FOLLOW THESE EASY STEPS TO FORM A SUSTAINABLE NEW UNIT AT A JEWISH INSTITUTION

Let's form a new, sustainable unit. This guide supplements existing Boy Scout booklets such as the *Unit Performance Guide*. If you follow the steps in each of our Four Pillars of Success you will construct a great new unit that will last for years.

THE FOUR PILLARS OF SUCCESS

- Know Your Jewish Market
- Make the Sales Call
- Build the Team
- Grow the Unit
1. **Know your Jewish Market.**
   a. Prospect for possible new chartered organizations to form units. (JCC, synagogue, temple, YMJA, JWV post, etc.)
   b. Make contact with the prospect. (Rabbi, cantor, president, youth director, etc.)

2. **Make the Sales Call.**
   a. Prepare for the sales call
   b. Decide who should make the sales call (committee members, District Executive)
   c. Prepare for the sales call (Benefits of Scouting, prospective unit structure)
   d. Decide what to bring with you (laptop, brochures, pictures, endorsements, recruiting folder [Appendix 1])
   e. Make the appointment
   f. Make the presentation (use your sales team)
   g. Assure the prospect that the committee and council will continue to help with the new unit

3. **Build the Team**
   a. Recruit at least 5 primary registered adult volunteers for the unit
   b. Train the leaders (Fast Start, position training and Youth Protection)
   c. Create programs (Use Program Sparks and Jewish website ideas to start)

4. **Grow the Unit.**
   a. Recruit at least 10 youth
   b. Begin unit committee, leadership and membership meetings
   c. Present the charter, preferably at a meeting of the chartered organization’s board

**These are your keys to success:**

**New-unit commissioner**

**Unit key 3**

**5 Adult leaders**

**10 youth**

**Engaged Chartered Organization and Chartered Organization Representative**

**Read more for the details:**

Pillar 1: Know your Jewish Market (page 4)
Pillar 2: Make the Sales Call (page 7)
Pillar 3: Build the Team (The Unit’s Leadership) (page 11)
LET’S GET STARTED!

Prepare yourself! Following the Four Pillars of Success will insure creation of a new, thriving Scouting unit.

The Boy Scouts of America has developed tried and true methods for organizing new units. The key to organizing a successful new unit is to start with at least five adults on a unit committee and at least ten youth.

All adults who will work with the Scouts, whether registered or not, need to complete BSA Youth Protection Training and, preferably, position training before the unit’s first meeting. More detailed information is contained in the BSA’s publication *Unit Performance Guide*.

Don’t try to reinvent the wheel! Talk to your local council membership committee volunteers and professional staff. They are an integral part of any recruiting program and they are the experts. Your job is to help them sell Scouting to Jewish organizations.

Become familiar with our website, [www.Jewishscouting.org](http://www.Jewishscouting.org), and the materials on it under “New Units.” There are videos, brochures and a slide presentation highlighting the Jewish aspect of Scouting.

This guide divides the unit creation into four parts, or pillars. It presumes that your council has a Jewish Committee on Scouting. If it does not, use the recommended procedures to promote Scouting for Jewish Youth in your council.
Construction Details for Pillar 1: Know Your Jewish Market

Ref: (Unit Performance Guide 522-025 20016 printing)

1. Prospect
   a. Identify Jewish organizations in your area. (JCC, synagogue, temple, YMJA, JWV post, etc.) [Appendices 5,7,8,9]

Contact your local Jewish Federation for demographic information.
Develop relationships with rabbis and lay leaders in your area.
Identify districts that have Jewish populations in your council.
Identify areas within your council that are not saturated with units (use council report).

2. Make the Contact

Making contact with the prospect is the first part of building a connection.

Spend time building the connection—this is the most important thing you can do!

Is a member of your council a member or leader in a local Jewish organization?

Does a member of your council or district have a personal connection to a local Jewish organization? See Appendix 4- Potential Jewish Chartering Organizations

Does the council have a Jewish Committee? If so, work with them as door openers.

Identify one or more parents or organization leaders who want to drive the process. The sooner they become “owners” of the prospective Scout unit, the better. There are Scout alumni, including Eagle Scouts, who are leaders or staff members in many Jewish organizations.

