



# BOY SCOUTS OF AMERICA® NATIONAL JEWISH COMMITTEE ON SCOUTING

## A GUIDE FOR YOUR NEW OR REORGANIZED LOCAL COUNCIL JEWISH COMMITTEE ON SCOUTING

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**YOUR JOB 3 IS TO SUPPORT ALL JEWISH SCOUTS.**

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## INTRODUCTION

Welcome to Scouting for Jewish Youth! In a community with a sizable Jewish population, the local Jewish Committee on Scouting plays a vital role in the formation and maintenance of Jewish Scouting units and can provide direct contact with Jewish Scouts who are not members of Jewish units. The local committee or a Jewish Committee representative in smaller communities can serve to support the local Boy Scout council on pertinent matters, maintain contact with Jewish Scouts who are not in Jewish units and sponsor council-wide Jewish programs.

**Your committee has three jobs. Job one is to form new, sustainable Jewish units. Job two is to help sustain existing Jewish units. Job three is to support all Jewish Scouts.**

This booklet will tell you how to organize your committee to do your jobs successfully.

Volunteers are the key to Scouting for Jewish Youth. They are the catalysts that will help build the relationships with local Jewish organizations that will lead to more sustainable Jewish Scout units. Members of the local council committee need to take the lead in developing new Jewish units in partnership with the local council's professional staff and its membership committee. You are the key to bringing the benefits of Scouting to more Jewish young people in your area.

Assistance can be found from your council, the National Committee website, [www.jewishscouting.org](http://www.jewishscouting.org), and your Regional Jewish Subcommittee on Scouting. Have each member of your committee become familiar with the website and the materials on it, especially what is on the "religious emblems" and "new units" pages. Make consistent use of the time-tested BSA methods of forming sustainable units by utilizing the "Unit Performance Guide" in your efforts. We look forward to collaborating with you in enhancing Scouting opportunities for more for Jewish Youth in your area.

-National Jewish Committee on Scouting

## **THE NEW LOCAL JEWISH COMMITTEE ON SCOUTING**

The mission of the National Jewish Committee on Scouting (NJCOS) is to prepare young Jews to make ethical and moral choices over their lifetimes by instilling in them the values of Judaism as expressed in the Scout Oath, Scout Law, Scout Motto, Scout Slogan and NJCOS Mission Statement..

We carry out our mission through local council Jewish committees on Scouting. The time has come to change our entire approach to delivering Scouting to the Jewish community. Here is what we need to do:

**YOUR JOB 1 IS TO FORM NEW, SUSTAINABLE UNITS.**

**YOUR JOB 2 IS TO HELP SUSTAIN EXISTING UNITS.**

**YOUR JOB 3 IS TO SUPPORT ALL JEWISH SCOUTS.**

### **WHY ARE WE VOLUNTEERING FOR SCOUTING FOR JEWISH YOUTH?**

You are volunteering for the most important thing you can ever do. You are going to help build young Jewish boys and girls into the caring, friendly, knowledgeable, level-headed leaders of tomorrow that we need in the Jewish and secular community through the programs of the Boy Scouts of America. Scouting for Jewish Youth teaches these young people skills, builds character and friendships and encourages families to grow closer by doing fun things together with a Jewish flavor. You can help bring these benefits to every young Jew in America by following our new plan in your local council Jewish committee on Scouting. Parents need Scouting to help their kids develop character and life skills. Organizations need Scouting to carry out their mission with young, committed families.

Here are some of the things we are teaching young Jews through Scouting:

- Values – Scouting’s values are found in the Scout Oath and Scout Law. We teach those values.
- Leadership – Our Scouts will learn how to become the leaders of tomorrow.

- Teamwork – Scouts learn how to build a team and how to work as a team to accomplish wondrous things together.
- The Importance of Community Service – Scouts learn to help others in their communities.
- Adaptability – Nothing ever works like we think it will. Scouts learn how to succeed in the face of adversity and how to think “outside the box.”
- Friendship – Scouts learn to meet and develop lifelong friendships.
- Time Management – Scouts learn how to schedule and manage their time to accomplish their tasks.
- Physical Fitness – Scouts learn to take care of themselves, staying healthy so they can accomplish their goals.
- Practical Skills – Scouts learn how to cook, administer First Aid, tie knots and myriads of other things that they will need to manage their lives as adults.
- Fun and Work – Scouts learn to have fun while they carry out their daily tasks. They will also learn to do things like building fires, chopping things, going boating, shooting, archery and rocketry.
- Safety – Scouts learn to perform safely for themselves and others around them.

