

# **White Stag Junior Leadership Training Conference - 1999**



## **June Session Close-out Report**



White Stag June Session  
Close out Report

*Subject: June Session Close out*

To: Gary Jones                      George DeBlois                      Kirk Mangold                      Pam Ballard  
Jim Carmichael                      Chuck Sparks

*(Members of the White Stag Committee)*

David Bardos, Training Chairman

Scott Claybaugh, Council Executive

Fred Freeman, Outdoor Activities Director

cc: Carol Bick, July 1999 Course Director

First I would like to thank you all for your continued support of the White Stag Program. Without your help and support this year, this year's program would not have been possible. As you know a lot of us feel that this program is by far the most important training we do here in Crossroads of America Council. George DeBlois has informed me that he will publish separately the budget report for both June and July sessions. The following report highlights our staff development weekends, and course highlights for the June session. *I asked you to pay particular attention to the following:*

- *Camp preparation*
- *2000 staff recommendation*
- *2000 recommendations for National Junior Leader Training Conference – NJLTC.*
- *Other Recommendations and Concerns*

Thank you again for allowing me the honor of being the Course Director for this year and being asked to return as Course Director in June of 2000. We had a great staff this year that put on an outstanding course for the participants and I look forward to next year.

Richard M. Parrott



## White Stag June Session

**1. Staff Selection:** The 1999 June session staff was selected from returning staff members and from interviews held on December 5 and 12, 1998 in conjunction with the July 1999 staff. Interviews for the June session were conducted on any interested participant from the 1998 White Stag course. Letters were sent out to all June session participants in late October 1998 for return in November. From the returned letters, interview times were scheduled and those times relayed to the interested participant by letter and phone calls. For the June 1999 session, 11 adults and 37 youth were selected from around the council, see attachment 1 for totals by district. Course Troop Scoutmasters, Asst. Scoutmasters, SPLs and ASPLs were selected prior to the interview weekends and they conducted the interviews as teams. The staff met for orientation on Sunday, January 10, 1999 at Camp Belzer. This first staff meeting is to answer any and all question that new staff members and their parents have as to the commitment level expected and to the cost involved being a member of the White Stag staff. New staff members were required to pay \$62.50 in staff fees and returning staff members \$30.00 plus replacement of any lost or missing staff items. The interview process is a very valuable tool and should be offered to all prior year participants. We have found in the last three years that the boys who are truly interested in staff will apply and those who are not will not apply. We find that the staff opportunity allows for more growth for these young men. Training does not stop at the end of course last years course but continues each year he is on staff. Physical forms were collected and staff obligations signed by each member of staff.

**2. Staff Development.** Staff development for the course was divided into four sessions for the June session. The following is a listing of our session's staff development:

**A. February 11 & 12, 1999.** This session was held at Camp Belzer and centered on team building skills. We added this weekend to our training program two years ago and I feel this is a very important sessions although not part of the Staff Guide. This session allows the staff to grow together, to begin to work together and to start the process of bonding together as a staff. During this weekend the youth staff was evenly divided between the troops both by returning staff members and new staff members. The Course director, Assistant Course Director, Scoutmasters, Assistant Scoutmasters and SPLs make this selection. By the end of this session staff is assigned to troops for next session. I cut this session short this year, due to Valentines Day being Sunday and to say some food money. This caused problems trying to get all of the material finished in a short session. It was very difficult conducting an inside campfire program and closing this session with parents waiting and impatiently watching at the door. Staves were presented to each staff member at the close of this session.

**B. March 12-14, 1999.** The second staff development weekend was held at Camp Redwing. The session centers on each staff member making a formal presentation to the



White Stag June Session  
Close out Report

troop. The Scoutmasters and SPLs selected positions for each of the troop staff based on presentation kills and the wishes of the staff member. Each staff member met with the SPL and Scoutmaster and accomplished goals for the staff evaluations. Troop numerals were presented to each staff member at the campfire on Saturday night. Assigned each Asst. Scoutmaster with a key function during the course. Karla Powell - Nature Game, Jim West - Adventure Trail, Judy McConnell Orientation Trail, and Pam Ballard the Outdoor cooking demonstration. Scoutmasters and SPLs responsible for training Troop Guides, Assistant Scoutmasters and ASPLs training of instructors, Course staff training of Quartermasters. We started collecting pole for Troop gateways and ballistas. Camp water was on in the camp but not in the Lodge.

