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**GUIDE TO SCOUTING FOR
MILITARY ACTIVE DUTY &
VETERANS (G-MAV) VERS. 1
BY 1LT ANDREW W. STOKES**

DATE ISSUED: 31OCT2025

**PURPOSE: PROVIDE INTENT & MEANS OF EXECUTION TO THE
MISSION OF MOLDING THE NEXT GENERATION OF LEADERS.**

**GUIDANCE: NLT THE READING OF THIS MANUAL, THE READER
IS MORE PREPARED TO BE A SCOUTER IN SCOUTING AMERICA'S
PROGRAM**

A Letter from the Author to All Military Active Duty & Veterans:

First, thank you not only for serving your country but also for taking on the challenge of serving the next generation of leaders through your involvement in scouting. This will be no easy task- neither is serving your country, yet here you are. That just goes to show you are the kind of person scouting is looking for in a scouter (adult leader).

This guide will serve as a tool to bring the best of both of your worlds together to ensure success in your newest and most difficult mission yet, molding the youth of today into the good people and leaders of tomorrow. Scouting is like the military in many ways, and different than it in many others. Your task should you take this mission, is to not only look at what you know, nor what I know but to look within at how you can become a leader you want your son or daughter to see. The person and leader you want to mold someone's future and think long and hard about it because some way, somehow, if you stay in scouting long enough you will have changed someone's life whether you know it or not.

When I first became a scouter/adult leader, I had come in with experience from scouting starting from the age of seven years old. At the time, I just felt like any other adult leader, sometimes thinking it would be even more pressure because many in my scouting community expected much of me. I thought of my approach and decided to become the leader I would want to be led by as a youth. As a private first class in the U.S. Army at the time, I was close enough in age to still think like the youth and be considerate of what they want and need in a leader, and the trick is to never let that die.

Keep the kid within you alive, and know that yes, scouting is meant to help kids grow up to be good people and be prepared for life; just because you grow up does not mean you can't have fun and be considerate of others. Be a team player, take your military experience and your fun side and utilize your skills to create a fun environment for learning and growth.

Special thanks to:

Lowell and Christina Stokes; my parents.

Braun Burford, who started as my first OA scout and became section chief just in time to become my first Eagle mentor pin.

Rudy Garcia IV and Rudy Garcia III, father and son who currently keep Wapaha Chapter great.

From Deployment; Respectfully,

*1LT Andrew W. Stokes, U.S. ARMY, Field Artillery. **"Iron Thunder Strikes Fear"***

TABLE OF CONTENTS

1. **COVER PAGE**...Page 1.
2. **PREFACE: A LETTER FROM THE AUTHOR TO ALL MILITARY ACTIVE DUTY & VETERANS**...Page 2.
3. **CONTENTS**...Page 3.
4. **CHAPTER 1: SCOUTING AMERICA LEADERSHIP POSITIONS IN COMPARISON WITH MILITARY LEADERSHIP POSITIONS**...Pages 4-13.
5. **CHAPTER 2: SCOUTING AMERICA'S RANKS IN CORRELATION TO MILITARY RANKS/PAY GRADES**...Pages 14-18.
6. **CHAPTER 3: WOOD BADGE; SCOUTING'S RANGER SCHOOL FOR ADULT LEADERS**... Pages 19-20.
7. **CHAPTER 4: USEFUL SKILLS YOU'VE LEARNED IN THE MILITARY THAT WILL HELP YOU AND YOUR SCOUTS DO YOUR BEST**... Pages 21-31.
8. **CHAPTER 5: WHAT YOU LEARNED IN THE MILITARY THAT TRANSLATES TO SCOUTING, AND WHAT DOES NOT**...Pages 32-35.
9. **CHAPTER 6: NATIONAL YOUTH LEADERSHIP TRAINING (NYLT)**...Pages 36-37.
10. **CHAPTER 7: THE ORDER OF THE ARROW (OA)**...Pages 38-39.
11. **CHAPTER 8: MENTAL HEALTH IN SCOUTING**...Pages 40-41.
12. **CHAPTER 9: YOUTH/SCOUT UNIFORM**...Page 42.
13. **CHAPTER 10: ADULT/SCOUTER UNIFORM**...Page 43-44.
14. **CHAPTER 11: THE BEGINNING OF YOUR SCOUTING JOURNEY AS A G-MAV CERTIFIED SCOUTER**...Page 45.
15. **About the Author**...Page 46.

CHAPTER 1: SCOUTING AMERICA LEADERSHIP
POSITIONS IN COMPARISON WITH MILITARY

TROOP LEADERSHIP STRUCTURE

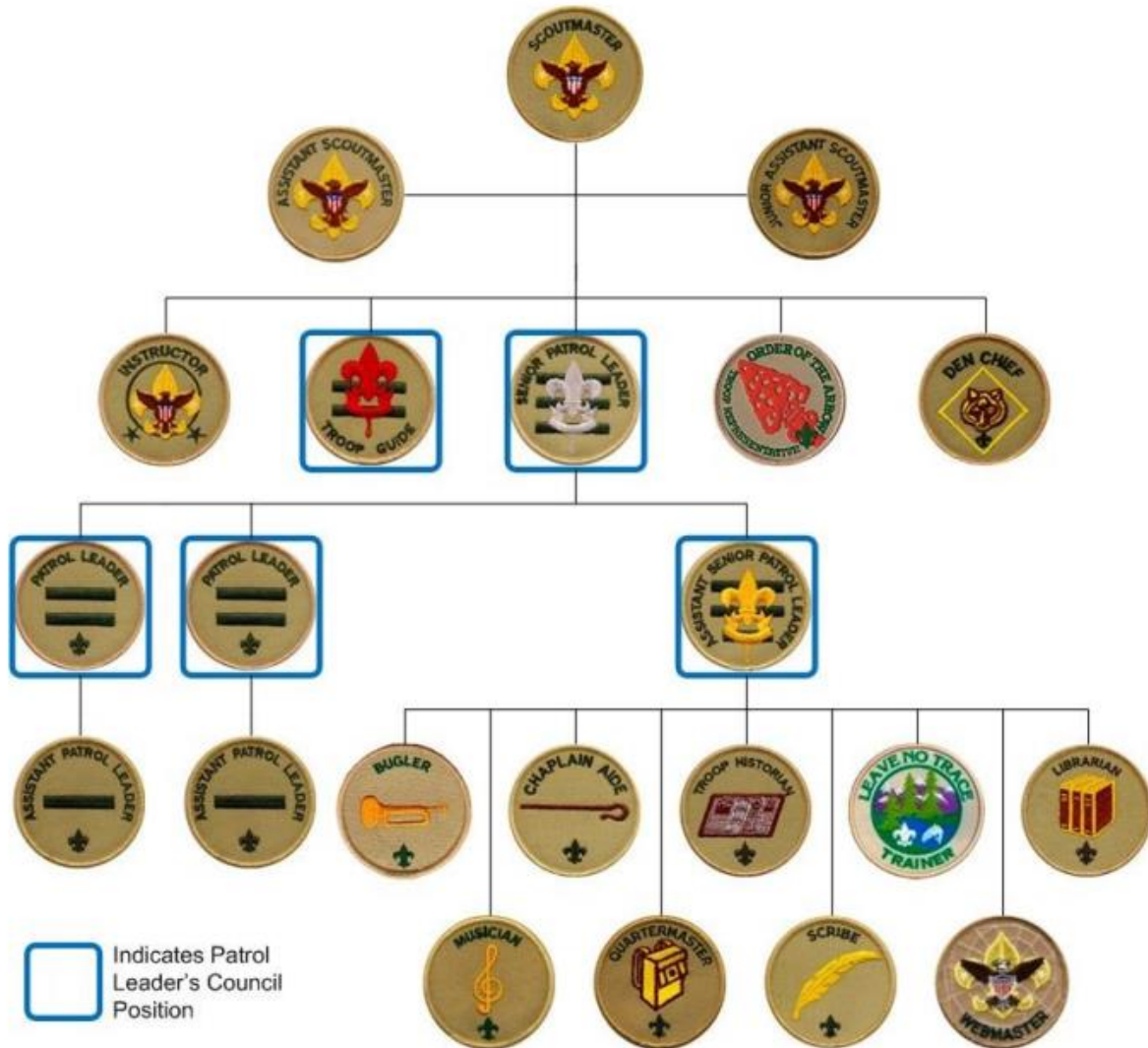


Figure 1

POSITION GENERAL EQUIVALENCY

SCOUTMASTER/SM = BATTALION COMMANDER/BN CMDR

This comparison is made in the determination of several factors.

1. The Scoutmaster is there to supervise, provide the mission and its criteria, and disseminate this information accordingly.
2. Seen as the adult in the military, this is translated literally as an adult who oversees the progress and advancement of his/her unit.
3. The Scoutmaster is to act professionally in their conduct and know how to have fun by boosting morale. They oversee the success of the scouts and guide them in the right direction from a distance; they do not “helicopter” their scouts nor overstep the leadership and decision-making processes in place that are meant to encourage growth as both a leader and person. Scouting is Youth Led.

****** Refer to first your Patrol Leaders’ Council on decision that are youth related, secondly advise and communicate with your fellow adult leaders serving in the positions of both Assistant Scoutmaster and the entirety of the Troop Committee.

ASSISTANT SCOUTMASTER/ASM = BATTALION EXECUTIVE OFFICER & COMMAND SERGEANT MAJOR.

******Take time to properly digest the information contained within this section and interpret it with your own experience in mind, and where you have room to grow.

1. This position is broken down into two military positions based on the fact that the leadership styles embodied by various leaders in different scenarios can require multiple types of assistance and teamwork.
2. Not all Assistant Scoutmaster function in the same manner however, building a strong relationship with them can only get you closer to the success of the mission if executed correctly and maturely in terms of what is appropriate in scouting. (Refer to “What Learned Habits Translate, and Which Do Not”.
3. When acting like a BN XO, the Assistant Scoutmaster takes directions from the tower and assists as necessary. This does not mean one way comms. This means you understand the mission and acquire necessary information and resources to ensure the success of the youth; this still requires communication of your own needs of information and help needed. Ask questions, build alliances, and execute as a team. This method is more involved on the Adult Leaders’ side of the house.

4. Embodying the CSM side of the house is effective but, DO NOT overstep the youth/scouts, nor your adult leadership counterparts. In this method you advise the scoutmaster based on your experience of scouting (only if you have more experience in scouting than the current Scoutmaster) and taking an active role within the Patrol Leaders' Meeting alongside the Scoutmaster. This method is more involved with the scouts directly.

JUNIOR ASSISTANT SCOUTMASTER/JAS = BN S3 OIC

1. This comparison is made in the fact that this is a unique position. In the military, the S3 OIC is the officer who is leading operations from a distance with the Battalion Commander's Intent in mind, disseminating mission operations info to the leaders on the company level without overstepping the guidance of the Battalion Commander. He is there to assist in planning for the mission and get all the company leadership on the same page i/e "herding cats".
2. In Scouting, the Junior Assistant Scoutmaster does the same by taking the Scoutmaster's guidance and assisting the Patrol Leaders' Council in accomplishing the mission- whether it's as simple as a Campout, or as in depth as planning a District Camporee. The JAS is a position filled by an older scout (Typically an Eagle Scout who has served as Patrol Leader, Senior Patrol Leader. Etc.).
3. The JAS as an older youth/scout is there to work as a line between the youth and adult leadership in terms of comms and intel dissemination.
4. The JAS is a scout but, more importantly, a mentor that the youth can come to when they want a perspective from someone closer in age and mentality to them, almost like a big brother. They motivate the scouts to want to be better and enable them to reach their goals.

