

TROOP 989

**PEACEFUL VALLEY SUMMER CAMP
(DEITLER)**

LEADERSHIP PAMPHLET



SENIOR BOY LEADERSHIP TEAM

First, *thank you* for volunteering for being a boy leader for summer camp. Perhaps you remember how amazed you were as a young scout that the Troop's older scouts took an interest and were there for you. Maybe the older scouts being there for you is one of the reasons you are still in scouting. That is the effect *you* will have on our younger scouts this year.

Second, being a summer camp leader *does not* mean you can't pursue your own rank advancement and fun while at camp. It *does*, however, mean that you will take an active interest and leadership role in ensuring everyone else is pursuing their own rank advancement and fun while at camp.

The Senior Leadership Team will tent in the Teepee, and the Teepee can also serve as a place to have your in-camp PLC meetings with your Patrol Leaders and Troop Guides. When you are not actually in the Teepee, either be visible in the campsite area, or let the scouts know where they can find you. Some of you are participating in the PV Adventures program, meaning you'll be gone most of the day. Make sure someone is designated for the scouts to go to in your absence, and make sure the scouts know who that is.

The Senior Leadership Team will not have a patrol cooking area, so during meals you will split up and eat with the patrols. While visiting the patrols, watch and listen for areas you can help the Patrol Leader or Troop Guide with, and show as much interest as possible in what the younger scouts are doing.

Please be familiar with this entire Summer Camp Leadership pamphlet.

PATROL LEADERS & TROOP GUIDES

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Second, being a summer camp leader *does not* mean you can't pursue your own rank advancement and fun while at camp. It *does*, however, mean that you will take an active interest and leadership role in ensuring everyone else is pursuing their own rank advancement and fun while at camp.

As Patrol Leaders and Troop Guides you will arrange your patrol area so that your patrol tents are located together. It is important that you tent with your patrol, and that all your patrol members know where your tent is. When you are not actually in your tent, either be visible in the campsite area, or let the scouts know where they can find you. Some of you are participating in the PV Adventures program, meaning you'll be gone most of the day. Make sure someone is designated as Patrol Leader in your absence, and make sure the scouts know who that is.

Your patrol will take its lead and attitude from you. If you are active, energetic, and display a positive attitude, so will your patrol. We have a very strong Troop, but one of the areas we can improve upon is individual patrol identity and spirit. Here again, the patrol's identity and spirit will radiate from your leadership.

Please be familiar with this entire Summer Camp Leadership pamphlet.

ADULT LEADERS

The Adult Leaders at camp are there primarily to ensure safety and to provide guidance in particularly challenging situations. To the extent possible, we intend to allow the boy leadership to run the summer camp program as best you see fit. Please keep us informed of your plans and decisions, and always feel free to seek our guidance and opinions. In general, there will always be at least two adult leaders available in or around the campsite. When this is not possible, there will be a walkie-talkie radio on the Scoutmaster's bunk, which should be used when you need to contact us. At a minimum, the adult leaders must be informed of any injury, problems with people not members of the Troop, and anyone leaving camp. Lastly, the adult leaders share a responsibility with the boy leaders to ensure that every scout at camp has the most positive experience possible, and your familiarity with this Summer Camp Leadership pamphlet will reduce the amount adult leader interference with your leadership necessary to achieve that positive experience. The Scoutmaster will accomplish a head count of scouts twice a day and occurring when we line up, as a Troop, 10 minutes before morning and evening Flags. The Scoutmaster will rely primarily on the boy leaders for an accurate report.

LEADING BY EXAMPLE

The boy leadership is made up of older more experienced scouts. As such, the younger scouts look up to you, actively seek you acceptance, and mimic everything you do. Their attitude, energy, appearance, and success will reflect yours. While this pamphlet asks you to take an active role in ensuring the scouts follow the rules and participate, and you can best accomplish this by following the rules and participating yourself.

