed, he/she should be ready to hit the next ball.

Once your athlete has completed all ten shots, simply tally his/her total goals made and compare that with the rest of his/her teammates.

BALLS IN MOTION

Balls coming from the side: Have all of your athletes create a single-file line 10–15 yards from the goal mouth. They should also be approximately 5–10 yards to the outside of the left goalpost. You, as the coach, should be directly across from them and standing 5–10 yards outside of the right goalpost with all of the balls in your possession. From this point you simply roll or pass them the balls on the ground. They should be running at the ball, parallel to the goal, and then striking it as the two meet. Run this drill over and over again until all of the athletes shoot at least four times. Once everyone has gone through four or five times, switch sides and have them striking the ball with the other foot.

Balls coming from the front: A variation to this drill, which is equally important, is having balls come at the athlete. For this drill, line the athletes up about 20 yards away from the goal and straight across from the right goalpost. You, as the coach, stand just outside the right goalpost with all of the balls in your possession and roll or pass them the balls. They should run directly at the ball, and without trapping it, strike the moving ball. Repeat this drill until each athlete has taken four or five shots, and then switch sides and make them shoot with the other foot.

(ATTENTION COACHES: What to look for)

It is important to emphasize the idea that the athletes don't have to kill the ball when shooting one that is moving toward them. If the ball is moving toward them, and they are moving toward the ball, they only have to kick it half as hard to create the same force that they would normally create with a non-moving ball. When the ball is coming from the side, athletes should strike the ball with the instep of the foot, almost like a pass. They should be placing these balls into the corners. It is best to shoot for the same side of the goal that the ball comes from. So if the ball comes

from the right side, they want to shoot to the right corner. When the ball is coming right at them it is very common for athletes to kick the ball over the goal.

Coaches should make sure that their athletes are keeping their knee over the ball at impact, or if they want, they may also kick this type of ball with the instep but must make sure to place it properly in a corner. To increase difficulty, simply add a little bit of a bounce to the ball instead of rolling it nicely on the grass.

SHOOTER'S DELIGHT

Set a cone 20–25 yards from the goal, and have all players line up behind the goalpost, excluding three players who will be passing balls for shots.

The passers stand with a ball at distances of about five yards, 10 yards, and 15 yards from the goal. The first player in the line at the post sprints out around the cone and back toward the goal, and the first player passes the ball out in the middle and the runner takes a one- or two-touch shot. The shooter continues to run and shoots all three balls.

This drill works best with 4–7 players. If you have more, try running this with two runners and two sets of passers going at the same goal, but with left- and right-footed shot setups.

THE WEAVE

Separate your team into three groups. Place the three groups separately along the midfield line. One group should be in the center of the field and the other two groups should be on either side of the center line. So, you should have a right line, center line, and left line.

All of the balls should start with the player in the middle. The first players in each line are the “A” group, and so on and so forth.

The first player in the center line takes a couple of dribbles to his/her right and then passes a ball to the first person in the right line. He/she then follows their pass and becomes the new right wing. The person from the right line traps the ball, takes a couple of dribbles toward the center of the field, and then passes it all the way over to the person from the left line. While the ball is in motion the player follows his/her pass and becomes the new left wing. The person from the left wing traps the ball, takes a couple of dribbles toward the middle, and then passes back to the new right wing. All of these passes are taking place on the run and heading toward the direction of the goal. When the new right wing gets the ball, he/she traps it and takes a shot. The shot should be taken right around the 18-yard line. As you can see, the players create a weaving-type motion by following their passes. Once the shot is taken, repeat the drill with the next group of three.

(ATTENTION COACHES: What to look for)

For this drill to be a success, it is essential that all participants hustle. The passes must also be crisp and in front or leading the players that they are going to. Bad passes and lack of hustle will slow the drill down and make it non-game-like. The final shot should be a good one. The player taking the shot has the opportunity to trap it and set the ball nicely for him/her to take a crack at it.

STATION #4—FUN GAMES AND ACTIVITIES

CRABS, CROWS, AND CRANES

Equipment: Cones

The players are split into two teams, standing in two lines across the field. Near each end of the field a home line is marked (with cones) for each team. One team is the crows, the other team is the cranes. When “cranes” are called, the cranes team must run to their home line without getting tagged by the crows team. Any player that is tagged must

join the crows team. Similarly, if “crows” are called, the crows have to run and avoid being tagged. If “crabs” are called, all players must stand still. Anyone that moves must join the opposing team. Play continues until one team has all the players. You can have a lot of fun rolling your r’s with this (“Crrrrrrrabs,” “Crrrrrrrows,” “Crrrrrranes”)!

BALANCE

Equipment: None

Each player finds a space and balances on one leg. Then all the players shut their eyes tightly and try to balance for one minute.