You will want to contact someone at the institution who is influential such as the rabbi, cantor, president or youth director.
DON’T GIVE UP

Remember, recruiting new units is a process. You begin by introducing yourself and Scouting to a Jewish organization. You assess the needs of the organization and determine if Scouting can help it to grow and prosper. Stress what Scouting can do for the organization, including the potential for new members and service projects for the organization. You mold the minds of the leaders and the members of the organization to accept Scouting. You are a salesman. It often takes 7-11 contacts to make a sale. In your case, no matter how well prepared you are and how good your presentation is, you may not succeed the first time you try this or the second time or even the third time, but if you build the relationship you will help the organization raise its sights to include Scouting for its young members.
Construction Details for Pillar 2: Make the Sales Call

1. Who should make the sales call?

When approaching a prospective chartered organization, first select two or three people to make the sales call. One is not enough and more than three may be intimidating. Choose the presentation team from the following:

- new unit organizer
- new unit commissioner
- district youth serving executive
- Scouter who is a member of the prospective chartered organization – remember people do business with people they know, like and trust.
- Influential Jewish community leader who is a Scouter

The first sales group can be changed over time. Other members may be more useful at a second or third visit.
2. How do you prepare for the sales call?

Before the sales call, determine who will take the lead role and who will fill supporting roles. The sales team should have a mindset of providing service to the prospect.

Anticipate the concerns of your potential chartering partner:

Be sure to use a question-answer format when exploring possibilities for unit development. What are you hearing from the organization?

Be prepared to develop a “win-win” situation for the Jewish community and Scouting!

3. What do you bring with you?

Recruiting folder: Create a separate recruiting folder for each new unit you expect to form consisting of:

- Copies of the recruiting tools located on our website, [http://www.jewishscouting.org](http://www.jewishscouting.org) at the Adult Resources tab. Your recruiting folder can be found at the same tab under “Your Recruiting Folder.” Download it and add what you feel will be helpful.
- Copies of our brochure “Scouting for Jewish Youth.” They can be downloaded from our website or ordered from the National BSA Office, Religious Relationships.
- Contact information for the sales team members and council and district contacts.
- Chartered organization agreement and other forms provided by your council for Unit chartering.
- A copy of the religious emblems workbook
- Local council materials and resources on Scouting
- Information of Jewish adult and unit awards
- A customized executive summary to identify the benefits and features of Scouting to meet Jewish organization needs.  [Appendix 3]

Laptop: Bring a preloaded lap or large notebook loaded with our Jewish Scouting videos to show at your presentation:

*Jewish Faith in Scouting* sets the stage for you! The importance of seeing the NJCOS Rabbi discuss Jewish Scouting is invaluable. Find it at [http://www.jewishscouting.org](http://www.jewishscouting.org) at the Adult Resources tab under Resources. Consider using Bruce Chudacoff’s message and Michelle’s film clip in “Welcome to Scouting” under Adult Resources on the website.
4. Make the appointment

Consider who to contact at the organization. The most influential person to contact may be the rabbi. However, the executive director, youth director, men’s club president or school principal may be the best choice. Ask someone at the prospective organization who to call. Please note that the rabbi’s secretary or his office assistant are not the right people to ask. They “gate keep” and may make it difficult to get through to the rabbi. A respected congregation member may be a good choice.

Do not contact a synagogue, temple or Jewish day school on Fridays, Shabbat, before or immediately after major Jewish holidays or at the starting time of Hebrew or Sunday school.

Please refer to the calendar of religious dates on the BSA website at http://www.scouting.org/religious.aspx to help you identify dates not to contact the organization.

• Call the selected contact at the proposed chartered organization.
• Tell the contact that you would like to talk about Scouting and how it relates to the organization’s youth.
• Tell the contact how many people will be attending from the Scouts.
• Schedule the appointment with the organization’s decision-maker(s), if possible. Typically, the board of trustees or directors is the formal decision maker. The rabbi and staff may need to get approval from their board of directors; however, this is not always the case.
• Make sure you know how much time you will have available when you meet. The sales call should last no longer than 45 minutes.

5. Make the call

• Introduce everyone on the sales team. Give their name, their role in Scouting and for volunteers, their non-Scouting jobs.
• Break the ice by starting a conversation about the institution. [Appendix 2] Identifying needs of the organization increases the likelihood that the prospect will respond positively to your proposal.
• Listening helps identify the prospect’s needs, allowing you to match Scouting opportunities with specific needs. The vast majority of the time should be asking questions and listening to the organization representative, not talking.

