

Memorandum of Understanding
Arrow of Light Den/Boy Scout Troop 2014 Pilot
Northern Star Council

Pending execution by all parties, the following is intended to communicate approval by the National Council of the Boy Scouts of America for the Northern Star Council to proceed in the development and implementation of pilot program to enhance/accelerate Cub Scout cross-over to Boy Scout troops during the period from November 1, 2013 to August 30, 2015. Pilot may be extended by mutual consent if appropriate.

It is understood this conditional approval applies to the area served by the Northern Star Council only and materials and training developed to support the pilot may not be shared with other councils without the prior approval of the National Council. All adult leaders involved in the pilot must be fully trained, as defined by National Council, for the roles they hold during the pilot and must complete any other training the council may develop to support the pilot.

Any training, program support or marketing and/or promotional materials developed in support of this pilot program must approved by National Council (Bob Scott) prior to utilization.

At Northern Star Council, Deputy Scout Executive Joe Wilttrout will be responsible for overall pilot administration and coordination with National council, including assuring that the additional requirements as outlined in Exhibit A and B are met.

Exhibit B to this Memo of Understanding provides the specific Research & Evaluation requirements with which the Northern Star Council must fully comply.

It is understood that the National Council and Northern Star Council will continue to collaborate and communicate toward the further development, implementation and evaluation of this pilot program and that the National Council reserves the right to cancel or revoke the approval of this pilot program at any time.

In Concurrence:

_____ Scout Executive, Northern Star Council	_____ Date
_____ Council President, Northern Star Council	_____ Date
_____ Regional Director, National Council	_____ Date
_____ Pat Wellen, Innovation & Program Research	_____ Date
_____ Tom Fitzgibbon, Assistant Chief Scout Executive	_____ Date

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Exhibit A – Additional Requirements

For a Council to participate in the pilot, they must comply with the following:

- Council Board approval must be secured in advance of program launch as evidenced by Board Resolution.
- Each adult leader involved in the program must execute a memorandum of understanding, to be developed by the Council outlining the nature of the pilot and their responsibilities within it (training, den/troop cooperation, etc.) prior to their den or unit being involved in the program.
- The council must follow all agreed upon requirements as outlined in the approved proposal (Exhibit C attached)
- Webelos may not engage in any troop activities inconsistent with the Age-Appropriate Guidelines to the Guide to Safe Scouting.
- In order to earn the Arrow of Light award, boys joining Cub Scouts for the first time as 5th graders must complete the alternative requirements for the Arrow of Light award as outlined in Exhibit C. Boys who were in Cub Scouts prior to the 5th grade year will comply with the Arrow of Light requirements as specified in the Webelos handbook.
- Council will develop training and materials it deems appropriate to communicate the nature and objectives of the pilot, the leadership requirements, and any other considerations it feels necessary to effective implementation of the pilot. All such materials will be approved, in advance by National Council.
- The council will document all developmental and executional program costs associated with the pilot and willingly share those with National Council upon request.
- Council will submit to the National Council a pilot program self evaluation identifying challenges/lessons learned and actions taken to improve future delivery.
 - The document should include input from all relevant constituents, not limited to involved den leaders, Scoutmasters, unit and district commissioners, council professionals and others.
 - The first program year self-evaluation must be submitted no later than May 1, 2014.
- The council has an active unit and district commissioner function and a unit commissioner shall be assigned to each unit which agrees to participate in the pilot. Unit commissioners shall provide monthly reporting on pilot implementation successes and opportunities to the Council which shall compile and forward the reports to National.

Agreed to:

Scout Executive

Date

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Exhibit B – Research & Evaluation Requirements

To measure the outcomes of the pilot, National Council anticipates conducting satisfaction surveys with den/unit leaders, participating Scouts and parents at the discretion of the National Council. This survey will be shared with the council for input before it is fielded and the council may elect to add additional questions related to pilot experience, but will not have the option of changing questions, designed by National Council, related to the pilot. Research & Evaluation will share the satisfaction survey results with the council at the conclusion of the pilot season.