## **WORK WITH THE RIGHT PEOPLE**

The local council Jewish Committee on Scouting needs to have the right people to succeed. The right people need the right experience, the right resources and the right approach to Scouting. Selection of the chairman of the committee ultimately rests with the Scout Executive. Representatives of the Jewish community can suggest a candidate who has a background in Scouting, has connections to the entire Jewish community and is well respected.

The members of the committee need to be committed, goal setting individuals who are willing to devote time and effort to promoting Scouting for Jewish Youth.

Where do you go to find committee new members?

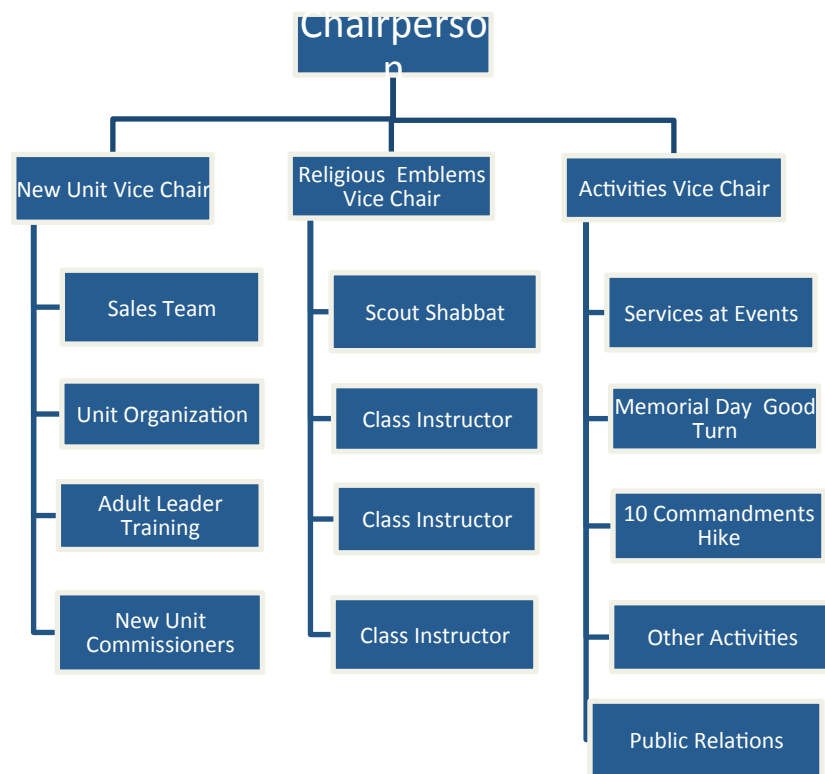
- Are there Jewish volunteers who are active in the council already?
- Do your Youth Serving Executives know of Jewish volunteers in the council?
- Do your key volunteers know people who are active in the Jewish community?
- Is there a synagogue or temple in your community? Does it have a men's club?
- Form a focus group – get about 5 young Jewish adults together and work with them to obtain suggestions for leaders.
- See if you can put a piece in the local synagogue or temple bulletin or local Jewish newspaper which indicates you want to form a local Jewish committee and are looking for interested people – give your contact information.
- Talk to the local Rabbi or Youth Director.
- Talk to a family member of a Jewish Eagle Scout or religious emblem recipient.

Make sure all committee members are Scout trained.

Each committee member needs to understand and commit to carry out the mission of the National Jewish Committee on Scouting. Each member must embrace the “whys” of Scouting and the three jobs of the committee.

## USE THE RIGHT STRUCTURE

No committee can function successfully without the right structure. The local Jewish Committee on Scouting is no exception. This is what you need to succeed:



[Note: Smaller committees may not be able to fill all of these positions but all committees need to work on all functions to succeed.]

## Job Descriptions:

Chairman – The chairman of the committee is appointed by the council Scout Executive. The chairman is the leader of the committee and is responsible for leading it in carrying out its functions. The chairman, with the assistance of the rest of the committee, will form relationships with the council membership committee and the council's designated representatives to obtain their assistance in forming new, sustainable units and in teaching them how to make use of the programs of the Boy Scouts of America.

A. New Unit Vice-Chairman – The new unit vice-chairman will head the new unit team. The new unit team has four components.