SENIOR PATROL LEADER/SPL = COMPANY COMMANDER/ CO CMDR

1. The Senior Patrol Leader is the “Company Level” Leader of Leaders. The way a Company Commander takes the Battalion Commander’s Guidance and formulates their own plan with their Platoon Leaders functions the same way as the Senior Patrol Leader taking the Scoutmaster’s guidance and formulating a plan amongst his/her patrol leaders’ council.
2. The SPL comes up with a plan with input from their Patrol Leaders and briefs it to the Scoutmaster and various adult leadership, then executes. The biggest difference is that in the military you are monitoring this process to gauge the success of the planning and execution of the mission while, in scouting, you are doing the same without failing as a punishable offense. In scouting it is a learning point, and a point of growth.
3. The SPL leads from the front, represents the troop and creates a motivational and fun environment for scouts to grow, learn and progress in.

ASSISTANT SENIOR PATROL LEADER/ASPL = COMPANY EXECUTIVE OFFICER/
FIRST SERGEANT / CO XO/CO 1SG

** Similar to the Assistant Scoutmaster/ASM in their role except that this is within the youth Chain of Command. The SM and ASM('s) will have a strong relationship, and the SPL and ASPL will also have strong ties in their work together.

1. The ASPL is the right hand of the SPL, leading and assisting as fit. The SPL leads the Patrol Leaders’ Council while the ASPL assists. The ASPL also leads and assists in the success of the various one-off positions within the troop, such as the Quartermaster, OA Representative, etc.
2. The ASPL is acting SPL in the absence of the SPL and can lead the patrol leaders to accomplish the mission as necessary.

3. As with a Company Level Executive Officer would do in the military, the ASPL plans, assists, guides the Patrol Leaders as necessary and acquires information and resources as necessary for the planning and success of the mission.
4. Similar to the Company First Sergeant, they advise and lead the Patrols in terms of ensuring accountability and that everything is ready to go when it comes time to execute the plan. The ASPL also confers with the SPL before making decisions that affect the Patrols. The SPL and ASPL are a team that must work together in order to accomplish the mission.

PATROL LEADER/PL = PLATOON LEADER/PL

1. Granted, the Patrol is typically smaller than a Platoon Level Element, the same goes for most of the Scouting to Military Structure Ratios:
 - Troop x10-100 PAX/ Battalion x250-500 PAX.
 - Patrol x5-11 PAX/ Company x40-110 PAX.

** Scales are estimated generally, dependent on Military Unit Type (MOS) and active membership levels within registered troops. PAX = Personnel.

The point is- the systems work, and the point stands that leadership and effectiveness in tasks is attainable and transferrable; your military experience can help ensure the success of your scouts but, remember to let the scouts lead the operations and movement towards success.

2. Like the Platoon Leader, the Patrol Leader takes the Scoutmaster's guidance along with the Senior Patrol Leader's plan and disseminates it down to the lowest level. The Patrol leader leads his Patrol members in the execution phase of the operation to complete the tasks assigned to their echelon of the plan. The Patrol Leader plans and executes at their level, taking into consideration the needs, skills and experience of their patrol members, to create the most effective and productive results.
3. The Patrol Leader gives input into the SPL's plan, asks questions to fill any gaps in their understanding to get that so called "Warm 'n' Fuzzy" feeling and plans with their Patrol Strength in mind. Patrol Strength meaning- how many scouts, their level of training, their capabilities, supplies/resources and potential conflicts and/or obstacles which they will face, adapt to and overcome.

ASSISTANT PATROL LEADER/APL = PLATOON SERGEANT/PSG

1. The Assistant Patrol Leader functions similarly to a Platoon Sergeant in the manner that they help prepare the Patrol for an event/operation in terms of accountability of personnel and equipment. They develop courses of action to serve as Plan B's and Plan C's, etc.
2. The APL serves as acting Patrol Leader in the Absence of the PL, able to lead the Patrol in execution of events, voting and planning in the Patrol Leaders' Council Meeting and as necessary.
3. The APL prepares scouts for events and rank advancement in helping them study and teaching the scouts basic scouting skills alongside the Patrol Leader utilizing the EDGE method; Explain, Demonstrate, Guide and Enable (the most important step of all). This method can and should be utilized by all leaders.

Other Scouting Positions within the Troop:

Scouting Position	Military Equivalent	Responsibilities of this Office/ Position	General Experience in Scouting (at time of placement in office/position)
Instructor (Adult)	Battalion Master Gunner/ TRADOC Instructor	Use the EDGE Method to train scouts in activities such as Merit Badges, Outdoors Skills, High Adventure Training, etc.	Serving as a Volunteer Scouter and/or being an expert in the field pertaining to the training. Example: 1LT Stokes is working on his Private Pilot License and will be training scouts on the Aviation Merit Badge.
Scribe	AS3/Notetaker S6/ Communications	Transcribe/Summarize meetings/events past, current, and upcoming. Leads comms, reminders, reviews with Webmaster.	

GUIDE TO SCOUTING for Military Active Duty & Veterans

Scouting Position	Military Equivalent	Responsibilities of this Office/ Position	General Experience in Scouting (at time of placement in office/position)
Order of the Arrow Representative	Unit Representative/NCOIC of the Sergeant Audie Murphy Club or MOS Dependent Order of _____. (Example: Order of St. Barbara (Field Artillery) OIC.	Updates on After-Action Reviews (AAR's) of recent events and updates and reminders on time/date/location of upcoming events and meetings.	Be a youth/scout serving in the Troop and a member of the Order of the Arrow who attends Troop and OA Chapter functions regularly and bridges communications between the two entities to foster good ties amongst the area and scouting population.
Chaplain Aide	Chaplain	Provide Spiritual Program, and Strengthening through motivation, prayer (as applicable) and Spiritual Guidance for the Troop and its Scouts.	A youth/scout serving in the Troop with the conviction to lead through Spirituality and Spiritual Growth.
Quartermaster	Supply/ Supply NCO	Account for, Maintain, and plan Transport, Storage and Use of Troop/Patrol Equipment. Coordinate the Order/Purchase of Equipment with the Treasurer.	Serving in the Troop as a Scout, has a general knowledge and is familiarized with all Troop equipment. Upon election to this position an Initial Inspection of All Equipment should be conducted to find out how many of what items on hand, and inspections should be conducted regularly for purchase/needs to be accounted for (quarterly to semi-annually at minimum). Recommended keep current inventory updated year-round.

GUIDE TO SCOUTING for Military Active Duty & Veterans

Scouting Position	Military Equivalent	Responsibilities of this Office/ Position	General Experience in Scouting (at time of placement in office/position)
Treasurer (Adult)	S4 OIC/NCOIC	Assist scouts in planning, funding, fundraising, budgeting, and monitoring their funds for the troop. Teaching the scouts about the above listed tasks will help in the long-term investment and accountability of Troop funds, also teaching them the importance of finances.	A responsible and trustworthy adult with knowledge of finances and good communication and accountability skills.
Leave No Trace Trainer	Environmental Protection	Trains Troop on the Leave No Trace Principles.	Familiar with the Leave No Trace Principles and willing to teach them to scouts (youth) and scouters (adults).
Bugler	Bugler	Reveille, Taps, Opening and Closing Ceremonies.	Serving in the Troop (preferably), with knowledge of playing the Bugle, or willing to learn.
Musician	Military Band	Performances for Ceremonies/ as requested.	Serving in the Troop (preferably) and musical knowledge or willing to learn.
Troop Committee Chair (Adult)	S3 OIC/ OPS SGM	Leads Troop Committee meetings alongside the Scoutmaster and Assistant Scoutmaster. Enables success of the Troop Committee by providing knowledge & experience to assist Troop Committee members to perform their duties/assigned taskings.	An adult who is familiar with managerial leading can also be a team player. Does not ask other committee members to do more than they can handle. Distributes work evenly. Has some scouting experience, whether as a youth or adult (if possible).

GUIDE TO SCOUTING for Military Active Duty & Veterans

Scouting Position	Military Equivalent	Responsibilities of this Office/ Position	General Experience in Scouting (at time of placement in office/position)
Webmaster	Public Affairs Officer/ NCOIC	Disseminates Information in collaboration with Scribe across Troop Website, social media, Email Chain, and Reminder Apps such as Band, Signal, even text groups. Creates advertisements and promotions in coordination with Scribe and both youth and adult leadership committees for meetings and events.	Serving in the troop as a scout (or scouter) can be assisted by scouters/adults with youth input. Knows and/or is willing to learn scouting policies and regulations on what is appropriate for scouting branding, advertisement, and promotions. Is or is willing to become tech-savvy.
Librarian	S1/Admin/Records	Keeps troop records, organizes it, shares it as necessary, keeps track of admin data and keys/locks/passwords to sensitive items and data.	A trustworthy scout who is or is willing to become organized and skilled in accountability.
Troop Historian	Battalion Historian	Tracks and records data on the Troop's involvement in community to global level over time, in chronological order with info such as dates, names, accomplishments, etc. for events the troop has, is and will take part in. Should keep a running narrative on the troop & pass it on to the next Historian elected/to volunteer.	A scout serving in the troop interested in history and scouting with the motivation to record all the troop's highlights and accomplishments in the interest of preserving troop history for generations to come.

GUIDE TO SCOUTING for Military Active Duty & Veterans

Scouting Position	Military Equivalent	Responsibilities of this Office/ Position	General Experience in Scouting (at time of placement in office/position)
Den Chief	Recruiter/ Pre-Basic Training Instructor or Trainer	Serve as a mentor and teacher to the cub scout pack they work with. Build a relationship with the pack that fosters interest and growth in scouting for cub scouts. If the pack is a feeder unit to the troop, they communicate needs, progress, etc. between the two units to enable the growth and success of both entities.	A motivated scout who can balance their scout experience with mentoring and teaching younger scouts and spark their interest in scouting and all it has to offer; scouting skills, travel, leadership skills, personal growth, etc.

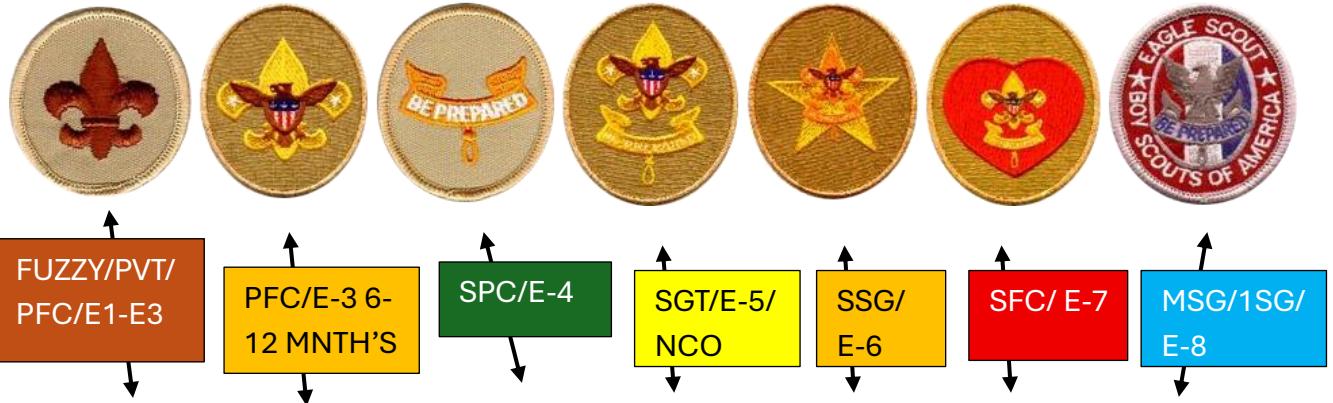
For additional questions on how positions correlate or differ, the author may be contacted at andrewsboards@outlook.com.

Pending any questions, we will move onto the next chapter, where you will learn about the Scouting America Rank System and how you can better understand it with your military experience in mind.