• After introductions are made, play the chairman’s message or the Faith in Scouting video, if appropriate.

• Give the organization’s representative the recruiting folder.

• Use our Main Selling Points. [Appendix 3].

• Explain the “Whys” of Scouting [Appendix 4].

• Describe the building blocks of Scouting.

• Explain the chartered organization concept.

• Be ready to discuss membership and leadership standards [Appendix 6]

• Tell the organization’s representative(s) about the national website. Share the URL, www.Jewishscouting.org, and show that person where the new unit documents are located. Leave copies of the NJCOS Scouting for Jewish Youth pamphlet. Leave a list of other appropriate resources, such as contact people, websites or document locations.

• Complete your sales call on time. If you cannot complete the sales call within your allotted time, ask if you can schedule additional time to finish. Do not continue past your allotted time unless the organization’s representative(s) is willing.

• Be sure to have someone take notes during the dialogue!

Action Steps for the New Unit Charter

1. Get the chartered organization agreement signed by the organization and the appropriate Scouting professional.
2. Before you leave, secure the date for the next meeting to keep the process moving forward. Schedule an organizing team meeting where the members of the chartered organization will be oriented to the timeline of the new-unit organization process.
3. The organization’s executive officer appoints a qualified individual from the organization to serve as the Chartered Organization Representative.
4. Congratulate the new chartered organization! Have key volunteers send personalized welcome notes! Be sure to include a note to the rabbi and all volunteers who helped secure the charter agreement.
5. Announce the new unit in the local Jewish press, temple or synagogue bulletin.
Pillar 3: Build the Team (The Unit’s Leadership)

1. Recruit adult leaders – committee chair, treasurer, advancement chair, unit leader, assistant unit leader, New Member Coordinators.
2. Train the new leaders.
3. Plan programs.

Construction Details for Pillar 3: New Unit formation

1. **Recruit at least 5 primary registered adult volunteers for the unit**
   You need a committee chair, treasurer, advancement chair, Scoutmaster (Cubmaster), Assistant Scoutmaster (Cubmaster). Consider recruiting New Member Coordinators. Select quality leaders. Be sure parents who want to get involved can dedicate the time needed for Scouting.

2. **Train the leaders**
   New unit commissioner insures that all leaders are trained and registered
   All volunteers should receive Youth Protection Training within 72 hours of recruitment and position specific training within two weeks

3. **Create programs**
   The new unit leaders should work with local Scouters to tailor their program to the unit using the Jewish Activities tab at the website, [www.jewishscouting.org](http://www.jewishscouting.org)

   [For Orthodox unit formation help, please contact the NJCOS Chairman.]
Pillar 4: Grow the Unit (Recruit the Scouts)

Construction Details for Pillar 4: Grow the Unit

1. **Recruit at least 10 youth**
   If you cannot find 10 youth, recruit at least 5 enthusiastic people. Recruiting can take place at school, a synagogue activity or a parent night. Members of the Council’s Jewish Committee on Scouting, if there is one, should meet with the parents and Chartered Organization Representative to explain program and Youth Protection Training.

   Remember this – recruiting never stops! You and the new unit need to continually share and publicize information about unit activities and reach out to new recruits.

2. **Begin unit committee, leadership and membership meetings**

3. **Present the charter, preferably at a meeting of the chartered organization’s board**
APPENDIX 1: HOW TO PREPARE YOUR RECRUITING FOLDER

The recruiting folder can be a key component of any sales call. Remember, first impressions are critical but continuing impressions are vital too. You want this folder to be attractive and inviting. Buy a 1 inch, 3-ring binder with a clear plastic cover that you can insert a title page in and a set of dividers.

Download the documents for your recruiting file from our website, www.Jewishscouting.org, at the Adult Resources tab under Your Recruiting Folder. Pick and choose from these items and use the ones that you think are most relevant so you do not frighten your prospect with too much paper. Do this by finding out what is important to each potential chartered organization.

On the inside pocket make sure you have the names and contact information of the sales team members, including the District’s Youth Serving Executive. You will also want to include several copies of the pamphlet Scouting for Jewish Youth which is available by request from the national office – contact Jeanne.Tillman@Scouting.org.

