



## *Training Leaders, not just running training courses!*

### January 17 Webcasts on the New Cub Scouting Program

A new Cub Scouting program is launching June 1, 2015, that will be more fun and exciting for boys, and easier to implement for unit leaders. To ensure you are ready to make the transition, a number of webcasts will be hosted on January 17 to outline the coming changes, how to prepare, and when resources will be available.

#### Cubmaster Webcasts

Saturday, January 17, at 8 a.m. (Central), or  
Saturday, January 17, at 3 p.m. (Central)

#### Den Leader Webcasts

Saturday, January 17, at 9:30 a.m. (Central), or  
Saturday, January 17, at 4:30 p.m. (Central)

#### LDS-Specific Considerations\*

Saturday, January 17, at 11 a.m. (Central), or  
Saturday, January 17, at 6 p.m. (Central)

*\* It is recommended that those interested in the LDS session view one of the role-specific sessions first.*

Although the content will be geared to the roles listed, anyone with an interest in learning about the new Cub Scouting program is welcome to attend.

The sessions will be recorded for later viewing.

It's easy to attend! Just navigate your Internet browser to <http://www.livestream.com/bsanationalcouncil> and you are ready to view the webcast!

As always, for more information on the new Cub Scouting program, please go to [www.scouting.org/programupdates](http://www.scouting.org/programupdates).

Help spread the word about the webcasts to ensure others are ready for the new Cub Scouting program!

### **"Fully Trained"**

We often fall into the trap of calling a Scouter "fully trained" when he or she completes "basic" training. It leads some to think that they have done all of the training they can do.

Of course, no person is ever "fully trained." Even the most tenured Scouter can learn something by attending or instructing a course.

The Five Levels of the BSA Training Continuum discussed in the Guide to Leader Training provide a wealth of opportunities for a progression of learning for all of us to learn more about program, leadership, and other important skills. Do not fall into the trap of using the term "fully trained!"

### **In This Issue**

- My.Scouting Tools
- 2015 Florida Sea Base Winter Training Conference
- Philmont Training Center
- Latest Versions of Leader Training Courses
- Team Update
- Program Updates—2014 and Beyond

## Facebook

Are you on Facebook? If so, have you found the BSA training page? We have about 6,800 “likes,” and the number is growing every day. Encourage your Facebook friends to join us. You can find the page at [www.facebook.com/BSAtrainingteam](http://www.facebook.com/BSAtrainingteam).

---

## 2015 Florida Sea Base Winter Training Conferences

It is not too late to be a part of the 2015 Winter Scouting U Conferences at the Florida Sea Base!

Imagine a week in the Florida Keys learning with experienced and informed Scouters with ample time to enjoy the climate and beauty of the Keys!!

New for 2015—Three weeks of conferences and an extra day each week!

### January 4th-10th

T3-Train the Trainer  
The New Cub Scouting Adventure  
Venturing: The New Vision  
Conducting Advanced Leadership Training

### January 11th-17th

Conference on Education for Advancement Administrators (CEAA)

### January 18th-24th

Overview of Commissioner Service  
Youth Protection Champions

NOTE: The Delivering Training to Unit Leaders conference that was scheduled for January 18-24 has been canceled.

Conference fees include: Housing, Meals, Snacks, Bedding & Towels, Meeting Facilities and Course Materials, and a Sunset Cruise (weather permitting).

Registration is open at [www.scouting.org/training](http://www.scouting.org/training) in the Quick Links section (**2015 Florida Sea Base Conferences**.)

Registration fees: \$495 per conference participant and \$300 per non-conference attending spouse.

Planned Spouse Opportunities include: Sunset Cruise, Stand-Up Paddle Board, Kayaking, Dolphin Research Center, Snorkeling, Gallery Tours, Everglades.

*Don't miss the boat!*

---

## Training Times Archives

You can take a look at older versions of the *Training Times* by clicking on the word “Archives” on the “Training Updates” page or on the link on the main training page of [Scouting.org](http://Scouting.org).