CHAPTER 2: SCOUTING AMERICA'S RANKS IN CORRELATION TO MILITARY RANKS/PAY GRADES

Alright, we have a lot to talk about, but we'll break it down Barney style for the Joe's in the back running off White Monster and Tornado's. (IYKYK).

THE TRAIL TO EAGLE



RANK:	SCOUT	TENDER FOOT	SECOND CLASS	FIRST CLASS	STAR SCOUT	LIFE SCOUT	EAGLE SCOUT
TIME REQ.	JOIN/ MIN.	1 NIGHT CAMPING WITH TROOP	5 TROOP/ PATROL EVENTS	6 MONTH LDR + SERV PROJ	6 MONTH LDR + SERV PROJ	6 MONTH LDR + SERV PROJ	6 MONTH LDR + SERV PROJ
# OF REQRMT'S	7	11	12	13	8	8	7
SCOUT KNOWLDG	NONE- MIN.	SOME	MEDIUM	GOOD	VERY GOOD	A LOT	PEAK!
HOW YOU CAN HELP AS A LDR	INFORM, TEACH, HYPE THEM UP	EDGE METHOD! EXPLAIN, DMNSTRT MOTIVATION	EDGE: GUIDE ENABLE	EDGE: GUIDE ENABLE	EDGE: GUIDE ENABLE	EDGE: GUIDE ENABLE	EDGE: ENABLE

** Requirements are subject to change per Scouting America; this chart is to give you a general foundation for the difficulty levels and encouragement you should give to your scouts.

CHAPTER 2: SCOUTING AMERICA'S RANKS IN CORRELATION TO MILITARY RANKS/PAY GRADES

CONTINUED.

1. SCOUT = Fuzzy/Private/Private First Class/ E-1 to E-3

- a. This is a scout's introduction to the Scouting America program. Do your best to welcome them, teach them the basis (such as the EDGE method), and open the door to all the opportunities scouting has to offer.
- b. It is good practice to teach them outdoor skills, leadership skills and ask about their view on the potential of training up to take on a leadership role, whether it is to oversee an event's planning or taking on a patrol or troop leadership role.
- c. Gauge new scouts' relationship with the scouts within the troop and if needed encourage involvement of the troop's scout in including newer scouts.

2. TENDERFOOT = Private First Class with 6-12 months in your (military) unit/ E-3

- a. This level of scout is still fairly new but is starting to get a firm grasp of what scouting is about and how to excel in it; Utilize the EDGE method in explaining and demonstrating some of the more intricate ideas pertaining to scouting and how to become a leader.
- b. Motivating these scouts to progress and rewarding/congratulating them for their hard work will help instill the drive to advance within them.

3. SECOND CLASS= Specialist/ E-4

- a. These scouts generally know where they are at and where they are heading as far as pace in advancement, what they want to work towards and how they plan to get there. Utilizing the EDGE method, guide them in the right direction and enable them by proof reading and helping them plan, and giving them ideas for how to obtain the productivity necessary to get the results they seek.

4. FIRST CLASS= Sergeant/NCO/ E-5

- a. Scouts at this level typically are already performing both individually and in team settings. If this is not the case, as what help they need, or what the problem is and work with them to come up with plausible and realistic solutions through SMART goal planning: Specific, Measurable, Attainable/Achievable, Realistic/Relevant, and Timely

- b. At this rank, scouts usually are acclimated to the ranking system's tasks and have a solid understanding of how it works. This is a transition period to the advancement system becoming faster paced and having more requirements for this rank specifically however, after advancement for this rank is complete a system of less requirements with more meaning will come into effect. You could think of this as the transition from enlisted ranks to becoming a noncommissioned officer.

5. STAR SCOUT= Staff Sergeant/SSG/ E-6

- a. Scouts at this level generally have a firm understanding of what it means to be a scout, the skills associated with scouting, and how to lead. If this is not the case, address it in a way that shows you are there to help them and not force them to do anything. At this point they may be feeling the pressure from peers and adults to get to Eagle and you do not want to add to the pressure but rather motivate them and assist them in whatever ways you can.
- b. These scouts are most likely balancing their personal advancement with school activities such as sports and various other extracurricular activities. On top of that, being a leader in the patrol and/or troop. Participation in the Order of the Arrow (if elected) may help remind them that scouting is not just getting to Eagle and has so much to offer to keep their mind clear of stressors and focused on having fun while they advance and lead. Some units tend to draw their scouts away from the OA out of speculation that they might get more involved with scouting's national honor society over their troop but, the OA will remind them that their troop is their first duty for having elected them in the first place.
- c. Encourage this scout to broaden their horizons as a leader in the troop, a member of the OA (if applicable) and to build the organization necessary to balance scouting with participating in school activities. It is possible. Example: 1LT Stokes balanced football, wrestling, JROTC, track, speech & debate, and art with involvement in scouting such as two terms as Gila Lodge Chief, 1 term as W-6E section chief, 4 terms as Wapaha Chapter chief, 3 terms as SPL, and the list goes on (not the point). The point is that it is possible.

6. LIFE SCOUT= Sergeant First Class/SFC/ E-7

- a. Scouts who have made it this far typically are on track to becoming an Eagle however this is not always the case. This is a crucial point to not rush the scout but give as much encouragement as often as possible without overwhelming them. Remind them how much effort they have put in, how far they have come and all they have done up to this point that makes finishing strong worth it. These scouts have worked hard to get where they are at, and they know it. They know

what they are doing and what they need to do; at this point all that should be left is to plan and execute for individual advancement and remember that earning Eagle is not something you accomplish on your own- it is a team effort.

- b. Remind Life Scouts that they have all the tools necessary to succeed at their disposal; mentors to guide and enable them, fellow scouts to work along side them and help them complete their projects, and a family that is the troop- if they feel confident that this is the case you are doing something right as a leader. If they do not believe that is the case, ask what problems they are facing individually or within the troop so you can show them you care, are here for them, and will address the issue. After you obtain this information, plan with the scout or scouts or adults and be an agent of change to encourage the growth of this scout and all your scouts to come to the same point.
 - c. **Life Scouts need guidance and support at this point more than ever, and you can be the factor that motivates them to get where they want to be. You may not be their parent but, you know this scout and their strengths & weaknesses. Advise them, work with them and encourage them in their personal advancement, personal pursuits in and outside of scouting, and the plans they have for their future. This will mean so much more to them than you may realize in the moment and it could be the reason they pin a mentor pin on your chest at their Eagle ceremony. You never know how much you truly impacted a scout until you hear them tell you, and in my experience when it happens, so much more of what you did for and with them means something to them than you expect.**
 - d. **Know that when you lead, train and help these scouts progress, you have the potential to impact them for life and shape them into the adult they are becoming- that is the most rewarding part of being a scouter/adult leader.**
7. EAGLE SCOUT= Master Sergeant/First Sergeant/MSG/1SG/ E-8
- a. These scouts have reached the advancement pinnacle- that does not mean that they must be done with scouting, even if that is a common misconception. Sure, the scouts who have earned this reach have completed the rank progression however this does not mean that the fun in scouting has to end here, if they would like to continue.
 - b. Having attained the rank of Eagle opens the door to opportunities within scouting to further their involvement and go from the scout leading while focusing on their advancement to the scout who is leading by example and can mentor other scouts to reach the same heights. These scouts make great Junior Assistant Scoutmasters (Life Scouts as well), and if they have reached the age of 18 years old, they can continue as an assistant scoutmaster.

- c. The Eagle scout has plenty of opportunities within the 17- to 21-year-old age range to participate and lead in other ways, such as the below listed:
- Order of the Arrow: Chapter, Lodge, Section, Region, and National Level leadership opportunities. The OA is the premier program for scouts to lead at high levels, such as becoming the National OA Chief wherein they will lead the entirety of the Scouting National Honor Society and travel the country to see how they can listen to scouts from all around and put into place generational decisions and policies, regulations, etc. that will potentially be around for as long as the OA exists, which they typically announce at the National Order of the Arrow Convention- the OA's Jamboree . An opportunity to be a part of history is a chance that many scouts are given in this program.
 - Venturing: Co-Ed High Adventure Scouting with positions such as Crew President, Council, Region, and National leadership roles, and taking on project lead roles for developing and leading programs relating to Mountain Treks, Kayaking, Canoeing, Snow Treks and many other outdoors high adventures. The OA and Venturing partner in High Adventure programs such as the OA Trail Crew as well for camps like Philmont and even National Events such as the National Scout Jamboree, National Order of the Arrow Conference, Venturing and Sea Scout events as well.
 - Sea Scouts: An incredible opportunity to earn your sea legs through scouting programs such as Sea Base, Sea Badge (adult course), the Sea Scout Rank progression, and so much more. The Quartermaster is Sea Scouting's equivalent to Eagle Scout and is equally as challenging with a completely different set of criteria/requirements. Eagle can still be earned in this scouting program; however, it is recommended to focus on one rank progression at a time for the best results. This comes from someone who has earned the highest rank in each type of scouting- it is not easy, but it is in fact doable with a great support system in your parents, adult leaders and fellow scouts.
 - Exploring/Explorers: A program for learning about jobs through scouting gives scouts the opportunity to learn academically and practically about professions such as law/criminal justice, EMT, and other high-speed professions. It is highly recommended by the author if you have a scout who has one of these programs or a program like these in mind as a potential career route for themselves to inform them of this great opportunity. Fun Fact: Explorers can also attain the rank of Eagle Scout, which is displayed as a ribbon on their uniform.

CHAPTER 3: WOOD BADGE; SCOUTING'S RANGER SCHOOL FOR ADULT LEADERS

“Rangers Lead the Way” sure but in scouting, “Wood Badgers Pave the Way”.



What is Wood Badge? Wood Badge is the Adult Leader Training Program that teaches adults how to not only lead scouts but to develop them. Think of this how you would think of the STX lanes you would execute in various leadership roles. You run through each of the stages of scouting from the scout's perspective; this is key in showing you the challenges and adversity that scouts experience both individually and in team endeavors. You may question some of the methods at first and that is okay, everything is explained through the lessons you are taught and get to experience first-hand.

Is Wood Badge required as an Adult Leader? No, but it is highly recommended based on the knowledge they will blast you with and the methods they use to help you retain it. Just how Ranger School is not mandatory for all soldiers, Wood Badge is not mandatory for Scouters either- both will make you a better leader and person.

How long is Wood Badge? Approximately 5 days of training, whether it is taught in a week-long or 2-weekend course. My Wood Badge Course was a set of 2 weekends broken down into a 3-day weekend and a 2-day weekend. Much shorter than even a Pre-Ranger Train up would be.

At the Conclusion of Wood Badge, what follows/can be expected next? At this point you work your ticket to earn your beads, this probably doesn't mean anything to you yet but, it will, and I want to leave that for you to discover yourself! Just know that it does not end there and encourages you to make an impact that will last.

Why is Wood Badge worth the time, travel and energy? It is all worth it! For many reasons, but I'll keep it to a minimum to give you an idea.

- It will change and further your perspectives on Scouting.
- It will change you as a leader and as a person, for the better.
- You will be more prepared than ever before to lead and more importantly, develop the next generation of scouts into leaders and good people.
- Your unit will benefit from your newfound knowledge when you implement all the cool and useful information that you have gained into your arsenal of leadership and productivity.

If that seems like something you would be interested in, hit up your local council for dates, information and registration for the next Wood Badge course to be offered in your area!

Truthfully it is an excellent course, and no matter whether you are new to scouting, grew up in scouting, or have been a scout leader for years, you will learn something new and/or gain a new perspective. For me it was learning how much other adult leaders knew and didn't know, and how I could help my fellow adult leaders learn about scouting as someone who has been involved with scouting since the age of 7 (at the time I write this I now have about 19 years of experience in scouting).

Wood Badge combined with my military and scouting backgrounds are ultimately what finally gave me the motivation to write this manual, and from the bottom of my heart I hope it is giving all who read it some incite and motivation to become the leader you deserve to be and the leader your scouts deserve.