SPUD

Equipment: Ball

Each player is assigned a number. One player throws a ball as high as he can and calls out a number. The player whose number is called catches the ball as the rest of the players run away as fast as possible. Once the called player catches the ball, he calls “Spud!”, at which time all retreating players are to stop dead in their tracks.

The player with the ball then attempts to hit another player with the ball. The other players are still not allowed to move. If a player is hit, he gets to retrieve the ball while the rest of the players move away. The player who was hit is also given a “spud,” or a point. If the player is missed, the throwing player chases after the ball and gets a spud. Once the ball is retrieved, the game begins again, with the number called and the ball thrown. The player with the least number of spuds at the end of the game wins.

Variations: The player with the ball is allowed to take three long steps so that he can get as close to the nearest player as possible. The scout being shot at is allowed to twist and bend, but may not move his feet. A player is not given a spud, but a letter (s, p, u, or d). When a player has the full set of letters, he must stand against the wall while the other players line up to throw the ball at him. If any player misses he must stand against the wall as well.

STATION #5—SCRIMMAGE

Station time: You will have two groups at a time at this station.

Station equipment: Two goal nets and eight cones. Snacks, water jugs, cups.

Station setup: Set up the field for scrimmage play. Use cones to mark field boundaries.

Description of Activity: You will have two groups at a time at this station. This station will last 20 minutes and can be run at different times. Have the groups play soccer against each other.

Important: Take a break during the activity for water and a snack.

SOCCER HEALTH KICK PROGRAM

The Orange County Council, Boy Scouts of America wants to affect the lives of more youth between the ages of seven and fifteen with enhancing our existing Scoutreach Soccer program.

Project Description

Our program goal is to collaborate with the area school districts, youth agencies and churches in an effort to organize Soccer and Scouting units, enabling 600 boys to not only become Scouts through this innovative program, but also give them the positive framework they need to build healthy and productive lives. The timeframe for this program is **December 2005 through August 2006.**

There is an effort to market this program to local youth with the assistance of a local professional soccer team. The Orange County Council has been in talks with Chivas USA to implement a Health Kick program which will encourage youth to participate in the 2-in-1 Soccer program plus using a combination of components by melding dynamic players, world class experience and a community grounded for the love of the sport of soccer. In an effort to educate youth the importance of health and nutrition, the Orange County Council is making efforts to broaden the horizons of soccer by elevating the current standards and implementing a health and nutrition component.

Background / Target Community and Challenges

There are currently 3 youth-serving executives, 8 committee members, 220 Scoutreach units and through the efforts of Scoutreach programs in Orange County, there are currently services provided at 65 schools. The total 3,686 youth population of these combined areas is approximately 95% Hispanic and 5% Asian. Many of these families are receiving the free or reduced lunch program and fall below the Federal Poverty Guidelines. Currently the two components used are using the national Scoutreach programs and our innovative soccer program, which began in the Orange County Council over 15 years ago and now is a national Boy Scouts Program.

In Orange County, 90% of boys and 86% of girls ages 6-17 eat fast food at least once a week. On average, Orange County kids eat fast food three days per week. The decline in meals eaten at home and the increase in fast food consumption over the past 30 years correlate with the increase in overweight among children and adults. A poor, low-nutrient diet has been found to adversely influence the ability to learn and to decrease motivation and attentiveness.

A balanced diet is important for prevention of obesity and other health complications including cardiovascular disease, diabetes and hypertension. Through this Health Kick program, youth will learn sustainable skills for managing their diet, improving their decision-making ability, increasing their aerobic capacity, strength and flexibility and decreasing their body fat. They will also increase their fitness levels and self-esteem while reducing health risks and the risk of social-emotional problems related to being unhealthy and overweight.

It is the goal to teach the participants about the importance of eating five servings of fruit and vegetables daily and of drinking eight servings of water daily and is based on understanding the relationship between caloric intake and what it takes to burn off what you eat.

Adult Recruitment and Training

With the already existing collaborations with other youth and adult soccer leagues, the 2-in-1 Soccer program will coordinate proper training of adult volunteers by using the trained professional staff (coaches and trainers) of Chivas USA conducting training sessions using proper techniques, nutrition and philosophies used by Major League Soccer. By be trained by the Chivas USA staff this unique approach will give adult volunteers the sense of higher pride and validation.

Timeframes / Outcomes / Evaluation

The Orange County Council, Boy Scouts of America will accomplish the following measurable Scoutreach Soccer program objectives:

- Utilizing volunteers and Scoutreach staff, the council will organize traditional Scouting units/teams through collaborations with the area school districts in the cities that Scoutreach services.
- Train adult volunteers to serve as unit leaders using techniques used by Chivas USA and Major League Soccer.
- Implementation of a health and nutrition component promoting physical fitness and healthy eating habits.