Leadership rarely requires anger, yelling, or ordering people around. Instead, the most effective leadership involves leading by example, which simply means doing the same things you want your scouts to do. Try to make a habit of never asking a scout to do anything you won't or don't do yourself. While there are some privileges and perks that come with you rank, experience, and position, it is normally non-productive to demonstrate that you consider yourself superior to the scouts you are leading. By contrast, you'd be surprised at the lasting positive effect on the attitude of your scouts when you do something they might not want to. For example, no one likes the dish washing after a messy meal. If during the first day or two at camp you volunteer and take the "goober bucket," this tends to minimize the complaints about that job the rest of the week. (By the way, the goober bucket complaints always kills me...food that was perfectly fine to put in your mouth only moments before, is now yucky to even touch because it's in water?)

Inevitably, one of your scouts is going to have a problem. When you encounter this, start by asking him to explain the problem. While he explains it, *listen*. Try to avoid the tendency to jump ahead and give him the solution. After he explains the problem, ask *him* how best to fix it. Problems fixed by the person having the problem tend to stay fixed longer than problems fixed by the leader. If the problem involves more than one scout, ask them all to explain their perspectives on the problem, and again, listen. After they all explain (during which everyone is going to learn that they didn't completely understand the other scout's problem), then ask *all of them* how to fix it. When they arrive at the solution together, suddenly everybody is friends again.

FAIRNESS

If there are hurt feelings or anger expressed by your scouts, it is frequently over a belief that something is unfair. This can be a perception that he has had to do more than his share of clean-up duties, that other scouts are excluding him, or that the boy leaders are making the younger scouts do everything. As a leader you should:

1. Try to make sure that duties are given out as evenly as possible.
2. Make sure that no scout gets excluded without a valid reason (a valid reason usually involves a rule beyond your control, but you should explain the rule to the excluded scouts).
3. Avoid the idea and perception that the older scouts are privileged and therefore don't have to do their share.

CAMP WIDE GAMES AND ACTIVITIES

Being selected as a summer camp boy leader usually means you have a great deal of experience with summer camp and the Deitler program. Because you have "been there, done that" there may be certain camp wide games and activities that you are less than thrilled by the opportunity to do again. As a leader, however, you must remember that your scouts may not have done it before. If you show disinterest and/or refuse to participate you can bet that three things are going to happen:

1. Other scouts are going to follow your lead and refuse to participate too, which has the affect of making the scouts who do want to participate feel uncool if they do.
2. For those scouts who do participate anyway, your attitude will make it less fun for them.
3. You will lose respect as a leader and find it far more difficult to get the scouts to do anything you do want to do later.

As a summer camp leader, you should encourage every scout in the Troop to get the most out of summer camp possible. The best way to accomplish this is to set the example by participating actively and with a positive attitude in every camp wide game and activity offered. Insist that all the other scouts join you. In doing this you may find out you actually enjoyed that game or activity you thought you didn't like.

By the way, one of the things at summer camp we have refused to participate in the past is orienteering. The younger scouts didn't go because the older scouts didn't want to. About three months later the younger scouts discover they needed orienteering for rank advancement, but the Troop doesn't have it scheduled again before the spring (because snow makes it difficult).

FLAG CEREMONIES

Both morning and evening Flag ceremonies will be attended as a Troop in full and properly worn Class 'A' uniform. The Troop will line up by patrols 10 minutes prior to Flags, and it is the responsibility of the boy leaders to assemble the scouts and inspect their uniforms. Since attending Flags involves leaving the campsite scout will also have his 10 essential kit. As

the Troop leaves for Flags, the Scoutmaster will receive “low five” hand slaps from each scout. Aside from this just being fun for the Scoutmaster, not slapping his hand indicates a desire to talk to the Scoutmaster about some personal issue.

PATROLS

We attend camp as a Troop, and participate as a Troop whenever the camp program allows us to. Deitler, however, is a Patrol Method Camp, and several activities are designed for participation as patrols. Because of this, it is important for the boy leadership to develop, encourage, and support individual patrol identity and spirit.