If you would like any more information on Wood Badge from the perspective of someone who has gone through it, feel free to reach out to me or anyone you know in your local scouting community. To contact me, reach out at andrewsboards@outlook.com (I know my e-mail is all over this but, I would rather add it too much than not enough as someone always looking to be prepared).

CHAPTER 4: USEFUL SKILLS YOU'VE LEARNED IN THE MILITARY THAT WILL HELP YOU AND YOUR SCOUTS DO YOUR BEST

To be fair, you have probably learned a lot throughout your military career, the skills that will be discussed are more basic soldier tasks that scouts should and most likely will explore throughout their time in your troop- whether to meet a requirement or to simply teach a life lesson.

1. LAND NAVIGATION; Called Orienteering in Scouting

- a. This is key in the military, scouting, life, and many of the careers that your scouts may seek out in the future so, teach them as much as you can about this. MGL is a good foundation of the understanding you develop in finding your way through the day or night in a place you are unfamiliar with, and is not just great training but, as previously mentioned, a life skill as well.
- b. 10 Digit Grid System- Pinpointing a location down to a 10-meter square is quite a feat, and if you can find a good way to teach your scouts this, absolutely go for it. It might help to just start with 4-to-6-digit grids and gradually move from there to be more exact. Start with the basics, like you would with a brand-new soldier and go from there. Scouting does not typically teach the use of a protractor but rather a map and compass. It is perfectly fine to teach them how to utilize all three, I would not require it though. Your job as a leader when it comes to training is not to add requirements and put more pressure on the scouts just because YOU want to be the best unit. If your scouts want that to be what they learn then totally, go for it. I repeat, you do not force the scouts to learn extra just because you want to be the best. If it is their will and motive to do and be more than the standard, that is good and welcomed.
- c. Utilization of a protractor- not a requirement, an additional tool and skill that will benefit your scouts if they wish to learn it.
- d. Night Land Nav- not a requirement in scouting as far as I am tracking but if you want to teach your scouts and they want to learn it, that is an incredibly useful skill across multiple professions and in life. As a cadet, this was something that set me apart from my peers due to my familiarity with land nav both from scouting from a young age and JROTC.
- e. Utilizing red light; tactically makes sense for night land navigation, is good for safety (which is the top priority in scouting), and is easy on the eyes. Getting your scouts acclimated to utilizing this with flashlights or headlamps will come in handy in the long run.
- f. Pace Count- everyone's pace count is different, and this is a great lesson for your scouts to learn to keep track of, whether they use beads, tick marks or another method.



- g. Start with the basics; Direction: NSEW, Pace Count, Terrain Association, following manmade routes (for safety/training scenarios, yes, we know not for a tactical scenario), and map reading.
- h. Terrain Association: This is a must for basic survival. You utilized it in the military, and you will utilize it in scouting and probably throughout life. Teach your scouts how to read a map and what they are looking for in real time to help them develop the skill to make these determinations themselves in the future. Utilize the EDGE method throughout this whole process; Explain, Demonstrate, Guide and Enable.
- i. Map Reading: Please take your time in teaching scouts this. Break it down as you would to someone who knows nothing about Land Nav because for many of your scouts, this could potentially be the case. Go over colors and their meanings, map scales, terrain features, map topography, elevation, and all the necessary tools to succeed.
- j. Take it Slow: Slow is smooth, smooth is fast.
- k. The Merit Badge: The Orienteering Merit Badge.

Pending any questions we will move on to the next skill.

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2. PHYSICAL FITNESS & EDUCATION

- a. At my troop meetings as a scout, we would run a mile, then lift weights for 20 to 30 minutes. This does not have to be the case for every troop, and it shouldn't be if your scouts are not on the same page/in the same mindset.
- b. All scouts should get the opportunity to participate, whether it is training, a physical activity, or an outing. Be mindful of that.
- c. Each troop meeting should incorporate physical fitness in some manner. A good game that involves physical fitness is "Steal the Bacon". In this game, the room is divided into two sides, with opposite colored flags/rags placed on a line in the middle of the room on a line which serves as the halfcourt so to speak. A question is asked, one flag represents one answer, the other flag represents a different answer (true, false, etc.). Whoever grabs the correct flag gets the point, unless they get tagged, therein the opposing steam steals the point. For example:
"What year was the Gila Lodge founded?" Rag 1: 1948, Rag 2: 1983. Blue team steals Rag 1, Red team misses tagging them. Blue team gets the point for being correct. If they chose the wrong flag, they would have lost a point from their overall/total score.
- d. Races, lifting competitions, etc. are acceptable but, make sure you account for all safety standards that Scouting America has in place. As a Varsity Scout (discontinued program in 2017), my fellow scouts and I competed in powerlifting in our hometown and qualified for regionals. Do not be afraid to create out of the box opportunities, just make sure all safety measures are accounted for and your plan meets your own SMART goal standard; Specific, Measurable, Attainable/Achievable, Realistic/Relevant, and Timely.
- e. Overall, physical fitness is important for everyone regularly and will be a part of many requirements throughout your scouts' journey. They will need to complete the physical merit badge if they choose it as one of their 21 (Minimum) Eagle Required merit badges.
** Eagle Required Merit Badges are marked as such by having a silver-colored border around the center surface area of the patch.

3. **RANK ADVANCEMENT = PROMOTION**

- a. Rank Requirements completed & Merit Badges completed = Promotion Points earned. This is a perspective based on Rank Requirements being knocked out/completed as the over-arching goal and Merit Badges completed being a sub-goal that will help your scouts get to the next rank.
- b. The Scout Ranking system will require scouts to complete various merit badges in different amounts through different methods in order to facilitate the necessary growth as both a scout and leader per the qualifications a scout of that rank should have. This is similar to how certain MOS's in the military will be required to certify in different qualifications tests and exercises in order to be officially labeled as qualified on an individual and team level. The same being the case for different MOS qualified service members in having to pass certain testing and exercises in order to advance to Sergeant/ E-5 and above.
Military Example: In Field Artillery's Fire Direction team's, members must certify in Artillery Tables V/5, VI/6, VII/7, X/10, XI/11, XII/12, and XV/15 at each respective echelon in order to be qualified as proficient in their craft both academically and in the field/ tactical scenarios.

Scouting Example: The same is true in that scouts must be proficient through testing such as lifesaving, emergency preparedness, Safety Afloat (Scouting's Water Safety Training, and many other skills for various merit badge requirements and/or rank requirements at different levels.

BLUF Examples:

- I. Scouters/Adult Leaders must complete Youth Protection Training in order to participate in scouting activities.
 - II. Scouts must complete their Scouting America's Safety Afloat training in order to participate in Water related activities, which provides the foundation for them to start earning aquatics-based merit badge training, such as the Scuba Diving Merit Badge.
- c. Scouting Rank Boards of Review = Promotion Boards
- I. In the military you train up and study for promotion boards; the same should be done for scouting Boards of Review.
 - II. Just like how the promotion board should ask you scenario questions and about your motivations and progress, the Board of Review will accomplish the same for your scouts. There should also be emphasis on what comes next and what goals they have in and outside of scouting, and what challenges they are/will face and how the troop can be of assistance in your scout's journey to becoming the person and leader they strive to be,

4. **PLANNING**

a. **Campouts/Outings/Events = The Field/ Exercises**

- I. **In the military**, your Battalion Commander passes down their Intent, the Company Commanders create the company level plan and give their intent and guidance to the platoons, and the platoon leadership (PL & PSG + SL') create a platoon level plan and disseminate their plan and guidance to the lowest level (the joe's).
- II. **In scouting**, the Scoutmaster determines what the troop wants to work on and need to work on as a team but, the youth come up with the plan and intent through brainstorming, then voting accordingly for approval/disapproval and move forward or go back to the planning phase and come up with new ideas. The Scoutmaster does not make the plan, nor force the scouts into their own goals. Rather they advise, supervise and serve as a resource for guidance and experience-based information.

From the creating and approval of the plan, the scouts take on their leadership roles and the Senior Patrol leader – comparable to the Company Commander- molds the plan and improves it, then passes down the plan and intent to the patrols to accomplish the mission.

The Senior Patrol leader may use both troop meetings and patrol leaders' council meetings for planning and discussion. The patrol leaders- comparable to the platoon leaders- take the overall plan and disseminate it to their team, then plan at their patrol's level with patrol members' input to move forward with the plan.

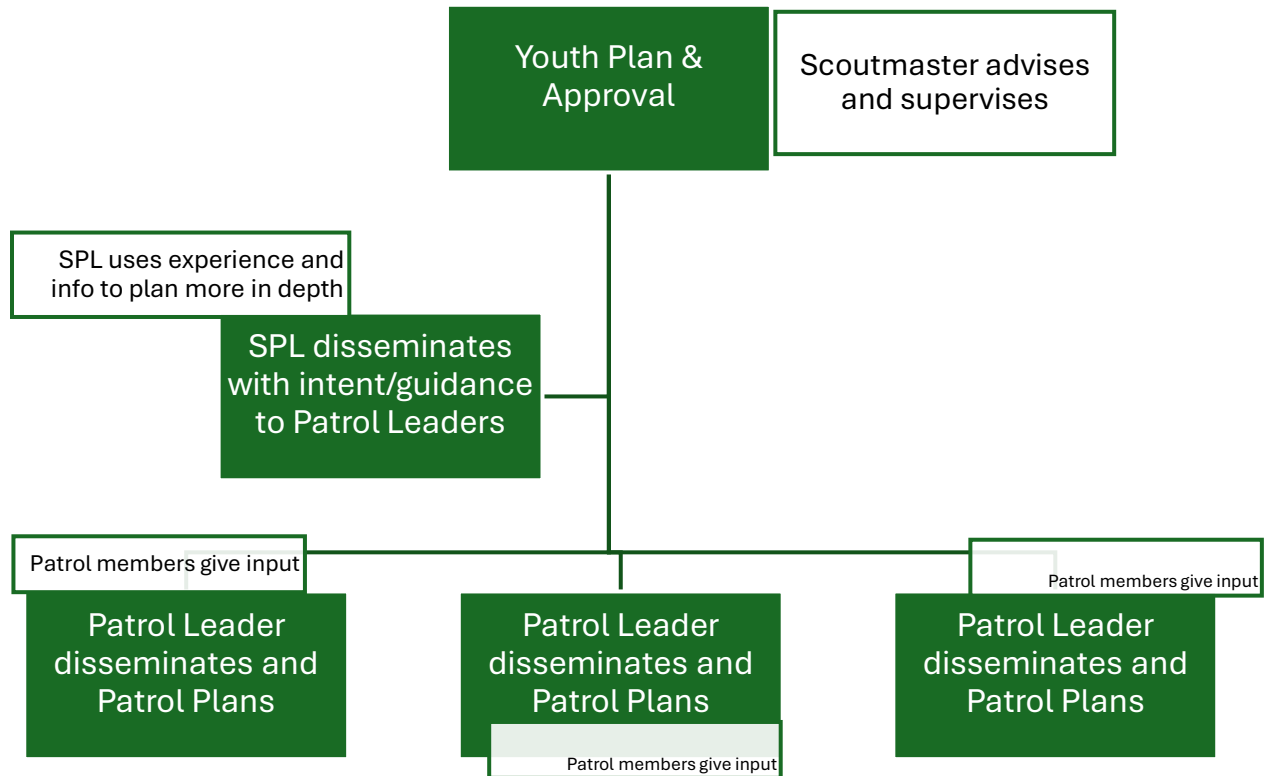
As is the case in the military, the entirety of the troop and its patrols within it know the plan, understand it, and maintain communications about it as they adapt and revise the plan as necessary.

b. **Long-Term/Troop & Patrol Calendar Planning:**

- I. A Long-Term calendar is crucial to the success of the troop and patrols. The scouts should have a calendar for upcoming events at the troop, district, and council levels at minimum. If the scouts desire to add more, they can and might need representatives for other aspects. Example: A troop OA representative keeps track of and informs the troop of upcoming OA events and meetings from the local OA chapter and lodge. Informs the troop's OA members of regional and national OA events and opportunities.
- II. Adults/Scouters should maintain an updated troop committee calendar.
- III. All planning should utilize the SMART goals method; Specific, Measurable, Attainable/Achievable, Realistic/Relevant, and Timely.

