

**TOPIC: Pathfinder: Recruitment Growth and Mentorship**

Participants will answer the following questions by the end of the session:

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**Presentation Method**

In planning the presentation, you should review the latest materials posted at <http://www.venturing.org/>. The most recent program updates and resources are posted there are ready for your use.

Use the discussion outline below to help you prepare your remarks. PowerPoint presentation slides were not prepared for use during this session. If you wish to use one, the content below will be helpful in constructing your presentation.

**Resources**

Boy Scouts of America (2014). *Handbook for Venturers*. Irving, TX: Boy Scouts of America (BSA No. 619088)

Boy Scouts of America (2014). *Venturing Advisors Guide*. Irving, TX: Boy Scouts of America (BSA No. 618768)



Boy Scouts of America (2014). *Venturing Awards and Requirements*. Irving, TX: Boy Scouts of America (BSA No. 618767)

**OVERVIEW**

The Venturing program is structured around four areas of program emphasis: Adventure, Leadership, Personal Growth, and Service – ALPS. This session explores the use of leadership and mentoring as an area of program emphasis.

**INTRODUCTION**

The ALPS model was developed during the 2012-2014 program review process by the National Venturing Task Force.

	ADVENTURE	LEADERSHIP	PERSONAL GROWTH	SERVICE
<b>SUMMIT</b> 	<i>Mentoring and participation</i>	<i>Ongoing leadership development</i>	<i>Goal-setting and personal growth</i>	<i>Leading others in service</i>
<b>PATHFINDER</b> 	<i>Leading and participation</i>	<i>Leading others</i>	<i>Goal-setting and personal growth</i>	<i>Participating in service</i>
<b>DISCOVERY</b> 	<i>Participation</i>	<i>Preparing to lead</i>	<i>Goal-setting and personal growth</i>	<i>Participating in service</i>
<b>VENTURER</b> 	<i>Initial participation, orientation to the crew, Personal Safety Awareness training, induction into the crew</i>			

**SERVICE IN VENTURING**

Adventure and leadership go hand in hand. The adventures you experience in Venturing normally do not happen on their own. Venturers make them happen. And Venturers make it happen by developing and demonstrating leadership.

Venturers are the leaders of their crews. In Venturing, leaders help the crew develop its goals, plan its adventures, and get the most out of the Venturing experience. They teach others and inspire others by their example. They work to keep the group together. At times, they may have to help resolve conflicts. They also help other Venturers gain leadership skills by sharing responsibilities and mentoring others.

Leadership is evident in Venturing in three different ways: in leading and supporting adventures, through leadership training courses, and through elected and appointed positions of leadership.

**VENTURING +  
 DISCOVERY**

The levels of achievement in Venturing serve as benchmarks of progress in developing and demonstrating leadership.

Adventures, of course, don't just happen – they require planning, preparation – and executing the plan. This is one way that leadership is developed in Venturing. Leadership is not simply an abstract proposition – leadership is required to make the crew's program come to life.

In addition to leading adventures, there are a variety of leadership development courses available to Venturers to help them develop their skills as they prepare to apply them.

For new members of the crew, the **Venturing award** requirements offer an orientation to the crew and its opportunities for adventure and leadership.

- For a brand new Venturer, the first experience is to become oriented to the crew. One of the requirements for the Venturing award is to participate in a crew activity outside of a regular crew meeting.
- This is an opportunity for an astute new member to see leadership action as a current member of the crew is responsible for organizing the event.
- There is a counseling opportunity for an advisor meeting with a new or prospective member at this time to help them appreciate that Venturing is fun – but it is action-based fun. And to make it happen, there are opportunities for leadership that will come with time and preparation during his or her time in the crew.

For members who may be pursuing the **Discovery award**, participation and training help establish firm foundation in leadership skills.

- Participation in outings and adventures as a crew member helps to build on the foundation established at the Venturing level. Participation also alerts the Venturer of the importance of being an effective member of a team to help prepare them to lead a team.
- For Venturers at this level, they gain exposure to leadership skills through a series of BSA training courses. As with taking part in an adventure before leading one, the training courses create a foundation of leadership that will serve Venturers well in the time ahead. Training at this level includes *Introduction to Leadership Skills for Crews* (or an equivalent), *Goal-Setting and Time Management* training,

and the *Crew Officer Orientation*.

**PATHFINDER**

At the **Pathfinder award** level, the preparation for leadership is now put to a critical test in several different ways. By serving as the leader for an adventure (at either a Tier II or Tier III level), the Venturer is challenged to put his or her knowledge and skills to work.

At this level, two more opportunities to develop and implement leadership skills are available to youth to help them further develop their leadership skills:

- To help plan and carry out projects such as crew adventures, Project Management Training is available.
- Development and demonstration of additional skills can be achieved through either one of two options: to serve actively as officer (such as crew president, vice president, etc.) *OR* participate in or serve on staff for leadership training such as National Youth Leadership Training, Kodiak Challenge, etc. These additional opportunities will help Pathfinder candidates plan and direct crew adventures, which serves as a foundation for planning and achieving projects later in life.

**SUMMIT**

At the **Summit** Level, the leadership experiences focus on further development of skills and leaving a legacy of leadership.

- Venturers continue to participate in Tier II and Tier III adventures (participate in at least three additional (for a total of seven). Previously, a Venturer has served as the leader for an adventure. At the Summit level, the Venturer is to serve as a mentor for another Venturer leading the crew’s adventure. This builds on experiences gained previously while leading an adventure.
- To assist the Venturer in his or her service as a mentor, he or she must complete Mentoring training prior to initiating mentoring with the adventure’s leader.
- Three further options are available, with the Summit candidate required only to accomplish two of them. (1) serve as an elected or appointed officer, (2) participate in or serve on the staff of a leadership training course (different from the one used at the Pathfinder level, and (3) lead ILSC for your crew or another crew. In all of these cases, the opportunity to leave a legacy of leadership is a fundamental part of the experience.

**DISCUSSION QUESTIONS**

Use the discussion questions to provide advisors an opportunity to process and analyze the information presented during this session. As a general suggestion, keep the discussion positive and constructive, in keeping with the values of Scouting and of Venturing as a youth development program.

A helpful comment to use to keep the discussion moving in a positive direction might be, “how does [comment] promote a youth-designed and youth-led program?”

- How do you see that the pieces of leadership developing – adventures, taking training, and serving as a crew officer – serve as a practical way to develop leadership?
- How does the opportunity to plan and deliver trainings (1) help the crew’s program and (2) help crew members grow as leaders?

- How can formal training courses (e.g., ILSC, mentoring training, time management training, etc. provide some structure for the crew's annual program?
- What sort of counseling is needed to help Venturers take on the opportunities that will make them more successful leaders?

**CLOSURE**

Wrap up conversation. Close by asking participants how they will use what they learned during this evening's roundtable to support their crew's program.

**ASSESSMENT**

Look for participant answers to the following questions by the end of the session:

- How does leadership and mentoring fit into Venturing?
- How do the opportunities for leadership grow over time in Venturing?
- How can a crew use leadership opportunities to (1) contribute to the crew program and (2) provide the foundation of success in delivering adventures?