These are the documents and you should put them in this order:

Recruiting Cover Page (Insert on the front cover)
Recruiting Spine (Insert on the spine)
List of key contacts for committee and council – names, phone numbers and email addresses
These Could Be Your Kids! (Poster)
Does Scouting Work? (Slide show)
Scouting with a Jewish Flavor (poster)
Scouting for Jewish Youth is Now!
Why Do We Advocate Scouting for Jewish Youth?
Scouting Works – The Tufts Study
Scouting Values are Jewish Values
Put in a Divider
Cub Scout poster
Cub Scout Character Development
Hooked on Scouting Playbook for Cub Scouts

Put in a Divider
Hooked on Scouting (poster)
The Boy Scout Outdoor Program
Seven Principles of Leave No Trace

**Put in a Divider**

Venturing poster

Exploring is Back

**Put in a Divider**

Overview of the BSA

Youth Protection

Chartered Organizations

**Put in a Divider**

New Committee Improvement Initiative

Parents’ Guide

Chartered Organization Guide

Endorsement from the Jewish War Veterans of the USA

Endorsements from the Religious Action Commission (URJ)

**Put in a Divider**

Photos of the religious emblems and a copy of the emblem workbook (from NJCOS)

Photo of Shofar award, requirements and application

Copy of Eagle kit application

List of Eagle Scout scholarships available to Jewish Eagle Scouts

Copy of Frank L. Weil Award requirements and application

Copy of Mortimer Schiff Award requirements and application
APPENDIX 2: BEGINNING QUESTIONS FOR THE SALES CALL

Questions for a leader of a faith community:

- What are your current youth programs? Tell me which one you are most proud of.
- How are your current youth programs meeting your expectations?
- What are your top three concerns regarding youth today?
- Why did you pick those? Can you tell me more about that?
- Tell us about your outreach or services to the community.
- What is the average age of your congregation?
- What do you feel are the most important issues facing families today?
- What do you think your faith community can do to help?
- Do you use camps or outdoor programs with your youth?
- Have you ever considered Scouting to address your concerns?
- Where do you see your faith-based organization five or 10 years from now?

Questions for a president of a service club:

- What is your club’s focus for the next two years?
- What are your concerns about youth in our community?
- How is your club addressing these needs?
- Why is that important?
- What types of service projects does your club do?
- How does that work for you?
- How does your club serve children and families?
- What would you like to see made more available to children?
- Why is this important?
- Have you ever considered Scouting to address your concerns?
APPENDIX 3: THESE ARE OUR MAIN SELLING POINTS

First sell solutions, not units: Scouting will provide the organization with a way to meet the needs of its families and children

• The organization needs more young families and adult males.
• The organization has common goals with Scouting such as youth development, instilling values in young people, developing leadership.
• Scouting will enrich the organization’s current program.
• Scouting has high “brand” recognition.
• The Tufts Cub Scout Study – Scouting Works
• A Scout unit will dovetail with and support the organization’s youth programming
• A Scout unit will provide outreach to currently uninvolved youth.

Second, sell the benefits of Scouting:

• Scouting builds self-confidence and pride in our Jewish heritage.
• Scouting’s values are rooted in the Torah.
• The Jewish Religious Emblems program helps build a solid foundation of Jewish history, culture and tradition for Jewish youth.
• Scouting has age-appropriate opportunities for young people:
  o Cub Scouting for boys, for girls or for boys and girls in separate dens 6-10
  o Boy Scouting for Scouts 11-17
  o Venturing, Exploring and Sea Scouts for young men and women 14-20
• Scouting is a proven youth program of citizenship training, character development and fitness.
• Scouting has outdoor resources locally and nationally.
• Scouting will help religious organizations by:
  o Training leaders – leadership training skills, new leaders as adults volunteer to be leaders, the organization selects the leaders.
  o Increasing member numbers - more involved, younger members and involved families.
• Providing programs for families and young people which support the organization.

• The Scouting unit is chartered to the congregation and belongs to the congregation.

• The Scouting program is led by volunteer adults – it is a family centered program tying families together- it provides alternatives for non-traditional families- it provides proven training and programs for leaders. It strengthens families and brings them closer together.

• Scouting is fun for youth with outdoor and indoor activities.

• Scouting provides adventure.

• Scouting creates fellowship.

• Scouting promotes diversity.

• Scouting teaches safety, youth and cyber protection throughout all of its programs.

• Scouting teaches young people how to live through the Scout Slogan, Scout Oath, the Scout Law and the Outdoor Code.