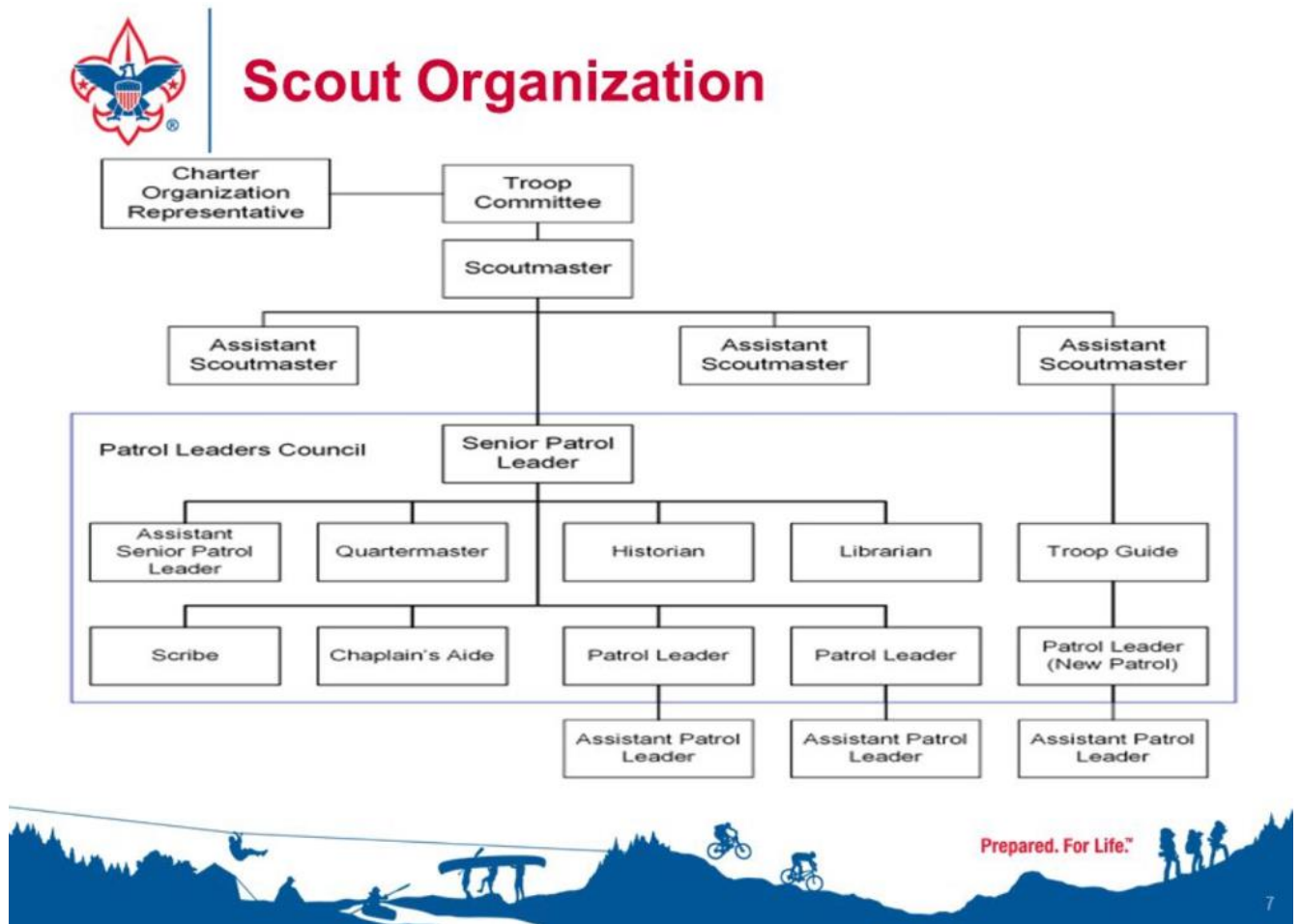
TROOP PLANNING BREAKDOWN CHEAT SHEET

Following this flow of planning and information exchange, your scouts will be exercising their various roles and developing as a leader. Advise, provide supervision and input as necessary. Remember scouting is youth lead.



- Any and all changes to the plan/planning must be communicated in order to ensure the success of the campout/outing/event that will take place.
- Good practice for info to be tracked by both you and adults is as follow; funding for the event, the timeline (as it evolves and gets closer to the day of execution), and locations necessary for emplacement of troop personnel and equipment.
- Adults can and should be involved in the planning phase as far as resources that involve finances, travel, vehicle usage, etc. The adults give their input, and the scouts vote on the planned course of action.
- Yes, it is a youth led program, and the scouts plan and vote on all decisions, but if there is a safety or SMART goal element that the adults see an issue with, do not hesitate to speak up and suggest otherwise within reason.

TROOP LEVEL PLANNING & APPROVAL NETWORKING CHEAT SHEET



CHARTER ORGANIZATIONAL REPRESENTATIVE is the adult leader within your Troop selected by the Troop Committee to be the bridging effort between the Troop and Charter Organization in communications, planning, funds (such as sponsoring), and other key points of action between the two elements. The Troop Committee should maintain good tracking and communications with the Chartered Organization by means of this position's role and abilities to obtain necessary information.

Credit to Troop 166G for the creation of this Organizational Chart Image.

TROOP GUIDE is a more experienced scout who helps the newest patrol/group of scouts in working as a patrol. Typically this scout has served as a Patrol Leader for an extended period. For more info and guidance refer to official scouting doctrine. I personally have not seen this used often however it is probably more common in larger scouting populations with bigger troops around the country. This role could be useful in the new patrol's planning phase, having someone with experience to look to.

5. COMMUNICATIONS: IN PERSON AND VARIOUS METHODS

a. In Person Comms:

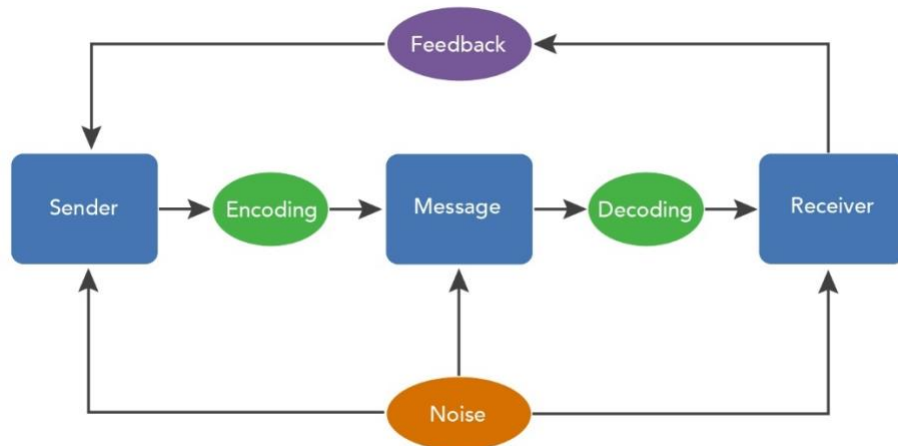
- I. You have given briefings, such as Safety Briefs, Planning, After-Action Reviews, and the list goes on. These methods of public speaking translate to scouting and are useful for events in the planning, execution, conclusion, and review phases. Military jargon is used in this manual in order to facilitate understanding for the reader; accomplish the same understanding for your scouts through the use of familiar scouting terms for them and if you desire, military terminology (if you explain the terms/teach them to your scouts).

b. Digital Comms:

- I. When disseminating information to your scouts, whether through the scribe or troop committee, everyone should be receiving the message. Not every scout has a phone or computer, if that is the case for one of your scouts then send the info to your scout's parent(s)/guardian(s). Useful digital applications for this method include but are not limited to: Signal, Band, GroupMe, iMessage group texts, and the list goes on.
- II. Reminders: Utilizing the above listed apps can be helpful, do not forget to give in person reminders at meetings and include useful information pertaining to such within the contents of the Troop and Patrol Leaders' Council Meeting Agendas.
- III. Calendars: Maintain the calendar(s) digitally within whatever communication app your troop chooses to utilize; it may also be useful to use Google Doc's and Google Calendars for troop planning, wherein everyone has the ability to edit and adjust the contents of the document and/or calendar (if given the permissions to do so). Print copies of the calendar for Troop Meetings, Patrol Leaders' Council Meetings, and Troop Committee Meetings for everyone to follow along on- this is a good quick reference method where notes can be made and short term changes can be noted/annotated, especially if not everyone is able to access their computer or phone since meetings typically happen right after everyone is getting off of work, school, extracurricular activities, etc.

c. General Communication Tips:

- I. Changes= Frago's. App's and group messages are incredibly helpful in the endeavor that is trying to get everyone on the same page in a short amount of time. This is the primary method, alternate would be direct text/ phone call however, that remember if you are communicating with a scout, 2-Deep-Leadership translates to digital communication as well. If you need to message a scout individually about a matter, include their parent in the text chain/group or application message.
- II. **Scouting acknowledges communication as: Sender -> Message-> Recipient->Received-> Feedback.**
- III. Do your best not to overwhelm scouts and scouters with communication, remember that they too have a life outside of scouting.
- IV. **Effective communication both in the military and in scouting is clear, concise, and is made sure to be understood by all recipients/ participants in the process of communication. This may have various challenges whether related to language barriers, level of knowledge or experience or otherwise but, opposed to what you are used to in the military where you are told "figure it out", in scouting, we help one another and find a way to create the solution to the problem as a team.**



6. WORKING AS A TEAM

- a. **Building a Team**: The hardest part of working as a team is building the team. Something most likely new to you is Scouting's team building phases, which consists of:

I. **Forming**

All the members of the team are getting to know each other- their strengths and weakness, their skill specilizations, fears, dreams, and goals.