PATROL YELLS

Several patrol based activities require the patrol to know and enthusiastically give their patrol yell. It is the responsibility of the Patrol Leaders and Troop Guides to develop a patrol yell and practice it with the patrol.

PATROL FLAGS

One of the best ways to establish patrol identity and spirit is by having and displaying a patrol flag. Patrol Leaders and Troop Guides are encouraged to have their patrols design and display a patrol flag.

FORMING, STORMING, NORMING, PERFORMING

These four words describe the normal development of a new group, and for summer camp this group will be your patrols. You will definitely see this from the first year scouts, but you will also be surprised by how often this happens with patrols made up of older scouts.

For the first year scouts, this is how it will happen:

1. **Forming** – Almost immediately upon arrival at camp, you’ll notice that they seem confused, intimidated, and unsure. One of the first activities that will help them come together as a patrol (forming) will be setting up their tents. The camp tents are large ‘A’ frame style tents with heavy material, and no one scout can put one up by himself. This is where your leadership is critical, both in instructing them in how it’s done, and in helping them form teams to help each other.
2. **Storming** – Don’t be surprised when your scouts get a little short tempered with each other (storming) even on that first day of camp, and while they are setting up camp. Here again, your leadership is critical. Start by asking them about why they are unhappy, what they would do to fix the problem. You may have to remind them what task they are supposed to be focusing on (because part of storming is forgetting all about what you were supposed to be doing).
3. **Norming** – Usually some time between getting camp set up and the end of the next day (Monday), your scouts will begin to understand the routine of camp, and even though they don’t know much about how to get things done, they will start approaching things as a team (norming). This is a good time for you to start watching for individual scouts who are isolating themselves, which usually means they either aren’t quite ready for norming, or they feel like they haven’t been invited to be part of the group. A friendly invitation from you and/or other patrol members at this point can have a great effect.
4. **Performing** – This usually happens sometime on Tuesday. Your patrol members now really understand the routine, and they start solving problems as a team (performing).
5. **Regression** – This is a phenomenon that occurs more often than you might think, and usually happens sometime on Thursday. Your patrol, who for the last day or two have been performing well and working happily together, suddenly falls apart and regresses all the way back to Storming. This is actually normal, and happens for any of a number of reasons. This is when you’ll hear complaints and see arguments, anger, people isolating themselves, and even fights. What is really going on could be homesickness, exhaustion, or just that it suddenly feels like they have been at camp for a long time. This is a good time to sit the entire patrol down together and talk about the change from performing back to storming. It’s also a good time to listen to everybody. After listening, ask *them* what they think we should do to solve the problems.

DUTY ROSTER

The Duty Roster is a required camp form, and should be posted in your patrol area where everybody can see it. The Scoutmaster built these and attempted to evenly and fairly assign the various duties over the week. As Patrol Leader (or Troop Guide), you may change these assignments as necessary, but try and keep a couple of things in mind when you change the duty roster:

1. Every scout is rotated through being the cook at least once, which allows us to sign-off many of the cooking requirements for rank advancement. If you change the duty roster, make sure everyone still gets a chance to cook.

2. Ensure that in making changes that it still remains fair for all of your patrol members (if one of your scouts winds up with clean up more often than everyone else, you can expect him to be upset).
3. **Clean-up Chief** means the scout *in-charge* of after meal clean up, not the guy that is supposed to do it all. Make sure you patrol understands this.
4. **General Area Clean Up** means the entire campsite including the bathroom and shower area. This should be done at least once a day, and since there is a general area clean up scout from all the patrols in camp, there should be at least that many people involved in the clean up. Encourage the rest of your patrol to participate, because this will make the whole thing faster and easier.

It is the responsibility of the Senior Leadership Team and every Patrol Leader and Troop Guide to ensure that patrol areas are cleaned up with no food left out (which draws animals and insects), after meals and before the scouts leave for merit badges or camp activities. You may have to require scouts be late to class once or twice before they take this seriously.

