



HOW TO BE ON WOOD BADGE STAFF

Interested in serving on a Wood Badge staff? If so, here's some information for you. Staff members perform different roles during the course. Wood Badge staff members volunteer their time and energy (and finances) to conduct a top-level training experience. They are among the finest Scouters we have. They understand the Wood Badge program. They set a good example. They are among our best trainers. They are cheerful and they help each other. They must be models of Scouting character and leadership. They must be good presenters. And they must be selfless team members committed to Scouting's vision, mission, and values.

Wood Badge staff members contribute to the growth of each participant and the strength of all the participants' units. You make a big difference in the lives of many people, even though many of them may not get to know you. Staff members also benefit directly. You grow in leadership and in understanding of Scouting. The Wood Badge program is so extensive that, every time you staff, you learn more of what it offers.

The Wood Badge Course Director, following the BSA Wood Badge Administrative Guide, is responsible for selecting and recruiting their Wood Badge course staff.

STAFF QUALIFICATIONS

Course Directors select potential staff members and seek to build a diverse staff from Maryland, DC, and Virginia who represent the different program areas (Cub Scouting, Boy Scouting, Varsity Scouting, Venturing, and Sea Scouting) and who are involved at unit, District, and Council levels. To the greatest extent possible, the staff represents the cultural diversity of the communities from which the participants are drawn. NCAC Course Directors use Wood Badge course rosters to help identify potential staff members and seek recommendations of previous Course Directors and other Council and District training staff.

To serve on a Wood Badge staff, a Scouter must

- Be a registered member of the Boy Scouts of America and a strong supporter of the local council.
- Have completed a Wood Badge course and received the Wood Badge beads.
- Demonstrate the ability to train, to counsel, and to perform the specific skills, duties, and responsibilities of an assigned position.
- Be enthusiastic, open-minded, flexible, people-oriented, and committed to implementing the course in a positive manner and according to the syllabus.
- Be a role model, one who is well-respected by volunteers and professionals.

- Exemplify the Scout Oath and the Scout Law.
- Be approved by the Scout Executive, Council Training Committee Chair, Wood Badge Council Coordinator, and Area and National offices of the Boys Scouts of America.
- Have participated in a Trainer's EDGE within three years of the last day of the course.
- Have a complete Annual BSA Health and Medical Record (found at www.scouting.org). Parts A, B, and C are required.

HOW TO BE INVITED

How do you get invited to staff a WB course? If you are interested and eligible to staff Wood Badge, complete the Staff Application which is available on the NCAC website under Wood Badge Training and email the application to the Council Wood Badge Coordinator Doug Brisson (dbrisson@cox.net). The Coordinator makes this information available to upcoming course directors so they know you are interested and available in serving on their staff.

Significant consideration is given to an individual's skill as a trainer and facilitator, more so than his or her Scouting experience. When completing the Staff Application, you will need to provide contact information for training references (i.e., who you served on staff for, such as: your Wood Badge Course Director, your Course Director of National Youth Leadership Training/Trainer's EDGE/BCOLS/Powder Horn; your District Training Chair; your District or Council Training Event Coordinator; your University of Scouting College Dean; your Commissioner College Academic Dean). References should be able to provide an evaluation of your:

1. Platform and presentation skills as an effective and experienced instructor.
2. Ability to work under a high-pressure team environment.
3. Understanding and use of leadership skills, such as communications, project planning, leading change, managing conflict, and problem solving.
4. Dedication and practice of servant leadership.

A Course Director has many considerations in building a Council-wide diverse staff for a course, and most Course Directors find there are people they really wanted to have on staff but whom they couldn't ask and still fulfill these considerations. The number of staff positions is limited but, at a minimum, one-third of staff must be first timers.

WHAT IS EXPECTED OF STAFF

Staffing Wood Badge is a very significant commitment. It takes a lot of time and heart. Wood Badge staffers must commit to participating in approximately 35-40 hours of staff development activities, which typically involves 5 x five-hour and 1 x eight-hour staff development sessions spread over several months or may involve multi-day staff development sessions. In addition, Wood Badge staffers must commit to 2 x four-day weekend sessions that require you to be on-site for the entire time and know a very complicated syllabus. Along with the expectations listed below, every staff member is expected to participate and perform enthusiastically at his or her best, arrive promptly for everything, be prepared,

be cheerful, wear uniforms correctly, help everyone else, and do whatever is necessary to support the success of the course. It's the Scouting way.

Staff Members are expected to:

MAKE WOOD BADGE A PRIORITY. Most of us wear several Scouting hats. Because Wood Badge training is a BSA National Training Course administered at the Council level, staff is held to the highest standards. During your limited term as a Wood Badge staffer, you are expected to make course responsibilities your primary priority. The course participants deserve no less. The Course Director expect the highest level of commitment from every staffer.

PARTICIPATE IN ALL THE STAFF DEVELOPMENT SESSIONS. Staff development takes approximately 35-40 hours spread over multiple sessions. These Staff Development sessions start about four to six months before the course. They may be at the Council office, at the camp where the course will be held, or at other locations that are conducive to having a training event. Usually, parts of the staff will arrange to have additional meetings to work on their parts of the course. The staff also goes to camp a day or two before participants arrive to prep for Weekend #1 and Weekend #2. You must be able to commit to attending ALL the Staff Development sessions and participate enthusiastically.

PREPARE YOUR PRESENTATIONS. Wood Badge is the height of training for Scouters, and every presentation must be the best possible. You must follow the Wood Badge syllabus for every presentation, prepare diligently, and practice.

RECRUIT PARTICIPANTS. Staff members are among the most important recruiters. Each staff member should recruit two or more participants.

PAY STAFF FEES. Staff fees cover food, camp facilities, insurance, and training materials to name a few items. Staff members need to be in full official BSA field uniform, and most staff members find they need more than one uniform on course. Most staff members also incur some other expenses in the preparation or on course. If this cost would be a problem, talk to the Course Director about it before you agree to be on staff.

COURSE DATES. Wood Badge course dates are posted on the Wood Badge Training link on the NCAC website. The website also includes the most current trifold brochure describing the course dates and registration requirements.

QUESTIONS?

If you have questions, contact the Wood Badge Council Coordinator or Council Training Committee Chair.