## Philmont Training Center

We want to invite you to participate in one of the conferences that we will be offering at the Philmont Training Center in Cimarron, New Mexico, in the summer and fall of 2015.

We also hope you will encourage other trainers in your area to attend and hope you will share this information with them.

Your trainers play a very important role in the success of Scouting in the lives of youth, and we want them to be a part of the discussion.

At these conferences you will have the opportunity to meet and share ideas with Scouters and trainers from across America. The conference faculty, selected by our regions and national committees, consists of some of the most talented and skilled men and women in Scouting.

While participants are involved in a conference, their spouses and their family members will be able to enjoy a range of activities led by the PTC staff. There will also be plenty of time and activities for you to enjoy with them.

Philmont's unique blend of Scouting, history, family activities, and the magic of the northern New Mexico mountains will make the conferences a memorable family experience.

### 2015 Training Conferences at PTC:

#### June 7-13

Delivery Training to Unit Leaders

#### July 12-18

Successful Troops: the BEST method  
T-Cubed—Train the Trainer

#### August 2-8

Training Your Troop's Leaders  
Training Your Venturing Crew Leaders  
Introduction to Outdoor Leader Skills

#### August 9-15

T-Cubed—Train the Trainer  
Training Your Pack's Leaders

#### September 13-19

Philmont Leadership Challenge

You can find more information about these and all PTC conferences at [www.philmonttrainingcenter.org](http://www.philmonttrainingcenter.org). You can register for a PTC conference at [www.myscouting.org](http://www.myscouting.org) on the “Event Registration” page.

We hope that you will promote these conferences and that you will accept our invitation to join us at Philmont in 2015! We urge participants to register soon as the conferences have limited space.

## Tenure for Training Awards

Unless it specifically states in the requirements that tenure cannot be used for multiple training awards, it can be used.

In the past we said “one Scouter, one position” and did not want to reward those who wore multiple hats. We are more realistic now. If a Scouter accomplished all of the training and performance tasks during the same tenure, they have likely made Scouting better for more youth and deserve recognition.

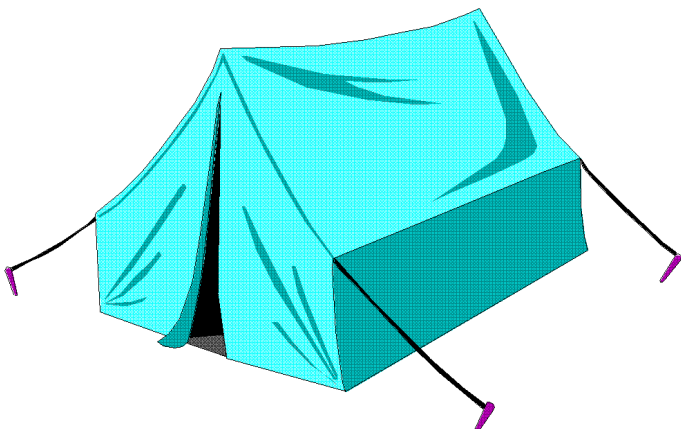
## My.Scouting Tools

**Commissioner Tools**—The new Commissioner Tools went live on August 11 and as of November 1, 2014, a total of 18 councils have successfully transitioned to this new tool. We anticipate all councils using Commissioner Tools by March 1, 2015, as part of the new [My.Scouting Tools](#).

Councils who wish to know more about this new tool are encouraged to visit the [Commissioners website](#) which contains information and important documents that assist in preparing councils and commissioners to transition to the tool. Go check it out!