- Enroll male students in the soccer and scouting programs and provide with services through June 2006. Certain schools will function as year-round schools; therefore staff and/or volunteers will be utilized during that extended period.
- Through this grant proposal, the Orange County Council, Boy Scouts of America will be able to provide program materials, and uniforms. Chivas USA will provide in-kind training.
- By November 2005 a collaborative with youth soccer leagues and area schools is established with OCBSA to formally organize Scouting units.
- By December 2005, training is provided for the staff/leaders using Chivas USA professional trained staff and coaches.
- By December 2005, under the proposal youth will be recruited to participate in 2-in-1 soccer programs.
- By January 2006 Scoutreach Healthy Kick program is implemented
- By June 2006, new units are re-registered for another program cycle and a summary report of the Orange County Council Scoutreach project program is sent to the grant supporters.

Through past experience, the desired outcomes of our Scoutreach Soccer / Health Kick program will be achieved when these success indicators are present:

- The Scouts/players are meeting on a regular basis with planned activities.
- An increase of membership.
- Youth following a healthy and active lifestyle.
- Unit leaders are professionally trained on how to implement the soccer and scouting philosophies.
- Traditional Scout advancement.

FUNDING RESOURCE FOR THE SCOUTING THROUGH SOCCER DELIVERY METHOD

Introduction

The **Proposal Companion** is a resource tool for funding requests, developed by the Southern Region, Boy Scouts of America. It consists of various “executive summaries” of sample funding proposals in different categories specifically relating to the operations of unit-serving executives.

Each executive summary in this pamphlet was patterned after similar proposals sent to national from various BSA councils throughout the United States that successfully achieved positive funding results.

These can be used in requests for foundations, project sales, Friends of Scouting, endowment, capital, United Way, gifts in kind, and other funding presentations.

To secure additional (full and partial) successful sample funding proposals, log in on the BSA Finance Impact Department website (www.scouting.org/financeimpact).

Good luck with your proposal requests!

SCOUTING THROUGH SOCCER PROPOSAL #1

Executive Summary

Introduction

On behalf of the over [number] Scouts of the [name] Council, Boy Scouts of America, we want to thank the [name] Foundation for supporting the Scouting Through Soccer program for 20__ through 20__. This is a grant request for [amount] to continue the expansion of the program for three years, 20__ through 20__. Since the Scouting Through Soccer program is growing toward self-sufficiency, we are requesting annual grants of [amount] in 20__, [amount] in 20__, and [amount] in 20__. At the end of this period no further funds would be requested for this program.

As you know, hundreds of Hispanic/Latino youth have been introduced to Scouting Through Soccer in the past few years. The number has grown from less than [number] in 20__ to over [number] by the end of last year. This growth was made possible by the initial and ongoing support of the [name] Foundation. This new grant would help sustain that momentum and bring the number of Scouts closer to the long-term goal of [number]. That number represents the same penetration of available youth in Scouting as the total youth population in the [name] Council.

Background

The Boy Scouts of America was organized in 1910 with a mission to serve others by helping to instill values in young people and, in other ways, to prepare them to make ethical choices over their lifetime in achieving their full potential. The [name] Council, organized in 19__, serves over [number] youth, of which [percentage] are minority and [percentage] are economically disadvantaged. The area served by the [name] Council is the city of [city] and suburbs to the [area] and [area].

Need

The Hispanic/Latino tradition of strong family ties and high moral and religious values makes Scouting a strong asset in the development of their youth. The Soccer and Scouting program was started in 2004 to help bring the benefits of Scouting to the rapidly growing Hispanic/Latino population, primarily in areas like [city]'s diverse neighborhoods.

Scouting in [city] involves [percentage] of the available youth population. After the tremendous growth in 20__ and 20__, the Scouting involvement of multicultural youth is still only [percentage] of the available population. The goal of the Multicultural Steering Committee is to increase this to [percentage] by the year 20__. Due to the rapid growth in the past two years, we see the goal of [number] being reached several years early.

Results for 20__ and 20__

The number of youth in Cub Scouting in [city] grew from [number] in 20__ to [number] in 20__, an increase of [number] in two years. The growth was made possible by the many institutions and dedicated volunteers with a desire to serve Hispanic/Latino youth. Key leadership was provided by the personal interest of civic leaders like [name], who chaired the Hispanic Steering Committee, consisting of 24 key Hispanic/Latino community leaders.

Plans for 20__

Further training of the leadership will be stressed, as well as recruitment and program support for the new Scouting units started in 20__. Special emphasis will be placed on several "unacceptables." As an example, adult leaders and youth will be trained on the horrors of drug abuse, including videotapes, leaders' guides, and full-color booklets for the youth members.