1. The Sales Team: The sales team will seek out new prospective chartered organizations to sell Scouting to.
  - a. Survey the local Jewish institutions to pick the best candidates for units – 1. Jewish Day Schools; 2. Federations; 3. Large Reform and Conservative Congregations and Chabad Houses; 4. Jewish Community Centers; 5. Jewish War Veterans posts
  - b. Prioritize – Institutions that can form packs are the first priority. Institutions with teen groups are the second priority.
  - c. Make the sales call. Follow the *Unit Performance Guide* how to on how to do it.
  - d. Follow up and close the sale.
  - e. Maintain good relationships with all Jewish institutions whether they have a Jewish unit or not.
  - f. The team will see to it that each Youth Serving Executive and the council's membership committee receive *A Guide for Youth Serving Executives Serving the Jewish Community* publication.
2. The Unit Organization Team: The unit organization team is the bridge from the agreement of the new chartered organization to form a new unit to the beginning of the unit's operations.
  - a. Help the interested adults form a unit committee and select a committee chairman, treasurer and quartermaster.
  - b. Help the unit committee select the unit leaders – Cubmaster, Den Leaders, assistants.
  - c. The team will see to it that each new chartered organization receives *The Chartered Organization's Welcome to Scouting for Jewish Youth* publication.
3. The Adult Training Team. The adult training team is not intended to be a team of trainers. That job belongs to the District and Council Training Committees. This team

- is to make sure that all new and existing volunteers obtain appropriate Scout training.
- a. All volunteers need to take Youth Protection Training within 48 hours of volunteering.
  - b. All volunteers need to take position specific training promptly.
  - c. All volunteers need to become familiar with the programs of the NJCOS on the website.
4. The Jewish Commissioner Team: The committee will recruit Jewish adults to be commissioners. The commissioners will be members of the Jewish committee and the District Commissioner staff.
    - a. In some councils there may be a Council Jewish Commissioner to serve under the Council Commissioner and supervise the council's Jewish commissioners.
    - b. The committee will assist in finding a new unit commissioner for each new unit. The new unit commissioner will be assigned to a new unit for at least one year and will meet regularly with the Chartered Organization Representative, committee chairman and unit leader and assist in programming.
    - c. The committee will insure that each new parent receives the *Parents: Welcome to Scouting for Jewish Youth!* Publication.
- B. Religious Emblems vice-chairman – The religious emblems vice-chairman will head the religious emblems team.
1. The religious emblems team will locate and train religious emblems counselors and maintain a list of qualified counselors.
  2. The religious emblems team will cooperate with the council's religious emblem coordinator to promote the religious emblems program to Jewish units and to the council.
  3. The religious emblems team will promote Shofar awards for adults.
  4. The religious emblems team will make Jewish units and volunteers aware of the Nachshon Fellowship and the Shalom Award and encourage them to earn these international awards.
  5. The religious emblems team will provide for the religious needs of Jewish Scouts by arranging for rabbis and lay leaders to act as chaplains at camps where appropriate, providing prayer books and religious articles where needed and promoting Jewish religious services at camp.

The Activities vice-chairman – The activities vice-chairman will head the activities team. The team will promote and produce the activities of the local Jewish committee. Typical activities include service projects for chartered organizations, Scout Shabbat, a council kins, a Ten Commandments Hike, religious services at events or chartered organizations, flag ceremonies



for chartered organizations and others, promotion of the international unit-to-unit programs of the NJCOS and promotion of the Messengers of Peace program. The team will publicize Scouting for Jewish Youth to the general public and the Scouting community by providing

- Recognition of religious emblem recipients at Scout meetings and temple or synagogue Shabbats.
- News stories for local publications and other media.
- Suggestions for service and Eagle projects to help the community. (Make sure pictures are taken and distributed.)
- Recognition for Eagle Scouts and Girl Scout Gold award recipients.
- Exhibits for midways such as mall shows, camporees, temple and synagogue events, community events and others.
- Connections to the local council by having members of the committee also perform council jobs.
- Donations for FOS and attendance at camp workdays.
- Attendance at all district's roundtables.
- Flyers for committee events at the council office and in the council newsletter.