• Scouting provides opportunities to learn future work skills through its advancement, merit badge and skills programs. More specialized opportunities are found in Exploring, Sea Scouts and Venturing.

• Scouting produces well rounded adults through science, technology, engineering and math as well as traditional skills programs.

• The Chartered Organization approves all leaders.

• The organization provides a meeting place and a representative to the local council. The unit is renewed (rechartered) every year.

• The BSA provides liability insurance coverage when BSA rules are followed.

• Scouting provides parents with an opportunity to maximize the benefits of the amount of time they have to spend with their kids.

• A Scout is Reverent – the 12th point of the Scout Law. Scouting encourages youth to practice their religion and bonds them to it through the religious emblem program.
APPENDIX 4: THE “WHYS” OF SCOUTING

THE “WHY” OF SCOUTING FOR PARENTS

Your children need to join the adventure of Scouting for Jewish Youth! They’ll make new friends, learn how to get along with other youth and how to work as a team. They’ll be having fun safely while they develop a great value system. They will learn leadership and life skills beyond what they learn in school. Scouting for Jewish Youth will help your children develop a solid foundation and pride in their Jewish heritage through the religious emblem program and Jewish programming in their Scout unit. Scouting will bring your family closer together in an exciting setting while you watch your children grow into real mensches. Make the most of the little bit of time you have with your children before they are out on their own through Scouting.

THE “WHY” OF SCOUTING FOR KIDS

Join Scouting today! Start an adventure to last a lifetime. Meet new friends! Have fun! Learn new stuff! Make a race car for the Pinewood Derby, go fishing, camp in the outdoors, learn First Aid and how to start a fire safely. Chop things, learn archery, shooting and boating!

THE “WHY” OF SCOUTING FOR CHARTERED ORGANIZATIONS

We have the ability to provide our young families with the experiences of a lifetime. They will grow closer together through Scouting. Scouting families will join and participate in many more Temples and Synagogues. They will teach Judaism to their children through the religious emblem program. As their children develop lifelong friendships and social skills, a love of the outdoors, a respect for our planet and tikkun olam and the desire to help others in life, our families, our Temples and Synagogues and our communities will benefit from this unique partnership.

THE “WHY” JOIN A JEWISH UNIT

A Jewish unit can be more accommodating to the needs of Jewish families. Familiarity with these needs and Jewish history, holidays and connections can often provide a comfortable setting for Scouts while learning the values and skills that will serve them throughout their lives. Units which maintain kashrut and observe Shabbat are a “must” for families that maintain traditional Jewish practices.
APPENDIX 5: POTENTIAL JEWISH CHARTERED ORGANIZATIONS

• Synagogues
• Temples
• Chabad Houses
• Federations
• Jewish Community Centers
• Jewish War Veterans Posts
• Day Schools
• Existing Youth Groups
• YMHA-YWHAs
• Hillel Chapters
• JESPY Houses
APPENDIX 6: MEMBERSHIP AND LEADERSHIP STANDARDS

As a volunteer, you will encounter questions about the membership standards of the Boy Scouts of America with respect to sexual orientation. The Boy Scouts of America has adopted a policy of equality in youth and adult membership standards.

Sexual and gender orientation, like racial background, religious belief and physical handicap, is not an issue in Scouting. No youth will be denied membership or discriminated against in Scouting due to sexual or gender orientation. The Boy Scouts of America does, however, take a strong stand against sexual activity regardless of its nature. Sexual activity has no place in Scouting.

Scouting takes a similar view toward adult leaders in all of its phases except for certain units chartered by religious organizations. Those units are permitted to determine leadership standards that are restrictive with respect to sexual orientation if, and only if, their religious beliefs require them to do so.

The Declaration of Religious Principle of the Boy Scouts of America maintains that no member can grow into the best kind of citizen without recognizing an obligation to God but is absolutely nonsectarian in its attitude toward religious training.

Any further questions on this subject may be addressed to the National Jewish Committee on Scouting by contacting chairman@JewishScouting.org.
APPENDIX 7: JEWISH COMMUNITY CENTERS OF NORTH AMERICA

NATIONAL HEADQUARTERS

JCCA
520 8TH Avenue.
New York, NY 10018
212-532-4949 www.jcca.org

PURPOSE

• Sponsor cultural, educational, recreational, and social programming primarily, but not exclusively, for the Jewish community.