Also in early 20__, [name] joined the [city] Boy Scout executive board as vice president for Hispanic/Latino relationships. [Name], a respected community leader and attorney, has replaced [name] as chairman of the Hispanic Steering Committee.

The [name] Council staff now includes ___ bilingual members (___ field Scout executives, one secretary, and one receptionist) to provide proper direction and support to the Scouting Through Soccer program.

Funding

Funding for Scouting Through Soccer received a substantial boost in [month, year] when the [name] Foundation presented the third and final [amount] of a three-year grant totaling [amount]. In the past year, we also received grants of [amount] from the [name] and [amount] from [name] in support of this emphasis. This will aid substantially, but future funding is needed to continue this growth.

Summary

The first years of Scouting Through Soccer have produced exciting results. Hispanic/Latino youth and their adult leaders have learned how Scouting enhances traditional values of the Hispanic/Latino family. Again, we want to thank the [name] Foundation for aiding significantly in this success. A new three-year grant of [amount] for 20__ through 20__ would sustain the momentum and continue to point Hispanic/Latino youth down the right paths in their journey toward productive adulthood.

SCOUTING THROUGH SOCCER PROPOSAL #2

Executive Summary

Introduction

Since its founding in 19___, the [name] Council, Boy Scouts of America, has provided to the youth of our community a unique educational program that contributes to the development of character, citizenship, and personal fitness. The Scout motto “Be Prepared” has long been said to simply mean being prepared for the challenges that come along in life. Through the years, Scouts have received specialized training that related to the challenges of the day. In 1910 Scouts were taught how to stop runaway horses. During the first and second world wars, Scouts were taught Morse code, semaphore signaling, and first aid to be used in the event of national disaster. Beyond these skills, Scouts have also received training in character development, citizenship, personal fitness, and social interaction, which has allowed them to become productive and responsible members of society.

The [name] Council is still directing much effort into preparing young people to meet the challenges facing them. Chief among today’s challenges, or unacceptable, are drug abuse, child abuse, unemployment, illiteracy, and hunger. Scouting’s program of emphasis that deals with these issues becomes particularly important when considering the needs of the fastest-growing segment of the [town] population, Hispanic-Americans.

Hispanics/Latinos have become the largest ethnic group in our ___ county area. Our Hispanic/Latino neighbors may trace their origins to Mexico, Cuba, Puerto Rico, Central America, and South America. For some, their roots in this area go back four generations.

The [name] Council is in an excellent position to enhance the opportunities and circumstances that will influence Hispanic/Latino youth in their developmental years. This proposal is a request for the [name] Foundation to consider a gift of [amount] to the [name] Council, Boy Scouts of America, over a three-year period for the purpose of expanding service to the youth in the [town] area through Scouting Through Soccer.

Statement of Needs

The U.S. Census Bureau reports the Hispanic/Latino population to be the second-largest ethnic group and the largest linguistic group in America. Unfortunately, existing council program materials and professional staff size are not adequate to meet the needs of this group. It will be necessary for the [name] Council to make a concerted effort to meet this challenge.

The U.S. Census Bureau report cites five major challenges facing Hispanics/Latinos in the United States:

- The educational attainment of Hispanics/Latinos has improved but lags behind that of non-Hispanics/Latinos
- Hispanic/Latino men and women continue to earn less than non-Hispanics/Latinos
- Hispanic/Latino families continue to have total lower monetary income than non-Hispanic families
- The poverty rate of Hispanic/Latino–origin families in the United States was almost three times as high as that of non-Hispanic/Latino families
- The poverty rate for Hispanic/Latino families has not changed significantly, but because of the population growth, the number of Hispanic/Latino families below the poverty level was 24 percent higher than just ten years ago.

United States Citizenship and Immigration Services reports a further complication. Only one in three eligible Hispanics/Latinos are U.S. citizens, compared with two in three from most other ethnic groups. Hispanics/Latinos remain hesitant to pursue citizenship for a number of reasons, including:

- A desire to make money in the U.S. and return to their native land, though few ever leave the U.S. once situated here
- The fear that they will never be treated as equals in American society
- The fear that they will lose whatever property they own in their native land by forfeiting citizenship there for U.S. citizenship
- The fear of failing a USCIS exam on the English language and U.S. history
- The belief that they can live relatively well in the U.S. without citizenship.

The projected doubling of the Hispanic/Latino population over the next 20 years coupled with the apparent hesitancy to seek full U.S. citizenship offers a domestic challenge to our area unlike anything before it. The [name] Council, Boy Scouts of America, in its ongoing mission to assist youth in developing to their fullest potential by instilling in them the values found in the Scout Oath and Law, can offer a delivery system that addresses this challenge.