II. **Storming**

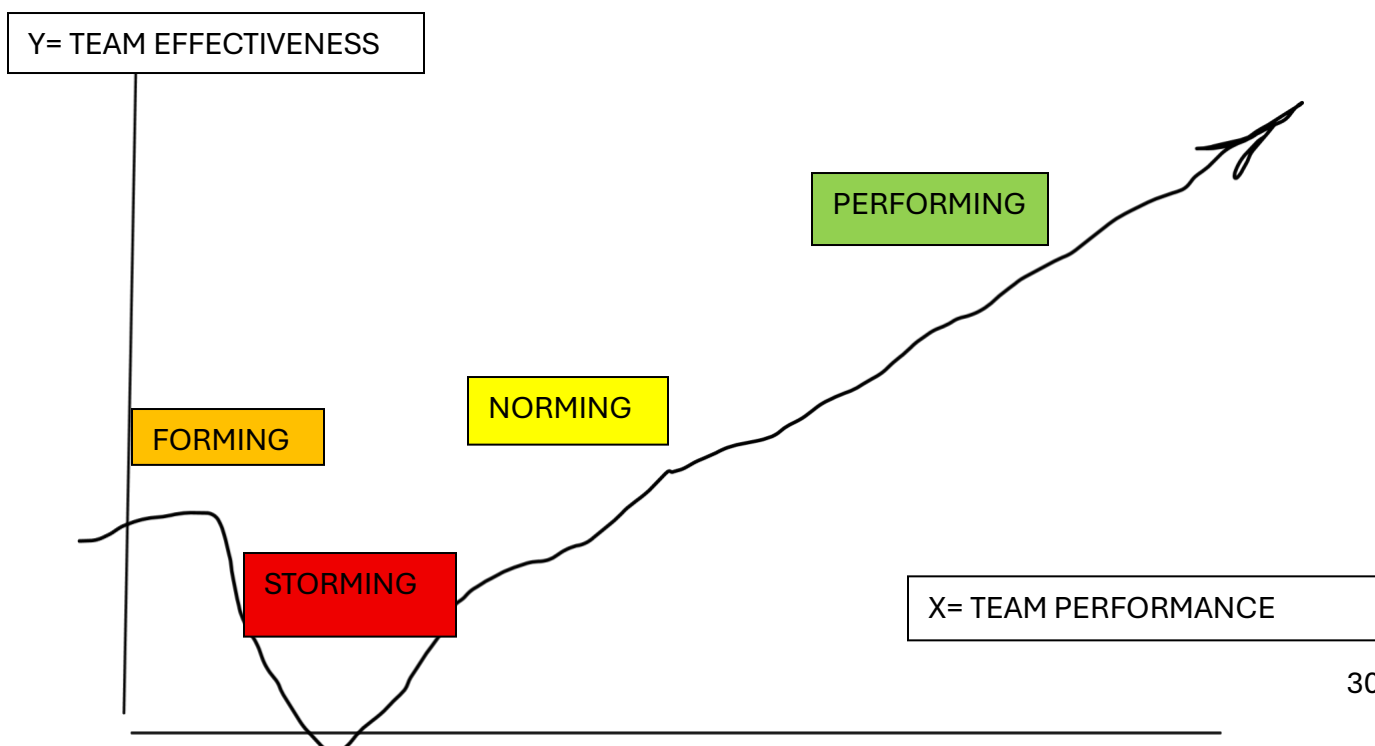
The team is familiar with each other but, it bumping heads as they learn how to work together, what makes each other tick, what topics to stay away from, and what common ground they share that they can utilize to progress and work together.

III. **Norming**

Each team member is start to get the hang of their role and the team is starting to be able to function together.

IV. **Performing**

The team is one. The team members know their role, their own strengths and weakness and each other. Having this information and knowing how to work together, they now can help each other to maximise their results individually and overall, and have the common goal in mind as they all head in the same direction towards it.



7. GRIT.

- a.** You can't teach this, but you can enable your scouts to develop it. When I say that, I don't mean the kind of encouragement you received in the military, as a matter of fact, that has a lot to do with the topic of the next chapter. In scouting, you develop grit within your scouts by utilizing the EDGE Method; Explain, Demonstrate, Guide, and Enable. When using this method, you make learning fun, and when your scouts succeed, you reward them for their progress and achievements. This motivates them so much that when they do not reach the goal they intended to shoot for, they feel the want and need to achieve that goal. They do not give up. They want to get there, they want to win and succeed because, you helped them to build the foundation for believing in themselves and understanding that they can achieve anything they work hard enough to accomplish, through effective planning and execution. This is how we motivate scouts to be leaders with grit. Not through degrading, not through vocalizing of disappointment; through positive reinforcement and encouragement through enabling your scouts.
- b.** Some examples of challenges that will build Grit withing your scouts:
 - I.** Philmont Trek/ 50 Miler Backpacking Trip
 - II.** The Trail to Eagle
 - III.** Physical Fitness, Backpacking, Camping, Wilderness Survival & Emergency Preparedness training and their associated merit badges.
 - IV.** Event/Outing and Short-Term/Long-Term Planning.
 - V.** Completing the Order of the Arrow Ordeal Weekend (Upon Election).

Point 7.as listed above, is not a scouting doctrine-based teaching of Scouting America, but rather an observation and lesson learned within my own time between scouting and the military. In my own view, this is one of the most important characteristics you can assist in developing within a budding leader.

You cannot teach Grit, however if the person you are teaching wants to do their best in their endeavors, they will find it within, through challenges such as listed in points I.-V., and beyond, with assistance such as yours to move in the right direction.

CHAPTER 5: WHAT YOU LEARNED IN THE MILITARY THAT TRANSLATES TO SCOUTING, AND WHAT DOES NOT

Well, you have made it this far, so you obviously care about giving your scouts good experience in Scouting and making a difference in their lives along the journey to becoming a good person and leader. This chapter is important because, during both my time as a scout and scouter, I have come across many good military scouters and some that let their military experience be their whole personality and way of leading. There is nothing wrong with that but which parts of your military experience you embody can be all the difference. This chapter will not only help you use your military experience effectively but also know what to keep on the military side of your life.

1. **Hazing and/or Putting Down Others**



- a. Hazing, putting downs others are both unacceptable forms of action in Scouting America's program.
- b. If you come across an adult or youth utilizing either, first start by addressing it at the lowest level (depending on severity) with a 2-Deep Leadership conversation or meeting involving the scout/scouter and those involved with other leaders/ the scout(s)' parent(s) that can monitor and deter the situation.
- c. For more guidance on this topic, refer to Youth Protection Training and Scouting America's policies and guidelines on the matter.
- d. Activity of this sort will not be tolerated in scouting.

2. **Morale**



- a. Absolutely carry this over from the military, in all the various forms of encouragement and celebration, which will be discussed.
- b. One of those Morale Methods being your own variation of "combat swag"; patches, official gear such as hats, shirts, jackets, and flags (guide-ons) and whatever other cool gifts/memorabilia you can think of.
- c. **Recognition:** patches are the main method in scouting. Pins, coins, and medals are all acceptable, but it is recommended that the Scouting America uniform guide is reviewed- a cheat sheet will be attached. Ultimately, the guidelines are for official wear, if you want to do something cool for your unit or chapter, it's all for the scouts so, if they want to do something special, see what they have in mind.
- d. **Flags (Guide-Ons):** Make it as unique and creative as the scouts want. It is quite special when the scouts make it by hand, however it is not required. What the scouts come up with, vote on and approve can be done as long as it is scout appropriate.
- e. **Shirts/Jackets/Hoodies:** Scouting Appropriate, approved by the scouts and as creative as your scouts would like.
- f. **Hats:** Scouting appropriate, approved by the scouts, creative, and effective.

(Morale Continued)



- g. **Fun Outings & Events:** Safety first, not every event has to be to check a box or get something done. Sometimes the scouts need the opportunity to be scouts and be kids as well. Mini-Golfing, Pizza parties, Lazer Tag- anything that is safe, scouting appropriate, and fun that can be a stress-free event for both the scouts and scouters.

Example: As a scout, 1LT Stokes' scout troop celebrated his 14th birthday by taking a trip to Carlsbad Caverns and going to the drive-in movie theater after the hike. Making memories for the sake of it creates a good feeling about scouting for both the scouts and scouters.

3. Physical Punishment



- a. **Physical Fitness as Punishment** is a NO-GO. Remember, there is a lot that translates from the military to scouting and this is not one of those aspects. A parent might do this with their own child however it is not okay with someone else's child. You as a parent may know what your kid can withstand but you do not know other scouters' kids' limits and it is not up to you to decide or find out.
- b. **Paddling or touching scouts in any manner: Automatic no.** Even touching scouts in a friendly manner can be taken the wrong way and as you are taught during SHARP Training in the military, "Perception is Reality". Better safe than sorry, just keep your hands to yourself, and I say that with all due respect, you do not know how everyone will perceive your actions and you do not need to find out.
- c. **Refer to YPT (Youth Protection Training) for more information.**

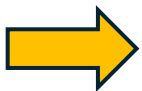
4. Foul Language:



- a. It is well known that in the military, cussing is as common as drinking water (or an energy drink, even when it's 105 degrees outside). Do not carry that over into scouting, it may be hard to unlearn this habit but, you have an example to set. Tracking this should be common knowledge but, everything gets put in doctrine for a reason.



5. **Drinking/Tobacco/Vaping:** Another no-brainer, there is no place for it in scouting. Refer to Scouting America policy for more guidance. As crazy as it may sound to have the need to vocalize this, this applies to both adults/scouters and youth/scouts.



6. **Using your experiences to motivate a scout to do something:** There are two sides to this coin. If you are saying it with disappointment, that's a NO-GO. If you are saying it positively, that makes sense.



7. **Experience & Knowledge:** Absolutely carry this over to scouting if applicable to the lesson/event/scenario at hand for the scouts to learn and grow from. Knowledge is power.

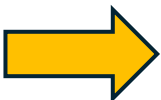


8. **Physical Fitness as Personal Growth:** Scouts will be athletic at different levels, if the scouts want to do sports and other physical activities- monitor it for safety and encourage what makes sense within SMART Goal standard and the Scouting America Guidelines. Physical Fitness can help a scout make a career more achievable and improve quality of life in general. Physical Fitness can overall improve emotional/mental, physical and spiritual health.



9. **Religious Activities:**
- a. Have a place in both the military and scouting, welcomed and even honored at events such as summer camps, Wood Badge, the National Scout Jamboree, and National Order of the Arrow Conference. Religious/Faith based services tend to be non-denominational in scouting, as they sometimes are in the military; this is common however, if your scouts would like to focus on one Faith/Religion in their services, they can as long as everyone is included in the Faith/Religion they want to be. Freedom of Religion.
 - b. There is plenty of guidance and material related to this including for events such as "Scout Sunday", which is a Religious celebration day within scouting. The Chaplain's Aide (youth position) is a great candidate for planning and coordinating events like Troop Religious service or even simply Grace before a good meal. Recommended that an adult helps this scout in the planning process, and that troop members take part in services and events related to this. Do not force participation, rather kindly encourage participation.

c. Accountability:

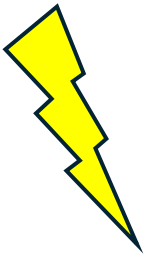


- I. **Personnel:** Do not try to be as strict about attendance with scouts nor scouters as you would be with service members in the military. You may want maximum participation in an event, but you cannot and should not try to force participation. If this is the problem, maybe the solution lies in another reason as to why participation is down; is it football/band season? Is it flu season? Is that scout (or their family) going through something? Is your troop fun/engaging? Address these issues with care and consideration.
- II. **Equipment:** Absolutely! Quartermaster gets to learn this skill hands on

10. Team Building Events:



- a. **Obstacle Courses & Outdoors Team Building events** are great to get your team from Brainstorming to Norming, maybe even Performing! Safety is the first priority and having fun while learning through physical activity can be achieved under the proper planning and coordination. An easy teamwork exercise is the Human Knot; the scouts start by standing in a circle and crossing hands, and the objective is to undo the knot by getting all hands uncrossed into a circle.
- b. **Games** can be a great way to get scouts to work as a team. Whether its to win the title of best patrol, or to win a cool patch or other prize. This is one reason Popcorn sales can be motivational for scouts; the money they can earn for scouting programs and the prizes they can earn by selling a certain amount/level of popcorn. Games like Steal the Bacon (previously mentioned) and capture the flag build the patrols into teams and create a competitive spirit that can benefit the scouts in troop level competitions where they represent the troop as a whole at the council level, such as the Scout Klondike. In the Scout Klondike, teams build their own sled and race each other for both effectiveness of their build, and for speed (even for best looking/most artistic build).



****Bonus Point**** Having standards with your troop is good however, do not treat your scouts like soldiers, remember these are kids. Build troop bylaws with the planning and approval of your scouts and the adults that both scouts and scouters agree upon and will perform by. Do your best to hold reactions back you would have with a soldier and think before you speak/act. This may take getting used to but, think of the scouts and how you would want someone else to treat your child, and the results will come.

CHAPTER 6: NATIONAL YOUTH LEADERSHIP TRAINING (NYLT)

National Youth Leadership Training is the premier youth/scout leadership training that takes place typically at your Local Scout Council Camp. Adults/Scouters have Wood Badge. The youth/scouts have NYLT. Wood Badge teaches you the experience of the scout and how scouts build a team and become leaders that are prepared for life. NYLT is the teaching of the scouts on the other side/perspective of that; the actual teaching of building a team and growing as a leader that will be prepared, from the scout's perspective.