**Organization Security Manager** – Launched in August, this tool allows Key 3s at each organizational level, including council, area, region, and national the ability to grant three people Key 3 access (a.k.a. Plus 3). Additionally, individuals in the following registered positions now have “administrative authority” to the tools (similar access as Key 3s), without needing to assign them a Key 3 delegate role:

Assistant Scout Executive	Field Director
Borough Scout Executive	District Director
Director of Field Service	Senior District Executive
Asst. Director of Field Service	Council Admin (code66)



## Latest Versions of Leader Training Courses

Here are the latest versions of the most common instructor-led training courses manuals for unit-level leaders and where to get them. For Sea Scouts, see [www.SeaScouts.org](#).

(SS) - Ordered through Supply Group [www.Scoutstuff.org](#)  
(TP) - Downloadable via [www.Scouting.org/Training](#)  
(CDC) - Available to councils and at Course Directors' Conferences  
(BR) - By request

### Basic

- Cubmaster and Assistant Cubmaster Position-Specific-(TP)-2014
- Pack Committee Position-Specific-The Pack Committee Challenge-(TP)-2014
- Den Leader Position-Specific-(TP)-2013
- Den Leader Position-Specific for LDS Den Leaders-(BR)-2012
- Scoutmaster and Assistant Scoutmaster Leader-Specific-(TP)-2014
- Varsity Coach Position-Specific-(TP)-2014
- Team Committee Position-Specific-The Team Committee Challenge-(TP)-2014
- Introduction to Outdoor Leader Skills-(TP)-2010
- Venturing Crew Advisor-Specific-(TP)-2014
- Crew Committee Position-Specific-The Crew Committee Challenge-(TP)-2014
- Troop Committee Challenge DVD-610034 (SS)-2009

### Supplemental Leader Training

- B.A.L.O.O. (Basic Adult Leader Outdoor Orientation)-(SS)-2012
- Introduction to Leadership Skills for Troops-ILST-(TP)-2011
- Den Chief Training-(SS)-2012
- Introduction to Leadership Skills for Crews-ILSC-(TP)-2011
- Outdoor Leader Skills for Webelos Leaders-(TP)-2011

### Other

- The Fundamentals of Training-(TP)-2013
- The Trainer's EDGE (TP)-2009
- Kodiak Challenge-(TP)-2011
- Powder Horn-(BR)-2013
- Wood Badge (CDC)-2014
- National Youth Leadership Training (CDC)-2014

## NAYLE now offered at all four high-adventure bases

NAYLE is to youth leadership training what the Eagle Scout and Summit awards are to Boy Scouting and Venturing. Each represents the pinnacle of achievement. Now's the time to get your Scouts and Venturers thinking about NAYLE, also known as the National Advanced Youth Leadership Experience. The course is intended for youth who have completed NYLT (National Youth Leadership Training) and are ready to take the next step. NAYLE participants make new friends, learn new skills, and experience an epic adventure — all in an awesome location.

Beginning in summer 2015, NAYLE will be offered at all four national high-adventure bases. That means there's a course within driving distance of most Scout families.

## NAYLE eligibility requirements

Young men and young women who meet the following requirements may participate in NAYLE:

- Have successfully completed Introduction to Leadership Skills for Troops or Crews (ILST or ILSC) **AND** National Youth Leadership Training (NYLT).
- Be in top physical condition; a BSA Annual Health & Medical Record Form is required.
- Be 14 years of age OR 13 years of age and completed the 8th grade — but not yet 21 (note: for Sea Base the minimum age is 14).
- Hold a unit leadership position.
- Keep up with NAYLE news by liking the BSA's NAYLE page on Facebook.

## NAYLE at Northern Tier Coordinator

Sherry McGugin (Middle Tennessee Council)

### Important details

- There are two course offerings in 2015: June 21-27 and July 5-11.
- The fee for the six-day course is \$385.
- A payment of at least \$100 is due when you register with the balance due 30 days prior to arrival.
- A round-trip shuttle from the Minneapolis/St. Paul airport is available for \$120.