When time is spent considering the values found in the Hispanic/Latino community and those in Scouting, one can easily see the numerous similarities. The Hispanic/Latino community derives its strength and closeness from key cultural traits such as the Spanish language, a deep sense of religion, and a close-knit, family-centered society with strong emphasis on respect for elders and the extended family.

Scouting Through Soccer programs that relate to the Hispanic/Latino population need to be expanded into the [town] area. These programs would consist of Hispanic/Latino volunteers who would identify potential chartered organizations to operate Scouting units. These chartered organizations would select leadership for Scouting units in their own communities, which would create an environment of Hispanics/Latinos recruiting Hispanics/Latinos and eliminate hesitancy in the Scouting program.

The suggestions listed above are intended to help establish an awareness and an understanding of the needs of Hispanic/Latino youth and their families, which will initiate commitment to build a strong foundation for future growth and development.

Evaluation and Institutionalization

The success of Scouting Through Soccer will be measured by the number of Scout members in the ____ districts that serve the multicultural community at the end of the three-year period.

Future Funding

The need for future funding of this project is evident. The multicultural population in [town] is growing five times as fast as the rest of the population. In order for the [name] Council to provide a truly comprehensive youth development program, it must be prepared to meet the needs of the fastest-growing segment of our youth population. Your foundation will continue to fund programs and local council staff positions through new community funding efforts beyond this three-year funding proposal.

The [name] Council is committed to continuing support in the area of service to multicultural youth. This commitment of time, talent, effort, and budget will serve as the ultimate institutionalization of the innovations developed by this project. Funding of this project by the [name] Foundation will ensure a timely implementation of this much-needed program of emphasis.

Budget

The proposed budget to fund a new staff position to support the Multicultural Emphasis program follows:

	Year 1	Year 2	Year 3	Total
Salary				
Benefits and taxes				
Local transportation				
Program materials				
Training				
TOTALS				

SCOUTING THROUGH SOCCER PROPOSAL #3

Executive Summary

We are requesting a matching grant to be used for the general operating support of the Scouting Through Soccer program. This includes youth and adult recruiting, leader training, program support and development, activities, and administration. Our area of operating is _____, and we anticipate serving over [number] youth in 20__ and over [number] youth in 20__.

[County/area] has had a major increase in the number and percentage of Hispanic/Latino families, and this trend is continuing. Currently over [percentage] of the children in [county/area] are Hispanic/Latino.

The matching grant from the [name] Foundation will allow us to place a full-time bilingual district executive and give all his/her service to the _____ area. The grant will also allow us to place a part-time bilingual Scouting Through Soccer worker on a 10–15-hour-per-week basis in the Hispanic/Latino communities of [list] to assist the district executive responsible for those communities.

How the Project Will Be Carried Out

We will continue to deliver our Scouting Through Soccer program to the youth of [area/county] through over [number] registered adult volunteers supported by a professional staff which currently numbers [number]. Our staff works in support of volunteers, with a major emphasis placed upon the recruitment, training, organization, and support of volunteer efforts to focus on the critical areas that directly impact an increasing number of youth receiving positive experiences and values through Scouting.

With our special emphasis and focus on Scouting Through Soccer in the [number] Hispanic/Latino communities, we will have all our bilingual staff working closely with school principals, churches, business and community people, neighborhood organizations, and selected parents who have a special interest in the proper development of boys and can serve as strong role models.

Expected Achievement

Currently about [percentage] of our membership is Hispanic/Latino. This does not compare very well with the over ___ percent of Hispanic/Latino youth in our county [use this last sentence if applicable]. We believe that with additional funds to hire a full-time bilingual person and a part-time bilingual person, we can increase our Hispanic/Latino youth members to [percentage] by 20__, which would be a [percentage] increase in the number of Hispanic/Latino youth served.

Besides the increase in Hispanic/Latino youth membership, we expect to develop and build a Hispanic/Latino community Scouting infrastructure of school officials, church pastors, and business and community leaders who will work in support of the Hispanic/Latino Scouting program. We will be organizing local community Hispanic/Latino Scouting Board groups, which will have an overall responsibility for the success of the Scouting program in their particular area or community.

Evaluation of Program

We will evaluate our program success by:

1. Looking at the increase in youth membership overall and particularly in our service to Hispanic/Latino youth
2. Reviewing the community infrastructure that has been developed, which consists of teams of people working in support of Scouting in the Hispanic/Latino community and the effectiveness of their efforts in generating additional membership and units

3. Finally, having our efforts result in increased financial support, which allows us to sustain the increased youth membership.