## **REGIONAL SUPPORT**

Every local Jewish Committee on Scouting needs to be committed to the goals of Scouting for Jewish Youth. Your Regional Chairman or designated representative will provide you with information about the new committee structure and program. The Regional Chairman will discuss the new structure and the new program with your chairman to obtain cooperation in achieving the new program. The Regional Chairman will also consult with the Scout Executive to see if there are others in the community who may be good candidates for leadership roles on the committee. The Regional Chairman will encourage you and the Scout Executive or designee to bring appropriate new volunteers on board to assist in building up the committee. If building up the committee results in a turnover of volunteer members, the past volunteers need recognition and thanks for their service.

## **USE OUR NEW PAMPHLET**

The NJCOS has developed a new recruiting pamphlet, *Scouting for Jewish Youth*. Copies are available from the National Office. The pamphlet can be a valuable tool for you in creating new units at Jewish institutions.

## **FOLLOW THIS PLAN OF ACTION**

### **Your First Meeting**

Planning is everything. Plan your first meeting carefully. It will set the tone for the future of your committee. Remember that first impressions are the most lasting. That applies to your committee members as much as everyone else. The agenda for your meeting is critical. Appendix 1 is a proposed agenda that can start you off right.

### **Committee Membership**

The Local Council Jewish Committee on Scouting needs to develop an active membership dedicated to increasing the number of healthy, sustainable Jewish units within the council. Local Jewish volunteers, with the advice of the Regional Jewish Committee and the local council Scout Executive, should establish Local Council Jewish Committees on Scouting in each council where there are Jewish institutions capable of becoming chartered organizations. Existing committees must continually seek out new volunteers who are interested in forming new Jewish units and retain existing volunteers who will work toward the goals of the NJCOS. Where appropriate, the chairmen of local committees should seek out new co-chairmen who are recommended by the local Scout Executive to enhance the ability of the committee to perform its mission. Ideally, the Committee should create subcommittees for membership teams,

prospecting, program support and community relationships. Each subcommittee needs to have its own chairman if the committee is large enough, although memberships can overlap.

### **Prospecting for New Units**

The Local Council Jewish Committee on Scouting should form a solid relationship with the local council membership committee. It needs to take steps to determine where and how best to form new units and assist in the process. The committee starts by performing a census to determine the number of Jewish organizations within the council boundaries, including such organizations as synagogues, temples, Chabad houses, JCCs, JWV posts and others. It will obtain the names, affiliations and contact information for all these Jewish organizations. Assistance may be obtained from local Jewish federations. The committee evaluates each Jewish organization for the possibility of establishing new or additional units. It identifies a contact person in each organization. The committee establishes communications with parents and prospective members.

### **Community Relationships**

The committee needs to perform the key task of forming relationships with local rabbis and other Jewish leaders at each Jewish organization which are capable of becoming a chartered organization. Its members should meet periodically with local Jewish youth leaders, educators and those involved in volunteer positions with local organizations. These efforts will pay long term dividends for Scouting for Jewish Youth in the council. The committee also needs to forge relationships with local council Scout Executives, Youth Serving Executives, Membership Chairs and Religious Relationships Chairs.

### **Starting New Units**

The committee can assist in the formation of new units by coordinating meetings of Youth Serving Executives and local Jewish organization volunteers with the rabbis, executive directors and youth directors of local Jewish organizations, seeing to it that they have available to them the recruiting materials developed by the NJCOS and encouraging them as they progress. The committee should encourage the use of normal Scouting recruiting methods as modified for the special situation of Jewish organizations as it seeks to add new units. The committee needs to establish and train membership teams that can make presentations with the assistance of local professional staff. The committee should also seek out appropriate individuals to become unit commissioners who will be able to serve Jewish units. The first priority for establishing new units is to establish Cub Scout packs where there are sufficient boys available. In communities with a local synagogue or temple youth group, the committee can explore the possibility of establishing the group as a Venturing crew in addition to its current

affiliation. In those communities with existing Jewish units, the committee will be able to promote the plan of having each existing Jewish unit commit to assist a new unit for up to one year. Chartered organizations with strong, existing units are prime candidates to form additional units. Use the booklet *How the Local Council Sales Team Helps Form a Sustainable New Unit* and the BSA publication *Unit Performance Guide* to form new units.