## Fun facts

- Experience the pristine wilderness of the Boundary Waters as you put your NYLT skills into practice.
- Enjoy the BSA's oldest high-adventure base camp.
- Explore the glasslike lakes, dense forests, wetlands, breathtaking sunsets and abundance of wildlife in northern Minnesota.
- Learn from Northern Tier interpreters as they share knowledge of paddling, portaging, navigation, and camping in a true wilderness environment.
- Share in the historical heritage of early Voyageurs from the Rendezvous evening campfire.

## NAYLE at Philmont Coordinator

Tom Giugni (Mount Diablo Silverado Council)

### Important details

- There are seven course offerings in 2015:
  - June 14-20
  - June 21-27
  - July 4-10
  - July 12-18
  - July 19-25
  - July 26-Aug. 1
  - Aug. 2-8
- The fee for the six-day course is \$395.
- A payment of at least \$100 is due when you register.

## Fun facts

- Experience Philmont at the brand-new training location—Rayado Ridge Leadership Camp.
- Practice and strengthen your NYLT leadership skills through high-adventure activities.
- Participate in an overnight hike to Pinyon Flats, a campsite dedicated for NAYLE use.
- Experience the gift of Waite Phillips and contribute your own legacy at Philmont.
- Meet youth from all over the USA.
- Hike to the rugged Tooth of Time.
- Visit the Philmont Museum and Seton Memorial Library.



## NAYLE at Sea Base Coordinator

John Glockner (Patriots' Path Council)

### Important details

- At Sea Base, the NAYLE minimum age is fourteen (14) without the "thirteen (13) and completed the eighth grade" exception.
- The fee for the six-day course is \$995, with at least \$100 due at registration.
- Dates and registration info coming soon. For an idea of what to expect in 2015 you can look at [this 2014 flier \(PDF\)](#).

### Fun facts

- Enjoy the excitement of living aboard a 40-foot sailboat for five days and nights.
- Broaden your NYLT leadership skills using unique ocean water-based activities.
- Learn the fundamentals of marine navigation, marine communications and large-boat sailing.
- Swim, snorkel and fish in the clear waters of the Atlantic Ocean and Florida Bay.
- Visit coral reefs and underwater wrecks of sunken ships inhabited by a multitude of sea creatures.
- Participate in a sailing challenge to apply and demonstrate the skill that you have learned during the week.

## NAYLE at the Summit Coordinator

Sherri Moravec (Sam Houston Area Council)

### Important details

- 2015 will be the first year for NAYLE at the BSA's newest national high-adventure base.
- There are two course offerings in 2015: July 12-18 and July 19-25.
- The fee for the six-day course is \$395.
- A payment of at least \$100 is due when you register.

### Fun facts

- Be there for the first NAYLE course to be held at the Summit Bechtel Reserve!
- Use your NYLT Leadership skills while camping at the new BSA high-adventure base in West Virginia.
- Explore the Summit while learning new ways to use your NYLT toolbox.
- Be one of the first Scouts to participate in a NAYLE program at the Summit.

## Commissioner Training for the LDS Church

In May 2014, The Church of Jesus Christ of Latter-day Saints (LDS Church) released the updated version of the *Scouting Handbook for Church Units in the United States*, sometimes referred to as the "Green Book." The Green Book explains how the Scouting program is implemented within the tenets of the Church.

This release of the Green Book contained a significant change from the previous version. The new version stated that the stake presidents should provide commissioner service for the units served by the Primary. The Primary serves Cub Scouts and 11-year-old Boy Scouts. This change will result in a significant increase in the number of commissioners nationwide. To support these new commissioners, David Beck, Young Men general president, approached the national commissioner support staff at the National Annual Meeting and asked for updated training for these new commissioners.

In response to this request, Larry Gibson, first counselor in the Young Men General Presidency, Mark Francis, a Scouting professional and LDS liaison on the National Alliances Team, and Tim Acree, national commissioner service training chair, have begun work on developing a series of learning modules.