Evaluation will be done by the council executive committee, Scout executive, and _____ on a quarterly basis.

How Continuation of the Program Will be Financed After Initial Funding Has Expired

We expect to build a financial base of community support through developing a community infrastructure of school officials, church leadership, and business and community leaders who see Scouting as a valuable asset in the community that can counteract the negative influences of gangs, drugs, alcohol, and other degenerate influences prevalent in these communities.

We also are working on expanding our fundraising capacity, especially in the Friends of Scouting area, by identifying and recruiting business and community leaders who have the capacity and contacts to expand the Scouting funding base.

SCOUTING THROUGH SOCCER PROPOSAL #4

Executive Summary

Objective

The overall objective of the [name] Council's Scouting Through Soccer program is to actively involve an additional [number] Hispanic/Latino youth by December 31, 20__, in Scouting's long-term comprehensive youth development programs. The result of this program will be to positively impact the growth of these youth by instilling values, life skills, and personal characteristics that will enable them to reach their potential in life and to be contributing members of society.

Target Audience

While the [name] Council currently does reach [number] youth in [area], our current delivery methods of the Scouting program are least effective in reaching Hispanic/Latino youth. The Scouting Through Soccer program targets youth ages 6–10 in the following [communities/neighborhoods]:

Methods

The primary challenges to serving our target audiences are (1) lack of adult leaders (single parents, two working parents, no experience volunteering, no cultural background of volunteerism); (2) low-income and unable to afford the basic costs of the program; (3) for Hispanic/Latino families, language barrier; (4) lack of parental involvement with their youth.

Scouting Through Soccer addresses these challenges through:

- Direct leadership of program with paid staff where necessary. Gradual involvement and training of adult leaders.
- Full scholarships for activities, uniforms, and equipment as needed.
- Bilingual books and DVDs in Spanish and English.
- Full-time Hispanic/Latino Scoutreach director.
- Persistent efforts to get parents involved as much as they are able.

Beginning Dates and Duration

The program is to begin [date] or sooner if matching gift commitments are received earlier. The Scouting Through Soccer program will be ongoing.

Competitive Analysis

In many of the smaller communities, the only option for youth is athletics, and athletics—especially soccer, appeal to many youth. The combination of soccer and Scouting provides a comprehensive development program that stresses values, a code of ethics, self-esteem, leadership, and teamwork. There is no other organization in our target communities that offers a long-term comprehensive youth development program to this target audience in competition with us.

Evaluation

The program will be evaluated on an in-depth basis at the end of each calendar year based on the following criteria:

- Number of youth from target audience served

- Retention from year to year of youth in the program
- The number of and amount of participation of parents in the program (expected to be none or minimal the first year)
- Number of Hispanic/Latino volunteers recruited, trained, and retained in the program
- Number of advancements by youth members within the program

The advisory board will also evaluate intangible aspects of the program to include community acceptance and enthusiasm for the program.

Financial Information

The following financial information will help you understand the financial scope of our organization, the portion of our current budget dedicated to the proposed project, and the anticipated sources of funding for the project.

A. Organizational Finances:

Most Recent Fiscal Year	Current Fiscal Year
From: _____	From: _____
Income _____	_____
Expense _____	_____
Net _____	_____

B. Project Finances: (Indicate confirmed source of funds with an asterisk).

Total Amounts

From Applicant _____

[name] Foundation Request _____

Other Sources (Individual Sources and Amounts Below)

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

Each of the businesses and individuals marked with an asterisk has committed the indicated amounts for each of the next three years.

Total Project Income _____

Total Project Expense _____

Balance _____

SCOUTING THROUGH SOCCER PROPOSAL #5

Executive Summary

The goal of the [name] Council, Boy Scouts of America, is to serve young people and their families by fostering the development of a strong values-centered life. Scouting helps young people in Hispanic/Latino neighborhoods who are at risk to come to terms with the conflicts and crises characteristic of growing up in a modern society.

Scouting Through Soccer is designed for youth who may need an edge, an enduring moral resource on which they and those with whom they associate can draw as the complexities and needs of life today make demands. Young people are dealing with many issues such as drug abuse, crime, and illiteracy.

Because of the [name] Foundation's interest in Hispanic/Latino youth and community development, we would ask that you consider a grant to the Scouting Through Soccer program. Preparing our youth, the future of our communities and nation, to be effective adults is the foundation of the Scouting program.

The [name] Council, BSA, is headquartered in [town] and has served youth since 19___. Scouting aims to provide unique personal growth opportunities to an ever-increasing number of youth, helping them mature into positive, self-reliant adults.

Through a distinctive partnership with schools, religious organizations, business and professional firms, service and fraternal groups, parents, adult volunteers, and community leaders, the council serves youth in [number] towns and cities in a [number]-county area of [town].