### **Program Assistance**

The Local Council Jewish Committee on Scouting should provide appropriate program assistance to local Jewish units. The committee needs to reach out to the active Jewish units to engage new volunteers to support and grow Jewish Scouting. The committee supports existing units by maintaining personal contact with them and facilitating their use of available training and program opportunities. The committee encourages each unit to participate in the Jewish Religious Emblem program and should provide counselors who can give instruction in earning the emblems. The committee will provide local units with Jewish program ideas and assistance in carrying them out. The committee will conduct Scout Shabbat programs as appropriate on dates recommended by the NJCOS. The committee will be a conduit for program ideas from other local council committees and other sources to assist local units. Where appropriate the committee will cooperate with parallel programs such as the Girl Scouts and others to enhance the experience of Jewish Scouts. The committee will seek to incorporate regular Scouting programs and Jewish Scouting programs into a cohesive experience for units and their members. The committee will conduct workshops on the membership initiative for all Jewish Scouters, including any volunteers and professionals who are interested. Use the programs and ideas available on [Scoutingwire.org](http://Scoutingwire.org).

### **Support to the Council**

The Local Council Jewish Committee on Scouting is designed to provide advice and information to the local council on specific considerations relating to Scouting for Jewish Youth. The committee sees to it that council planners have access to and consider the Boy Scouts of America religious calendar when scheduling activities. The committee also provides information to local council professionals and volunteers about special Jewish viewpoints and religious concerns as appropriate. The Local Council Jewish Committee on Scouting makes information on local concerns available to the Regional Jewish Committee.

## **Appendix 1: Preparing for and Conducting the first meeting of a Council Jewish Committee on Scouting**

### **Preparation:**

1. Confirm the appointment of the committee chairman or suggest who it should be to the Scout Executive and the Council Board of Directors that handles committee chairman appointments. Ask that a confirmation of letter of appointment of the chairman and committee be sent ASAP to the Regional Chairman of the NJCOS. Make sure the appointment of the chairman with contact information plus ALL committee members and their contact information are contained in the appointment letter.
2. Make sure the council appoints a professional staff advisor for your committee.
3. Schedule the first committee meeting at a time that your staff advisor can attend.
4. Meet with the staff advisor to forge a solid relationship. Your selling points are that you will be working to form new units and bring more youth to the council.
  - Make sure the advisor knows where to review materials on the NJCOS Website, <https://www.Jewishscouting.org/>. Direct the advisor to these booklets under Adult Resources on the Start and Grow a Unit page:
    - A Guide to the Jewish Community for Youth Serving Executives
    - A Guide for Your New or Reorganized Local JCOS
    - How to Create or Reorganize a Successful Council JCoS
  - Determine where the committee will fit in the council structure. Invite the chairman of the appropriate council committee to attend the meeting.
5. Personally invite the staff advisor and each committee member to the first meeting.
6. Make sure you will have a computer with internet access available for the meeting. If the council has a projector and a screen that can be used with them that is even better. Make sure that someone will be able to take minutes of the meeting. Have a copy of the Scouter's membership application form available.
7. Arrange to have refreshments for the participants – cookies and water or soft drinks.

### **Meeting Agenda:**

1. Welcome and introductions.
2. From the New Committee Improvement Initiative booklet, read these parts: the committee vision, the mission statement, the vision statement and the Scout Oath and Scout Law.
3. Show the video *Jewish Faith in Scouting*.

The video is about 5 minutes long and will help set the tone of the meeting.
4. Demonstrate how to get to the NJCOS website. Explain what is there and how to find it.
5. Introduce the *Guide for your new or reorganized local council Jewish committee on Scouting* and *Follow these easy steps to form a sustainable new unit at a Jewish institution*.
6. Go over the three jobs of the local committee: Form New Sustainable Units, Help Sustain Existing Units, Support all Jewish Scouts.

Talk about the future! ! Do not dwell on personal scouting experiences or past memories. This is scouting 2018 for millennials and their parents!

Work with the DE to use BSA marketing tools that address the “how” and the “why” to market and engage millennials.

Keep the meeting positive!

7. Accomplish some practical things:

- Create a current roster for the committee.
- Assign the jobs set up in the *Guide for your new or reorganized local council Jewish committee on Scouting* booklet.
- Make sure everyone on the committee is Youth Protection trained. If anyone is not yet trained, schedule a time when the training will take place and arrange to be there with the committee member if necessary.
- Make sure everyone is registered with the BSA or make arrangements with them to register.
- Conduct a brief census of where Jewish organizations in the community are located, which ones are good prospects and who knows the leaders of the organization.
- Set the date, time and place for the next committee meeting.
- Assign tasks for the next meeting and get a commitment from committee members to report their efforts.