1. A key part of building a team that is taught both at home in your troop and at NYLT, is the Patrol method- functioning as a patrol in challenges/testing, in planning an outing or class, and delegation of responsibility amongst your patrol members such as cooking, cleaning, and Religious Services. The lessons that you teach your troop will not be changed, rather they will be improved and built upon in this training.
2. Many of the methods discussed up to this point will be used to get the point across of lessons contained within the NYLT curriculum, such as games, team activities like obstacle courses, knowledge-based trivia, and making learning fun.
3. NYLT not only gives scouts the opportunity to learn to be leaders and more skillful scouts, it also can give scouts the opportunity to come out of their shell, especially as a newer scout who is still working to understand their role in scouting and how the troop leadership structure works,



- ❖ Ideal for Scout to First Class scouts but, all scouts are welcome!
- ❖ Builds leadership, teamwork skills, understanding of the Patrol, and confidence.
- ❖ A good opportunity to meet scouts from around the council outside of your troop.

NYLT VS. WOOD BADGE CHEAT SHEET

NYLT	SHARED VALUE	WOOD BADGE
• 100% Youth Lead • Teaches scouts useful information that they can utilize in positions they currently serve in and/or will serve in. • Potential friendships and connections that can transcend the duration of the course. • Seeing different perspectives of how other units function and what practices they utilize. • Most scouts have a general foundation for the info taught, so they could possibly pick up on material and the point of it more quickly.	➤ Leadership ➤ Team Building ➤ Teamwork ➤ Communication with scouts/youth & scouters/adults ➤ Meeting people in your local scouting community ➤ Resources for the Troop and Patrol ➤ Presentations & Classes ➤ Games & Activities ➤ Obstacle Courses and/or Physically Active Games ➤ Serving in Patrol Roles to better understand what right looks like and get a feel for each position ➤ An expansion within your scouting community	• Leadership from the perspective of the scouter/adult and scout/youth • Training through each level of scouting in crawl, walk and run phases • Varying scouting backgrounds from none to 30 years or more. • Networking across the council and the troops within it to coordinate lasting inter-troop and inter-district relationships • Ability to coordinate adult leaders with different skills to help multiple troops, whether with a merit badge or other events such as National Scout Jamboree • A great training for a scouter/adult with no prior-scouting experience. • Reminds adults they can have fun too!

CHAPTER 7: THE ORDER OF THE ARROW (OA)

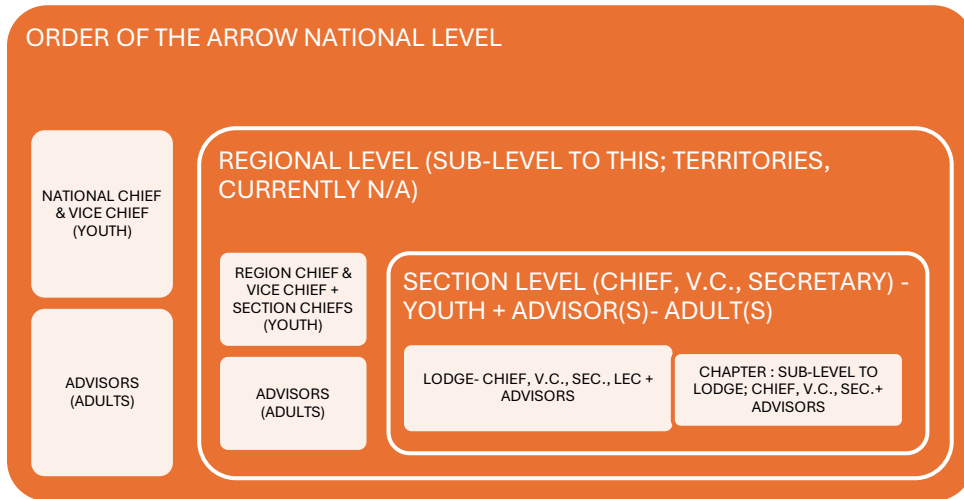
The Order of the Arrow is Scouting's National Honor Society. This program is both a method to recognize scouts who go above and beyond in their service and leadership, and a way to enable councils and their OA lodges to maximize participation of high-quality individuals in local service and events. The OA seeks to help youth leaders thrive and provide them with an impactful and meaningful scouting experience.

The Mission of the Order of the Arrow

As an integral part of Scouting America, the OA **delivers peer-led advanced leadership experiences that help to build lifelong bonds through service and enrich each member's Scouting journey**. (oa-scouting.org)

1. How does a scout become a member of the Order of the Arrow?
 - a. Be a registered member of Scouting America.
 - b. Have experienced 15 nights of Scout camping while registered with a troop, crew, or ship within the two years immediately prior to the election. The 15 nights must include one, but no more than one, long-term camp consisting of at least five consecutive nights of overnight camping, approved and under the auspices and standards of Scouting America. Only five nights of the long-term camp may be credited toward the 15-night camping requirement; the balance of the camping (10 nights) must be overnight, weekend, or other short-term camps of, at most, three nights each. Ship nights may be counted as camping for Sea Scouts.
 - c. At the time of their election, youth must be under the age of 21, and hold one of the following ranks corresponding to the type of unit in which they are being considered for election: Scouts BSA First Class rank, the Venturing Discovery rank, or the Sea Scout Ordinary rank or higher, and following approval by the Scoutmaster, Crew Advisor or Sea Scout Skipper, be elected by the youth members of their unit.
 - d. Adults (age 21 or older) who meet the camping requirements may be selected following nomination to and approval by the lodge adult selection committee.

ORDER OF THE ARROW CHEAT SHEET FOR BEGINNERS



National: Develops the Policies, Mission, Direction of the OA with Leadership from a youth National Chief and Vice Chief, elected by their peers at the National Planning Meeting. Advised by seasoned adult OA members who typically led in the OA has youth.

Regional: Takes direction from National to implement National's focus while planning and leading the Region and its Section Chiefs. Elected at the Region's Gathering from current Section Chiefs of the Region. Advisors are experienced in the OA, possible past Region leadership as youth.

Territories: currently not enacted however gave more in depth differential determination amongst areas of Section function.

Section: Follows National guidance, Regional Guidance, and plans and leads for the Section and the Lodges contained within it. Elected at Section Conclave. Advisor; possible former Section Chief, at minimum an experienced OA member.

Lodge: Takes direction from the above listed, plans and leads for the lodge- typically elected at Fall Fellowship (at least in the Gila Lodge; TX/NM Local lodge). Lodge Chief, Vice Chief, Secretary are youth. The Lodge Executive Committee consists of the previously mentioned plus all the vice chiefs in the lodge such as ceremonies, etc. Advisor for Chief and all Vice Chiefs; Adults, some OA Experience, whether as a youth, adult or both.

Chapter: Takes direction from all of the above, contains members from troops across your district/ your part of town. Chief, Vice Chief, Secretary, Ceremony Team. Elected at Chapter meeting/Gathering of the youth's choice. Advisor(s); adults, anywhere from little to some OA leadership experience depending on who's available and willing to step up.

Vision

To be why Scouts want to stay in Scouting.

Mission

To achieve the mission of Scouting America through transformative fellowship that ignites limitless Scouting journeys.

Purpose

As Scouting's National Honor Society, we forge lifelong bonds among the leaders in Scouting and:

- Recognize those who exemplify the Scout Oath and Law in their daily lives and, through that recognition, cause others to act in the same way.
- Reinforce a life purpose of leadership in cheerful service to others.
- Create and deliver peer-led, adult-guided, advanced leadership experiences for Scouts and Scouters that positively impact their unit, community, and ultimately our nation.
- Be an integral part of Scouting America and encourage participation in all it offers through units, outdoor adventures, and national events to further the Scouting experience.



Ordeal: Entry level Arrowman, having completed the Ordeal.

Brotherhood: 10 months after Ordeal + additional requirements.

Vigil: Highest OA honor; 2 yr.'s after Brotherhood. Not for what you've done but, what you will do and the leadership & service you exemplify/will exemplify.

For additional info on requirements, refer to OA Handbook.

CHAPTER 8: MENTAL HEALTH IN SCOUTING

1. **Your mental health.** At the end of the day, it can be a lot of pressure to be involving yourself as a volunteer- regardless of military experience. The author understands that and encourages all readers to take into consideration how much involvement you can handle and that you need to create balance for yourself. Whether you are active duty, guard/reserves, retired or whatever the case may be, make time for yourself and your family outside of scouting, You deserve to be happy and not feel overwhelmed; you do not have to support a scout event the day after getting back from deployment, nor feel guilty for missing one or two events. Just communicate with your fellow leaders as far in advance as you can whether you can make it to an event and create/follow some sort of chain of succession wherein if you are not available, someone else can fall in and be the acting scout leader in command. No scout event takes priority over you or your family's health or family time. Relax, take a break, create a plan, and execute or give whoever the plan is for the tools to succeed.
2. **Post Traumatic Stress Disorder.** If you, a family member, or fellow scout leader deal with this, make it clear that it is something dealt with and give your fellow leaders the tools necessary to be of help when things get tough. That could mean giving you a few minutes of quiet while a fellow leader leads the meeting, or it could mean being a shoulder to lean on. If on an outing, have any necessary medications ready with enough on-hand for the length/duration of your event. You may have to hand these meds off to the on-site scouting physician and that is okay, just let them know any specifics such as doses, times you need to take your medicine, etc. The same goes for medication for youth/scouts,
3. **Your scouts' mental health.** If you notice, and/or are aware of mental health conditions your scouts face, discuss it privately with the scout's parents to gauge how you and the adult leaders of your unit can best accommodate the scout's needs and encourage their participation in activities and in growing alongside their peers.

Every scout is different and may require a different approach; the best way to figure out what you need to do to help a scout thrive is by getting to know them personally within YPT guidelines and with parent and fellow leaders assisting you in this quest. You may not be raising other scouters' kids however; you must remember that they are kids and sometimes just need someone they can feel safe to trust and be a source of encouragement and motivation.

As previously mentioned, you make a far bigger impact on your scouts than you realize in the moment, so make it count and change their lives for the better through being the leader they need and the leader you envision can help someone grow into a good person and leader who contributes to society in good works.

4. **Disabilities and Disabilities Awareness.** Disabilities can come in many forms, whether mental or physical. Your job as a leader when it comes to this is to find ways to include these scouts, enable them with activities and training that accommodate them without making them feel different, and helping them realize they are capable of so much more than the label of disability creates the stigma of them to believe. Scouting America has more information on accommodation and inclusivity of these scouts at <https://www.scouting.org/resources/disabilities-awareness/>
5. **Be there for your scouts and scouters.** We know as military and former military that Suicide amongst Vet's has been shown according to a 2013 statistic from the Department of Veterans' Affairs to take 22 lives a day, with that number climbing. Sometimes asking someone about their day, listening to what they are going through can make all the difference. When talking to someone about their struggles, ask first if they want feedback or just want to be heard, and go from there. For more info, you can check out the Youth Suicide Prevention program on Scouting America's website. You can save a life just by noticing someone is having an off day and deciding to be there for them. Be the person who takes initiative to care because you may be the first person to show them that someone cares. If they do not want to talk about it, give them the resources to talk privately with a professional, such as calling or texting 988 (the Suicide Prevention Lifeline).