Scouting crosses all socioeconomic barriers. Members and volunteers come from a cross-section of high-, middle-, and low-income groups, as well as varied educational experiences, physical abilities, mental abilities, and ethnic and religious backgrounds. Scouting Through Soccer is an outreach program designed for Hispanic/Latino youth. Through this program, Scouting approaches, programs, and delivery systems are combined with athletics to meet the needs of the Hispanic/Latino family. Hispanic/Latino youth have a pattern of attitudes, feelings, values, and habits that need to be recognized and that require a specialized program.

Most Hispanic/Latino families are concentrated in one portion of the [name] Council service area. The [town] Public School District serves youth in the [town] inner city, and in the 201_ 201_ school year the proportion of Hispanic/Latino students enrolled in this area was more than [number times that of other school areas in the district].

[Name], principal of [town] Middle School and a member of the Scouting Through Soccer Committee, said she believes Scouting can help Hispanic/Latino youth develop basic living skills, especially self-esteem and values. Scouting teaches young men how to make responsible decisions. If we can continue to do things like Scouting, we can help these kids get a better chance.

Growing Hispanic/Latino populations, combined with changing family structures and increased competition for the charitable dollar, have caused a dilemma for [name] Council: How can the needs of today's Hispanic/Latino youth be met in this ever-changing family and philanthropic environment? The Scouting Through Soccer program presents a viable solution to this dilemma. The program touches the lives of youth who seek and need opportunities for personal development.

[name] was hired as the Scouting Through Soccer specialist in the summer of 20__ to oversee all aspects of the program. He now works as a full-time employee of the council and is knowledgeable about the Hispanic/Latino culture. Through his skills, he provides direct service to volunteers, staffs the Scouting Through Soccer Committee, and helps to bridge the gap between Scouting and the Hispanic/Latino community leadership. With the assistance of volunteers, [name] organized and staffed the first meeting of the Scouting Through Soccer Committee in [month, year]. A variety of Hispanic/Latino leaders attended the meeting and have agreed to serve on the committee. These people represent a wide variety of organizations, such as the _____, _____, and _____.

Specific types of programs [name] is working to implement include:

- **Neighborhood outreach** is in the initial stage of development in the [town] area. [Name] and other staff are targeting areas of unserved youth by analyzing service and membership information.
- **Recruiting local adults** as volunteers is a major challenge. [Name] will work closely with Hispanic/Latino parents to teach them how to plan and conduct Scout programs in order to give them the confidence needed to be good leaders/coaches.
- **Outdoor environmental experiences** for Scouting Through Soccer members were recently implemented for the first time by the staff and several adult volunteers. Camp Together was sponsored by the [name] Council in conjunction with the Service club of [town] at Camp [name]. The program included [number] of the Scouting Through Soccer members and their families. The council's outdoor environmental education facility introduced young people to Scouting and allowed families an opportunity to spend time together outdoors. The youth participated in a variety of activities including archery, volleyball, crafts, and Scouting programs, while the parents had the opportunity to participate in a program designed to enhance self-esteem. Overall, the parents, young people, and volunteers gave overwhelmingly positive feedback about their outdoor experiences.

We are requesting [amount] from the [name] Foundation to help us serve [number] Hispanic/Latino youth with a Scouting Through Soccer program. These young men will benefit from the Boy Scouts of America programs of esteem-building, academic help, and gang and drug resistance. We feel this will help provide opportunities to assist the children and families in our communities.

SCOUTING THROUGH SOCCER AWARDS

Executive Summary

Cub Scouts throughout the [name] Council earn badges to recognize their accomplishments. The number they earn is astounding, but of even greater importance is what that badge represents in knowledge gained for each boy in [name] County.

This past year, Cub Scouts earned [number] Wolf, Bear, and Webelos badges, and Arrow of Light awards. To earn each of these badges the young person had to complete more than 60 requirements. This calculates to well over [number] individual opportunities for parents and leaders to have a meaningful encounter with boys to help them grow, learn, and improve their self-esteem. These Cub Scouts will come to realize that there are many caring and nurturing adult role models in their lives.

Young boys will grow into responsible young men when caring and nurturing adults become involved in their lives. The advancement program of the Boy Scouts of America is a means to accomplish that end.

The [name] Council, in its desire to help volunteer Scout leaders carry out an exciting advancement program, will spend \$[amount] to underwrite the cost of the rank advancement in Scouting Through Soccer. This includes team and individual trophies presented at the end of the season. We sincerely believe that the Scouting Through Soccer program is one reason the [name] Council has one of the highest densities of Hispanic/Latino youth served anywhere in the country.