To facilitate Pilot evaluation and satisfaction survey data collection the council agrees to:

- Maintain a log capturing the following relative to the Council's adoption of the Pilot:
 - Number of dens to which the pilot is presented and percent agreeing to participate and a narrative on reasons for not signing up.
 - Number of troops to which the pilot is presented and the percentage agreeing to participate and a narrative on reasons for not signing up.
 - Final number of dens/troops agreeing to participate as of September 30, 2012
 - Number of den/troops still engaged in the pilot at the end of each month
- For each den/"unit" participating, a monthly log of their den/"unit" interaction including:
 - Number of times the den meets with the troop,
 - Troop activities in which the dens participate
- Review the questionnaire and send any additional questions/changes to Research & Evaluation at least three weeks before the first week of camp (or weekend program) begins.
- Send youth and adult (parent and leader) participant contact information to Research & Evaluation by September 30 each year of the pilot:
 - First name
 - Last name
 - E-mail address
 - Role: New Webelos 2, returning Webelos 2, parent, den leader, Scoutmaster, other
 - Unit number (pack and troop)
 - For youth: member number
- Inform youth and adults that they will be receiving an online evaluation experience.
- Track and report to National Council, for both involved and uninvolved dens/units, the following:
 - Recharter rate (5th Grade Webelos)
 - Advancement (AOL and Boy Scout)
 - Cross-over/transfer to Boy Scouts
 - Retention (5th Grade Webelos and Boy Scouts)

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Exhibit C

**Amended Arrow of Light Award Requirements for Northern Star Council Pilot of 5th Grade Den/Troop Integration for youth who join Webelos in 5th grade.
(If in Webelos in 4th grade continue to use requirements in Webelos Handbook.)**

For youth joining Cub Scouts for the first time in the 5th grade, do the following:

- a. Complete the requirements to earn the Bobcat Badge (p. 42)
- b. Have an adult member of your family read the Webelos Scout Parent Guide (pages 1 – 22) and sign here.

1. Be active in your Webelos den for at least six months since completing the fourth grade (or for at least six months since becoming 10 years old.
2. Show your knowledge of the requirements to become a Boy Scout by doing all of these:
 - Repeat from memory and explain in your own words the Scout Oath or Promise and the 12 points of the Scout Law. Tell how you have practiced them in your everyday life.
 - Give and explain the Scout motto, slogan, sign, salute, and handshake.
 - Understand the significance of the First Class Scout badge. Describe its parts and tell what each stands for.
 - Tell how a Boy Scout uniform is different from a Webelos Scout uniform.
 - Tie the joining knot (square knot).
3. Earn at least five activity badges. These must include:
 - Fitness
 - Citizen
 - Readyman
 - Outdoorsman
 - One more of your choice
4. With your Webelos den, visit at least
 - one Boy Scout troop meeting and
 - one Boy Scout–oriented outdoor activity.

(If you have already done this when you earned your Outdoorsman activity badge, you may not use the same outing to fulfill requirements for your Arrow of Light Award.)

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5. Participate in a Webelos overnight campout or day hike. (If you have already done this when you earned your Outdoorsman activity badge, you may not use the same outing to fulfill your Arrow of Light Award requirements.)

6. After you have completed all five of the above requirements and after a talk with your Webelos den leader, arrange to visit, with your parent or guardian, a meeting of a Boy Scout troop you think you might like to join. Have a conference with the Scoutmaster.

7. Complete the Honesty Character Connection.
 - a. Know: Say the Cub Scout Promise to your family. Discuss these questions with them: What is a promise? What does it mean to keep your word? What does it mean to be trustworthy? What does honesty mean?
 - b. Commit: Discuss these questions with your family. Why is a promise important? Why is it important for people to trust you when you give your word? When might it be difficult to be truthful? List examples.

Practice: Discuss with a family member why it is important to be trustworthy and honest. How can you do your best to be honest even when it is difficult?