CHAPTER 9: YOUTH/SCOUT UNIFORM

Scouts BSA

Field Uniform Checklist

- ☐ **Headgear.** The troop may decide to wear headgear; all youth should wear the same headgear. Accommodations to respect religious and cultural differences must be made.
- ☐ **Shirt and Neckwear.** Official uniform shirt, either long- or short-sleeved with green shoulder loops on epaulets. The troop decides whether to wear the shirt tucked in or untucked, whether to wear a neckerchief, bolo tie, or no neckwear, and whether to wear the neckerchief over or under the collar. Accommodations to respect religious and cultural differences and disabilities must be made.
- ☐ **Bottoms.** Official uniform pants, shorts, skirt, or roll-up pants. Accommodations to respect religious and cultural differences and disabilities must be made.
- ☐ **Belt.** Official Scouts BSA belt; web or leather, as selected by members of the troop.
- ☐ **Socks.** Official socks with official shorts, pants, roll-up pants, or skirt. Either long or short socks are acceptable.
- ☐ **Shoes.** Leather or canvas, closed toe and closed heel, neat and clean.

Official Placement of Insignia

Merit Badge Sash (not pictured)

- ☐ If worn, merit badges are attached to front (and back, if needed) of sash.
- ☐ Temporary insignia may be worn on back.

Shoulder Epaulets

- ☐ Green shoulder loops identify Scouts BSA participants (all members of a troop).

Right Sleeve

- ☐ U.S. flag emblem centered directly below shoulder seam.
- ☐ Merit badge, if in hand on dress corps, etc. 6 inches below point of emblem.

Left Sleeve

- ☐ Counsel shoulder emblem, unit emblem, and religious unit (if worn as shown) hang up and touching each other. On the official uniform shirt, the religious unit (28, 30, 32, 34, 40, 42, 78, 79, or 80 points) is positioned above and touching the troop emblem and touching the counsel emblem.
- ☐ On the official shirt, the badge of office is centered on the pocket, as shown. On the official uniform shirt, the badge of office is centered and touching the unit emblem, or centered 4 inches below the shoulder seam. On the official uniform shirt, the Trained Leader emblem is worn immediately below and in contact with the badge of office.
- ☐ On the shirt, the Trained Leader emblem is centered as shown at the top of the pocket flap.
- ☐ Dress shirt need to wear over the left shoulder, under epaulet.

Right Pocket

- ☐ National or world jamboree (merit badge only) worn above the BSA program or corporate strap or the interpretive strap.
- ☐ Order of the Arrow badge (merit badge only) worn on pocket flap.
- ☐ Temporary insignia worn centered on the pocket or hanging from the bottom. Only one temporary insignia is worn at a time.
- ☐ Nameplate, if worn, is centered above the program or corporate strap and, if worn, above the interpretive strap. If worn, the jamboree emblem is worn above the interpretive strap.

Left Pocket

- ☐ Service stars are centered above the pocket, 5 inch from top point to top (point) and 1 inch from either the pocket or emblemated flaps.
- ☐ Embroidered square knots are worn centered above the pocket in rows of three.
- ☐ Not more than five medals may be worn, pinned centered immediately above the pocket (extending over knots if knots are worn).
- ☐ The order of knots and medals is at the wearer's discretion, typically the medal or knot the wearer deems most important is worn to the wearer's right.
- ☐ Badges of rank are worn centered on the pocket above the Arrow of Light Award, as shown.
- ☐ The World Crest emblem and Messengers of Peace ring are worn centered horizontally over the left pocket and vertically between the left shoulder seam and the top of the pocket.



CHAPTER 10: ADULT/SCOUTER UNIFORM

Cub Scout and Scouts BSA Adult Leader

Field Uniform Checklist

Methods of Scouting

The uniform is one of the methods of delivering the Scouts BSA and Cub Scouting programs. The uniform, when worn fully and correctly, accomplishes four ideals of Scouting: identification, achievement, personal commitment, and personal equality. Adult leaders who directly serve youth are helping to accomplish these ideals by setting the example of wearing the uniform properly.

Headgear

Headgear is optional. Scouts BSA leaders wear the olive visor cap, campaign hat, or troop-approved headgear. Cub Scout leaders wear the olive visor cap or any official Scouting America headgear.

Shirt and Neckwear

The official uniform shirt is either long- or short-sleeved with unit-appropriate shoulder loops on the spaulders. The unit's youth decide whether to wear the shirt tucked in or untucked, whether to wear a neckerchief, bolo tie, or no neckwear, and whether to wear the neckerchief over or under the collar. Accommodations must be made to respect religious and cultural differences as well as disabilities.

Bottoms

Official uniform pants, shorts, skirt, or roll-up pants. Accommodations must be made to respect religious and cultural differences as well as disabilities.

Belt

Adult leaders wear any official Scouting belt with the buckle of their choice.

Socks

Adult leaders wear official Scouting America socks.

Shoes

Closed toe and closed heel, neat and clean.

Insignia*

- ☐ Shoulder loops
- ☐ Placement on left sleeve
- ☐ Right sleeve
- ☐ Left pocket
- ☐ Right pocket

See the reverse of this form for placement of insignia.

*For more information about insignia, see the [Guide to Aversals and Insignia, No. 33088](#).



Cub Scout and Scouts BSA Adult Leader Insignia Checklist

Shoulder Loops

- ☐ Scouter wear the color shoulder loop of the program in which they are serving: Cub Scouting, blue; Scouts BSA, forest green; Venturing, green; council or district, silver; national, gold.

Right Sleeve

- ☐ U.S. flag emblem centered below shoulder seam.
- ☐ Den numeral, if applicable, below and touching the flag. Scouts BSA leaders do not wear patrol emblems.

Left Sleeve

- ☐ Council shoulder patch is below the shoulder seam.
- ☐ Veteran unit bar, if worn, is centered and touching the council shoulder patch (above) and unit numeral (below).
- ☐ Unit numeral, if worn, is centered directly underneath and touching the council patch or veteran unit bar.
- ☐ On the official shirt with sleeve pocket, the badge of office is centered on the pocket, as shown. On the official uniform shirt without sleeve pocket, the badge of office is centered and touching the unit numeral, or centered 4 inches below the shoulder seam.
- ☐ When earned, the Trained leader strap is centered at the top of the pocket flap on the official shirt. On the official uniform shirt, it is centered as shown, touching the badge of office.



Right Pocket

- ☐ Order of the Arrow lodge insignia is worn on the pocket flap.
- ☐ National or world jamboree insignia is centered above the BSA strip and any other items above the pocket.
- ☐ Optional insignia, if worn, is placed in the following order, from the BSA strip or program name upward: interpreter strip, name plate. The name plate may be worn on the pocket flap if no lodge insignia is worn.
- ☐ Temporary insignia is centered on pocket. Only one temporary insignia may be worn at a time, and it is not required for correct uniforming.

Left Pocket

- ☐ World Crest emblem is centered between the left shoulder seam and the top of the left pocket.
- ☐ Embroidered adult leader knots are centered above the pocket in rows of three. A maximum of nine adult leader knots may be worn. Privately produced knot emblems are not to be worn on field uniforms.
- ☐ Service stars are centered above the pocket, 1/4 inch from top point to top point and 1/4 inch from either the pocket or embroidered knots.



Privately produced patches that are designed to resemble council or national official patches are not permitted. These patches may be in violation of copyright and trademark laws.



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S10-T82
September 2024

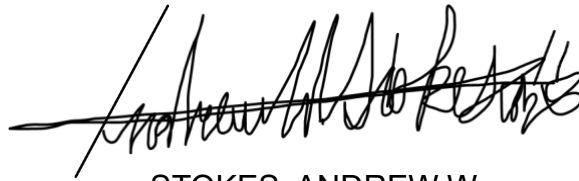
CHAPTER 11: THE BEGINNING OF YOUR SCOUTING JOURNEY AS A G-MAV CERTIFIED SCOUTER

So, you have made it to the end of the Guide- first of all; Congratulations!!!

That you have dedicated your time to read and process this material shows your dedication to becoming the leader your scouts not only want but, the leader they need.

What's next?

Get out there and start implementing what you have learned not only with your scouts, more importantly within yourself. Be the change you seek. Lead by example, something you probably have worked towards in your military career. Seek to use your military strengths and skills and mold them into something that translates to working efficiently and appropriately in the building and advising of the leaders of tomorrow that you work with in Scouting America. Create a support group and network within your unit's adult leaders and the scouters in your local scouting community. You can do it, and I, Andrew Stokes, believe in you. There will always be someone you can reach out to in your scouting community for help, whether across the city or across the world as you deploy or move from place to place. Don't hesitate to reach out to me even. The BLUF of all this is, you've got this and you are more prepared than you know from what you know and the adversity you have faced to get here through your military and life experience, and your scouting community will only get stronger as you make the effort to better yourself, your unit and your community. If you have additional questions, comments, or would like to discuss anything related to scouting and/or the military reach out to the below listed at 915-472-5065 or andrewsboards@outlook.com.

A handwritten signature in black ink, appearing to read 'Andrew W. Stokes', with a long horizontal line extending to the left.

STOKES, ANDREW W.

1LT, FA, U.S. ARMY

About the Author



Degree with Honors in Political Science, minors in Criminal Justice & Military Science.

Eagle Scout (2013)

Vigil Honor Member (2015)

James E. West (2014)

Founders' Award (2015)

Sea Scout Quartermaster (2020)

Venture Summit (2018)

Varsity Scout Denali Award (2017)

Venturing Leadership Award (2018)

Sea Scout Leadership Award (2019)

William D. Boyce (2022)

Duke of Edinburgh International Award (2023)

German Armed Forces Proficiency Badge (2022)

Joint-Service Medal (2023)

Wood Badge (2025)

Trust Award (2017)

God & Life (2017)

89 Merit Badges, 13 Eagle Palms

Community Organization Award (2023)

Sea Badge (2023)

1LT Andrew Wilson Stokes was born and raised in the “Sun City” El Paso, Texas. At the age of 7, he joined scouting as a Wolf Scout in the BSA’s Cub Scout program. From there, he crossed over into Boy Scouts of America at the age of 10 years old. Advancing through the ranks quickly, he earned the rank of Eagle Scout at the age of 13 years old. He made it a mission to prove that there was more to scouting than getting to Eagle, rather continuing the scouting journey in the Order of the Arrow. He became chapter chief of Wapaha chapter at his second meeting at the age of 12, where he served in this role for several terms. He became the Gila Lodge chief in 2014, serving 2 terms including at 15 years old as the Gila Lodge Chief for the 2015 National Order of the Arrow Conference: the 100th Anniversary of the OA. Following his lodge chief terms he served as section secretary for W-6E then 2017-2018 serving as the W-6E Section. In 2018 he served as the AIA chief for NOAC 2018, then went on to become the Wapaha chapter advisor. Concurrently with his section leadership time, he studied a Major of Pol. Sci. at the University of Texas at El Paso with 2 minors: Criminal Justice and Military Science. At the same time, he enlisted in the U.S. Army, attending basic training at Ft. Jackson and serving in 1836th Combat HET Company, while walking on and playing 4 years of Division I football at UTEP, leading to their first bowl game in a decade. From PFC to SPC (P), he then commissioned as an officer in 2022, served as Cadre at Ft. Knox CST, attending Field Artillery School and arrived at Fort Bliss, 23FEB2023. Here he served in 4-27 FA as a Fire Support Officer, attached to 1-1 Cavalry “Courageous and Faithful” from 2023 to 2024, also serving as FSO with 1-4 Infantry in Germany (2023), deploying to the Ukrainian border in Poland JUL2023 to APR2024, and began further work back at Fort Bliss upon return to the states. From JUL2024 to JUL2025 he served as the Fire Direction Officer for Ares Battery, 4-27 FA while also beginning his aviation pursuit to fly in the skies, piloting both the Cessna 172 and Piper Archer. He now serves as a Battalion Level Tactical planner, and Platoon Leader, while having served as an interim XO for Ares Battery leading up to this during NTC-25. He recently deployed as a PL and Planner and wrote this booklet while deployed and finishing it upon his return and is improving this guide constantly. He may be busy; however, he is always willing to help!