We would like you to consider providing \$[total amount] toward the cost of this special project. In recognition of your support, we would be pleased to place one of your advertising banners at the soccer field. In addition, your support will be featured in our monthly newsletter that is delivered to [number] adult volunteer leaders.

SCOUTING THROUGH SOCCER (CORPORATE SPONSOR)

Executive Summary

Each fall the Boy Scouts of America conducts a membership roundup for new members. The focal point for this membership drive is Scouting Through Soccer. As a result of this one night in August, over [number] new boys and their parents will join the Tiger Cubs (first grade) and Cub Scouts (grades two to five) in their neighborhood schools throughout the [number] counties served by the [name] Council.

The Boy Scouts of America stresses the importance that our young people be prepared for life. Through Scouting, young boys develop the skills necessary to be productive citizens and leaders in our community.

The [name] Council invites [name of company] to join us in an effort to promote Scouting Through Soccer to the young people of [name of area/county] this fall. As in the past, all promotional material given to school students and parents (over [number] pieces) will display the [company name] logo, acknowledging sponsorship of this important project.

The cost of the [year] promotional material, including individual fliers for students and volunteer leader packets, covering [number] schools, will be \$[amount].

The council requests a \$[amount] grant to underwrite the cost for: [number] Tiger Cub and Cub Scout recruiting fliers, [number] recruiting posters to be displayed in local schools, [number] shipping tags, [number] reminder notices, and [number] new leader guides for den leaders.

Each recruiting item provides an opportunity for the corporate sponsor's name and logo to be displayed, noting their support of the Boy Scouts of America and the program it provides for young people.

We appreciate [name of sponsor]'s consideration of this proposal for \$[amount].

TRAINING VOLUNTEER LEADERS

Executive Summary

The purpose of Scouting is to instill values and otherwise educate youth in the life skills that they will need to reach their fullest potential.

Scouting's mission reflects the fact that Scouting has always been, first and foremost, an educational movement, a movement that supplements and complements other educational institutions, a movement that enhances what a youth learns elsewhere—be it school, church, or home. Scouting's mission also reflects Scouting's interest in the total development of a young person. This is spelled out in its aims, motto, oath, and law.

Because Scouting believes in the total development of the person, this theory is applied not only to youth, but also to the leaders who serve them. Why? To ensure that all who are involved in Scouting receive the training, development, and support they need to reach their fullest potential, not only as leaders but as individuals.

One of Scouting's most critical needs is to make sure its leaders are properly prepared and trained in the methods and aims of the Scouting program. This type of training assures the leader has good experience in Scouting while making sure the boys enjoy Scouting and are given the opportunity to advance and develop skills to become better and productive citizens.

Scouting is a volunteer-delivered program. Given this fact, how does a Boy Scout council ensure its mission is carried out? The integrity of the program maintained? The quality of experience ensured? The answer: Through the training and development of its leaders.

Through a specially designed series of courses, leaders in each age-appropriate program of Boy Scouting are trained to perform their duties as leaders as well as in the leadership and group interaction skills necessary to be successful and ensure a quality experience for all those involved. In [year], over [number] adults and [number] youth were trained in their responsibilities. Potentially, [number] adults and [number] youth could be reached annually if enough training courses and materials were made available to leverage this valuable volunteer resource.

In order to appropriately train the [number] adults and over [number] youth expected to participate in leadership roles in the coming program year, training materials are needed. The total cost for these training materials is \$[amount]. (A detailed budget is attached.)

With these facts in place and hopes in mind, the [name] Council requests consideration for funding the provision of training materials to its adult and youth leaders for the [year] program year.

HELPFUL REFERENCE MATERIALS

Year A Cub Scout Program Delivery System Manual, No. 523-006

Año A Manual del Sistema de Entrega Programa Cub Scout, No. 521-058

Year B Alternative Cub Scout Lesson Plans Manual, No. 523-021

Soccer and Scouting Program Helps (Tiger Cub, Wolf, Bear, Webelos)

So You're a New Cubmaster, No. 510-237

Cub Scout Leader Book, No. 33221

Cub Scout Den & Pack Meeting Resource Guide, No. 32354

So You're a New Den Leader, No. 510-239

Cub Scout Leader How-To Book, No. 33832

Cub Scout Roundtable Guide, No. 32355

Webelos Leader Guide, No. 33853

Guide to Advancement, No. 33088

Planning Your "Ideal Year of Cub Scouting" Program Budget, No. 510-273

District Nominating Committee Worksheet, No. 14-33157

Highlights of District Volunteer Recruiting, No. 34730

Selecting District People, No. 34512A

Help Us Make It Better

Do you have any ideas to share that would improve Scouting Through Soccer? Send your ideas to:

Scouting Through Soccer

Boy Scouts of America

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