• Provide programs under professional guidance spanning nursery school to senior adults.

Special Interests. Jewish culture, physical fitness, youth camps. Membership often open to non-Jews also.

Special Interest in Scouting. Scouting is often one of the most successful youth programs in a JCC, especially Cub Scouting and Tiger Cubs Boy Scouts of America.

Methods of Supporting Scouting. Operation of units, providing rooms and facilities for training courses, district meetings, etc.

MAJOR PUBLICATION   The Circle

The Jewish Community Center Association of North America is the coordinating body of the Jewish Community Centers and Young Men's/Young Women's Hebrew Associations in North America. Locally, the president is the top lay officer of the Jewish Community Center and the executive director is the top professional.

Local Contact. Executive Director, or director of youth activities. The latter is frequently more knowledgeable about Scouting's potential in a center.

The RAC Endorsement of Boy Scouts
For Immediate Release January 31, 2017
Reform Jewish Leader Applauds Historic Move by the Boy Scouts of America to Begin Including Transgender Members
WASHINGTON—In response to the Boy Scouts of America’s announcement that they will begin accepting members based on the gender listed on their application, Rabbi Jonah Dov Pesner, Director of the Religious Action Center of Reform Judaism, issued the following statement on behalf of the Union for Reform Judaism, Central Conference of American Rabbis and wider Reform Movement: We applaud the Boy Scouts of America for taking this important step towards full equality for all of their members. As Reform Jews, we believe that every person is created in the image of God and that the Divine spark is present in each of us, thus we are all equally deserving of dignity and respect. This announcement is a momentous step toward broader inclusion and equality of transgender and gender non-conforming youth and adults in our society.

The Religious Action Center of Reform Judaism is the Washington office of the Union for Reform Judaism, whose nearly 900 congregations across North America encompass 1.5 million Reform Jews, and the Central Conference of American Rabbis, whose membership includes more than 2,000 Reform rabbis. Visit www.rac.org for more.
In 2001, the Commission on Social Action sent a memo to all URI congregations and CCAR Rabbis concerning the Boy Scouts of America policy of discrimination against gay scouts and scout masters. The memo stated, “While we maintain our hope that the Boy Scouts of America will abandon its discriminatory policies, its lack of response to the many expressions of disagreement and disappointment with the policies gives us little basis for optimism. Therefore, and with pain, we must recommend that congregations sponsoring/housing troops/packs withdraw sponsorship of a troop/pack and/or stop housing one.”

We took this position based on the URI and CCAR’s longstanding commitment to ending discrimination based on sexual orientation and our support for full equality of gays and lesbians in all aspects of congregational and civic life. As a result, the overwhelming number of Reform congregations that had a relationship with the BSA severed those ties.

On July 27, 2015 the Boy Scouts of America voted to adopt a policy change in their leadership standards for adults. The new policy states: “No adult applicant for registration as an employee or non-unit-serving volunteer, who otherwise meets the requirements of the Boy Scouts of America, may be denied registration on the basis of sexual orientation.” This policy change builds on a previous policy adopted by the BSA in 2013 opening its ranks to gay youth.

The BSA’s new leadership standards for adults is a positive step reflecting the fact that leadership ability is never determined by sexual orientation. It assures that gay youth in the scouting movement will see themselves reflected in positive adult role models. Scouts for Equality, an organization composed largely of Boy Scouts of America alumni dedicated to ending the BSA’s ban on gay members and leaders, hailed the policy change. Zach Wahls, SFE’s Executive Director, said in a statement, “We’re calling on gay Eagle Scouts, parents who are straight allies, non-profit organizations who support LGBT equality and anyone else who has walked away from the Boy Scouts to rejoin the fold. Together, we can build a stronger, more inclusive Scouting movement.”
There are however, two areas where the CSA continues to have concerns about BSA policy:

1. The new BSA leadership standard for adults applies only to non-religious chartered BSA units. As the BSA’s website explains: The Boy Scouts of America issues charters to civic, faith-based, and educational organizations to operate scouting units to deliver the programs to their youth members, as well as the community at large. Over 100,000 scouting units are owned and operated by chartered organizations. Of these:
   - 71.5 percent of all units are chartered to faith-based organizations.
   - 21.3 percent of all units are chartered to civic organizations.
   - 7.2 percent of all units are chartered to educational organizations.