MEAL GUESTS

Each Patrol should plan on a minimum of three guests at every meal:

1. At least one Troop adult leader
2. One Senior Leadership Team member
3. At least one camp staff member.

For Troop adult leaders, please make sure your scouts understand that these are guys that gave up vacation time to come to camp with us. They are unpaid volunteers who make our attendance at camp possible because we are required by BSA to have adult leaders at camp. Send a patrol member to invite one to each meal, and treat them as honored guests.

For Camp Staff members, treat them as honored guest too. Although they are told by their bosses to eat last (to make sure the scouts get enough), Troop 989 desires that they eat at the same time, and that *they* get enough food.

Make sure the scouts assigned for food pickup include the number of guests in the number of people they need food for. That means you should add 4 to the number of people in your patrol.

CAMPFIRE SKITS

The final campfire on Friday night (which many parents attend too), is run by the attending Troops. Patrols are asked to contribute the entertainment usually in the form of skits. There are thousands of skit ideas available online by simply googling “campfire skits,” but even if you don’t have the opportunity to do this before camp, you will usually find good ideas among your patrol members or other people in the Troop. The difference between a really good skit and a really lame skit usually boils down to planning and practice.

FIRST AID AND HEALTH ISSUES

1. **Injuries** – All injuries are brought to the attention of the adult leaders immediately. If there is a serious injury away from our campsite, seek the help of the nearest adult or camp staff member first, and then send someone to inform Troop adult leaders. Less serious injuries that are not an emergency should be brought to the Troop adult leaders.
2. **Dehydration** - You will hear lots of people tell you to drink water, but for some reason you'll have scouts who avoid this. If you have a scout complaining of headache and/or stomach ache, HE IS DEHYDRATED and needs to sit down, and drink a full nalgene of water slowly. Make sure the adult leaders know about this as soon as possible. If this is handled right away, the symptoms normally go away in a few minutes. If he doesn't do this right away, vomiting and other more serious heat distress issues can occur.
3. **Medications** - Many scouts come to camp with medications that need to be taken at specific times of the day. Make sure that you know who these scouts are, and that the adult leaders know. We generally send our scouts who need medications to the medic as a group, but we will always ensure a scout going to the medic has at least one buddy.
4. **Wild Animals** – There are various wild animals around Peaceful Valley, but none that are particularly dangerous when left alone. Among the wild animals you are likely to see are skunks. Skunks come out primarily at night, and dislike being chased by scouts. Food in your tent is a good way to get a nighttime visit from a skunk.
5. **Ten Essentials** – Leaving the campsite requires you to take your ten essential pack with you. Among the most important things in those essentials is water, sunscreen, and rain gear.

BUDDY SYSTEM

The basic rule is that no scout goes off alone, or is left alone. Trips out of the campsite require at least one buddy, everybody takes their ten essentials, and everybody is wearing the Class 'A' or Class 'B' uniform correctly. These requirements should be enforced by the *boy leaders* instead of relying on the adult leaders to do it. Make sure your scouts understand that once they leave the campsite with a buddy or buddies, they must not leave a scout alone during their trip. Where this typically happens is when they visit the Dobbins commissary, and one scout isn't ready to leave when everyone else is. This is *not* an excuse for leaving that scout behind alone.

Occasionally a scout needs some "alone time." If this occurs, the scout should find a Troop adult leader. The adult leader will find a place the scout can be alone, but within eyesight of the adult leader.

OUTPOST

Which outpost the Troop attends is entirely up to the Senior Leadership Team, Patrol Leaders, and Troop Guides (this actually is a perk of your seniority and experience), but as a general rule we do not split the Troop up to attend different outposts. There are a few other leadership responsibilities during outpost:

1. We are given time to pack up for outpost during the early afternoon on Wednesday. This is frequently not enough time for younger scouts to properly arrange their pack for the hike to outpost. Look for earlier times during Wednesday morning to get a head start on helping the younger scouts pack, including not taking more than they need, and arranging their pack so that equipment doesn't fall off during the hike.
2. Deitler requires a frame pack for outpost, and while some of our older scouts know how to get by without a frame pack, your younger scouts will suffer if they don't use a frame pack and properly pack it. Again, take an active part in helping the younger scouts get ready.
3. The older and more experienced scouts can hike faster than the younger scouts, but this is an opportunity to show some real leadership and not leave the younger scouts behind by out-pacing them. There should be boy leaders in front and behind the scouts as we hike to and from outpost. The boy leaders in front should be frequently looking back to ensure everyone is keeping up...if not, SLOW DOWN.
4. Once we get to outpost, we camp together. It is up to the boy leaders to designate where we camp and how much space we are going to take up, but as a general rule scouts on one end of our camping area should be able to see all the other scouts including the ones at the other end of our area.
5. In setting up our outpost camp, remember that your first year scouts have probably never done this before. Help the younger scouts pick an appropriate spot and get set up.
6. Make sure you know where your scouts are, and that they know where you and the adult leaders are.
7. Just like with the camp wide games and activities, your scouts are going to follow your example. You should participate actively in whatever is the program for that outpost and ensure your scouts participate too.

PROBLEMS WITH OTHER TROOPS OR CAMP STAFF

If you one of our scouts has a problem with either a member of another Troop or the Camp Staff, look for an opportunity to disengage from the situation as quickly as possible, and bring the issue to our Troop's adult leaders. Disengaging means separating scouts who are in conflict, and walking away. If the problem is with an adult leader from another Troop, or a Camp Staff member, look for an opportunity to respectfully disengage (meaning you may have to allow the adult leader or Staff member finish speaking, and then inform them that you'd like to speak with your own adult leaders). Although it is hard to imagine that an adult leader or staff member would speak abusively to one of our scouts, if you encounter abuse from anyone, you and any other 989 scouts may walk away immediately and let our adult leaders handle it from there. Never escalate the situation.

HOMESICKNESS

There is no predicting when or how homesickness will strike. Sometimes it doesn't happen at all, sometimes it happens just to one or two scouts, and sometimes it becomes contagious and involves almost everyone. As a leader you should know that homesickness is horrible for the person suffering from it, is not a sign of personal weakness, and is not something that only happens to younger scouts. The number one cure for homesickness is staying active, and the biggest role you as a leader can play in helping scouts stay active is by staying active yourself and inviting (insisting) your scouts come along. Usually the adults are among the first to know when a scout is homesick, but you should bring it to their attention when you become aware of it anyway. Here are some of the signs one of your scouts is homesick:

When the Troop is in camp, he spends most of his time over in the adult leader area instead of with his patrol. In this case you should come invite the scout to come participate in whatever the patrol is doing, and then ensure he actually gets to participate (bringing him back to the patrol to watch other scouts play cards will make things worse, not better, so make sure he gets to play too).

The scout spends most of his free time in his tent or alone a short distance from the patrol. Again, invite him out and into whatever activity the patrol is involved in.

The scout stops drinking water and/or eating. Oddly this can be an indication that he is either consciously or unconsciously attempting to make himself sick enough to go home. In this situation you must tell the adult leaders immediately. Note: skipping one meal because he doesn't like what we are having is OK, but a reason to keep an eye on him.

The scout is crying, either alone or sitting right there with the patrol. Obviously, crying indicates there is a problem, and if he hasn't said anything, you can bet it's homesickness. If you ask him what is wrong, he is going to start talking about his dog, or his family, or anything else that is at home, and it's rare that talking about homesickness makes it better. So if you find one of your scouts crying for no apparent reason, start by inviting him into whatever the patrol is doing or some other activity. If something besides homesickness is the problem, he'll tell what the problem is when you invite him. If he tells you he has a headache or a stomach ache, HE'S DEHYDRATED...but tell him to get his water and bring him to the adults anyway.

A scout shows you an incredibly minor scrape or cut. Send him over to see the adults (as you should with any injury). In this case, the scout may be actually suffering the onset of homesickness, and just needs the emotional band-aid that comes from having an adult leader look over the minor injury and placing a real band-aid on it.