The content of the modules will be developed by this team with the help of additional volunteers from the Church. This content will then be transformed into self-paced learning modules with the help of Steve Yackel and the development team within Scouting U. The modules should be available after Jan. 1, 2015.

If you would like to learn more about the LDS Church and its relationship with the BSA, please see <http://www.ldsbsa.org/>.

Click [here](#) for information about a conference on this topic to be held in Salt Lake City Oct. 2-4.



## Learning & Delivery Team Update

With the advent of Scouting U the members of the Volunteer Development staff and Center for Professional Development have taken on new roles, and new team members have been added. That nine member team is responsible for delivering role based training to all BSA employees and for working with volunteers to deliver role based training to volunteers.

**De Tan Nguyen** became the Team Leader, Learning Delivery Scouting U, on September 1st. De brings a vast scouting background to this position. He has served as Team Leader, Performance Coach West, Associate Director for the Center for Professional Development, and also served in various positions in local councils. You can contact De at [detan.nguyen@scouting.org](mailto:detan.nguyen@scouting.org).

**Cindy Polman** became a Learning Delivery Specialist for the Scouting U team on April 1st. Her most recent positions include Program Administration Specialist with the Volunteer Development Team and Field Director in Fort Worth, Texas. You can contact Cindy at [cynthia.polman@scouting.org](mailto:cynthia.polman@scouting.org).

Staff support for Wood Badge, NYLT, NAYLE, and other BSA leadership skills courses will be provided by the Leadership Development Team and team member Mark Nelson.

**Kathy Chormicle** became a Learning Delivery Specialist on April 1st. Kathy served previously as Senior Training Specialist at the Center for Professional Development. She also served as a Field Director in Orem, Utah, and Senior DE in Santa Barbara, California, and Van Nuys, California. You can contact Kathy at [kathy.chormicle@scouting.org](mailto:kathy.chormicle@scouting.org).

**Martez Moore** became a Learning Delivery Specialist on November 16th. Martez worked previously in Nashville, Tennessee, where he served in various positions including Director of Field Service. You can contact Martez at [martez.moore@scouting.org](mailto:martez.moore@scouting.org).

**Jim Reed** became a Learning Delivery Specialist on July 1st. Jim served previously in various positions in Talent Management and as Associate Director for the Center for Professional Development. He also served 22 years in three local councils in various positions, including Scout Executive. You can contact Jim at [jim.reed@scouting.org](mailto:jim.reed@scouting.org).

Staff support for course design will be given by the Design Team of Scouting U and Team Lead Steve Yackel.

---

## Program Updates—2015 and Beyond

2015-2016 promises to be an exciting time for Scouting as all three phases of our traditional Scouting program are updated based on several years of volunteer-led research and development.

Venturing will be first up in January 2015 with a new program and recognition approach focusing on progressive development in adventure, leadership, personal growth, and service to others. These updates are now mandatory for Venturing.

Updates to Cub Scouting are coming in 2015 and to Boy Scouting in 2016.

Get the latest overview and all the details on the Program Updates page at [www.scouting.org/program-updates](http://www.scouting.org/program-updates). Share the overview and detailed documents with your unit leaders to help them Be Prepared!

*The Training Times* is a publication of Scouting University.

---

Joel Eacker - Volunteer Learning & Delivery Coordinator

Cindy Polman  
and  
Jim Reed  
Editors

De Tan Nguyen - Learning Delivery Team Lead

Dr. Diane Thornton, Chief Learning Officer

## CubCast and ScoutCast

Have you listened to the award-winning CubCast lately? How about ScoutCast? These are monthly audio podcasts featuring a variety of how-to and information topics for leaders and parents. They are designed to supplement your training and roundtable programs. You can listen to them on-line, download them to share, and/or subscribe to them via RSS feed. Archives of past editions are available, too!

Check out [www.scouting.org/Scoutcast](http://www.scouting.org/Scoutcast). Choose CubCast or ScoutCast, and give them a listen!