   That means that 71.5% of units will still be allowed, if they so wish, to bar gay leaders. Different denominations, based on their faith teachings, will make their own internal decisions about what their leadership policies will be. However, at the national level, and among all non-religious chartered BSA units, no discrimination is allowed.

2. The new BSA leadership standard is silent about the participation of transgender individuals. Although the participation of transgender scouts and leaders was not part of the concerns the Commission on Social Action raised in our 2001 memo, changing times and understandings of gender and gender identity compel us to note with concern BSA’s silence on this issue. We will continue to urge the BSA to have a fully inclusive policy for scouts and leaders.

After considering the BSA policy change, the response from advocates within the scouting community generally and in particular, Scouts for Equality as a leading voice within the gay scouting community, the Commission on Social Action has concluded that if a URJ congregation wishes to re-establish ties with the BSA and host a fully inclusive and welcoming unit, it should do so. However, we note with great concern the fact that some religiously chartered BSA units will continue to discriminate against gay leaders. We will continue to advocate for a fully inclusive and welcoming BSA for leaders and scouts who are gay and/or transgender, and we encourage those synagogues who elect to rejoin the BSA to participate whole-heartedly in this effort.

The Commission on Social Action of Reform Judaism is a joint body of the Central Conference of American Rabbis and the Union for Reform Judaism and its affiliates that seeks to apply the insights of Jewish tradition to domestic and foreign issues of social justice.
APPENDIX 8: JEWISH DAY SCHOOLS

National Agencies Involved:

Torah Umesorah (Orthodox)
620 Foster Avenue
Brooklyn, NY 11230
212-227-1000

Yeshiva University (Orthodox)
National Commission on Torah Education
500 W. 185th St.
New York, NY 10033
212-960-5400

Solomon Schechter Day Schools
(Conservative)
120 Broadway Suite 1540
New York, NY 10271-0016
212-260-8450

- Combining of religious and secular studies in a single educational system.
- Strengthening of religious convictions and Jewish values. Depending on the ideological/denominational philosophy of the school, specific religious practice might be taught.
- Development of emotional, social and physical strengths and levels.
APPENDIX 9: JEWISH WAR VETERANS OF THE U.S.A.

NATIONAL HEADQUARTERS
1811 R St. NW
Washington, DC 20009
202-265-6280

MAJOR PUBLICATION  Jewish Veteran

GOALS

• Combat bigotry and prevent defamation of Jews.

• Prepare youth to become responsible citizens.

• Cooperate with and support existing educational institutions and establish new ones.

Special Interests. Youth. Help to Veterans, community service.

Special Interest in Scouting. Eager to organize Scouting units as a method of encouraging doctrines of universal liberty and equal rights.

Methods of Using Scouting. Unit operation, unit leadership.
Structure. National organization is administered through State departments. Scouting functions under the Scouting Committee.

National commander is the top officer. Top professional is the national executive director. State department commanders are the executive officers. Each post has a post commander to handle local operations.

Local Contact. Post commander.
Jewish War Veterans believes in supporting our country’s youth, especially the Boy Scouts and Girl Scouts of America. Scouting helps build character and confidence, and teaches responsibility to our young people so that they can grow up to become better citizens.

JWV encourages Posts to support Scouting by sponsoring a troop in any way they can- whether it’s through inviting them to volunteer alongside the members, offering support, providing
leadership to the scouts, or assisting financially through patronage. All troops and scouts are welcome to participate with JWV, regardless of religion!

Additionally, to reward accomplishments and build a closer relationship with the community, Posts are encouraged to present new Scouts with the Jewish War Veterans’ Eagle Scouts Certificate. Names of the new Eagle Scouts in the local area can be obtained from your local Boy Scout Council or Girl Scout Council and the certificates can be ordered from National Headquarters. To request a certificate, please fill out the scouting form and send it to Adam Lammon at alammon@jwv.org.

At the Eagle Scout’s ceremony, the certificate should be presented to them by members of the local JWV Post. We also encourage Posts to invite the Scouts and their families to a Post meeting, so the students can be honored and meet our members. As always, take plenty of pictures and email them with your (detailed) captions to Anna Selman at aselman@jwv.org.

The Post with the most involvement with the Scouts (in proportion to their size) can apply for the Joseph Demiany award at the National Convention. To apply, each Post should submit a report on their Scouting participation.

We encourage all Posts to submit a report for consideration!