- C. April 9-11, 1999.** The third staff development sessions centered on position training for each staff member. Orientation Trail positions selected and practiced. Outdoor cooking demonstration positions were selected and the menu established in preparation for next month's practice of this event. Camp preparation begins. George Deblois and I walk the camp and discuss moving some of the Patrol campsite to new areas to rotate them year to year. Serious work will need to be done again this year to prepare the Shower house for the course. It appears the a great deal of the water pipes burst over the winter inside the Shower house and will need to be replaced. Water is still on in the campsites, but not in the lodge. We had to collect more poles for the Troop gateways and ballistas due to a Camp-O-Ree finding our hidden stash of poles.
- D. May 14-16, 1999.** The final staff development session was held at Camp Redwing. Final position preparations were accomplished as well as cleaning and inventory of the course equipment. All canvas was removed from our storage garage for inspection. We placed the canvas into piles to determine if we had enough for the course and what needed to be repaired. The camp water was on and the water pressure seems low in the lodge. We discuss this with the ranger and there must be a hole in the camp water pipe again this year. We will have to wait until the water comes to the surface to be able to fix it. Shower house was put together and cleaned. Without more water pressure to the shower house we will not have showers. This will be a big problem if we do not find the leak soon. Kitchen appliance checkout and repairs made as needed. Both the walk-in and reach-in coolers were not operating. This problem was discussed with Fred Freeman, as he visited us on Saturday. Fred agreed to fix or replace the reach-in if Gary Jones could fix the walk-in. Due to snow days this year I had to write many letters to Jr. High and High School principles in order to get some of our staff out of school early. Chuck Spark made a suggesting to move the youth staff to Cricket Hollow this year, as they would have more room there then above the campfire ring. I discussed this with the SPL's, ASPL's and adults and it was decided that we would make the switch this year.



## White Stag June Session

### 3. Pre-course Set-up. Precourse began on Wednesday June 9, 1999. A majority of the staff arrived on site during this evening with all arriving by Friday night.

- a. Wednesday.** Youth staff set-up in Cricket Hollow and the Adults above campfire ring. The camp was in amazing good shape upon our arrival. Jim has a new mover this year and we have never seen the grass cut this well before. The walk-in cooler had been fixed by Gary Jones since last month and quite again today. The small reach-in also is still broken. I called Gary to let him know of our situation as he planned on come up Friday to repair the reach-in, but now we also need to repair the walk-in as well. Again. We moved the small refrigerator up from the first aid cabin due to the emergence and our first food shipment was due on Friday. The water leak in the camp has not come above ground, so we talked with the Ranger and a plumber was called. Since the weather was nice, decided that we would move the equipment to the campsites today. All equipment was set out by the end of the day. Setup seemed ahead of schedule.
- b. Thursday.** Troop tents arrived in the morning and were set-up. Thanks again to Art Weaver and Dan Elliot for their help. Appliances in kitchen were repaired included stoves, lighting, and hot water heater. Installed new mirrors in bathrooms. Set-up first aids room. Bob Duffy installed lighting to Troop tents as we have done in the past. Plumber did not show up today. We asked Ranger or call them again.
- c. Friday.** Moved grating to side of dining hall to prevent destruction of grass and creation of mud as we had done last year. Dug up and replaced drainage tile in rear of dining hall. We install another new surface water drain. Installed our washer and dryer for staff use in shower house. The wash machine pump needed was fixed due to the saver movement it gets being install into the shower house location. Completed work on shower house installed new flooring and tarping. Moved mulch to road areas as needed. Set up activity areas, Troop tents, PLC sites, Etc. Plumber finally arrived in late afternoon. With the fantastic help of Pam Ballard it was decided to replace the old shower house well on Saturday. The youth staff then proceeded to dig a 90-foot long trench 2 feet deep from the shower house to the well house location. The wire to the well house had been cut in the past and had to be replaced. We also decided to replace and rebuild the well house floor due to the extensive dry rot. The current well house floor would not have supported the new 500-pound pressure tank that would be installed the next day. Evening devoted to presentations and staff preparation.
- d. Saturday.** We pushed over the old well house and proceeded to build the new floor. We used all pressure treated lumber on the floor system, lumber and floor decking to eliminate any dry rot problems in the future. Plumbers worked most of the day to pull the old well and replace it with a new one. The old well was at about 90 feet on galvanized



## White Stag June Session Close out Report

pipe. The new well started up and ran clear in a very short time. The well was chlorinated and let to sit overnight. On Sunday morning Pam Ballard wok early to pump the chlorine out of the system. Completed last minute preparations by noon. Staff had the afternoon off. Evening staff feast held and commitment campfire. Thanks again to Dennis Rinker, Ken Hall and Staff for fixing our staff feast.

**4. June Session.** The June Session began on Sunday with the arrival of 74 participants. We were able to get started on time and all of the day's activities went without any problems. For the first time in a long time we were able to hold the Sunday night opening campfire outside. As best we could determine it has been 5 years since we were able to hold this campfire outside. One of our two no show-participants arrived late Monday night and I informed him and his mother that it was too late to start the course. They both understood and agreed to come back next year. A total of 4 participants that had paid for the course did not show up. George DeBlois will cover these in the final budget and forward their monies toward next year's budget. The course went well with no serious problems. No participants or staff members were injured during the course. Signs were placed in the shower house instructing the participants that they could use the showers but were not to drink the water. The county arrived on Monday morning to sample the water from the new well. We received word late Tuesday afternoon that the water past inspection. Overall the course ran very well and the participants had a great experience.

**5. Staff Recommendations.** The following recommendations are made to assist future staff selections. This year we had two addition youth staff members. I chose to use both of them as JASM's. This worked well eliminating the problem with dual ASPL's from last year. Both were senior staff members that I could use to do various jobs as they arose. I recommend that we overstaff by about two boys in just in case a staff members drop out during the training process. Pam Ballard did a fantastic job this year in two capacities as a new staff member, Assistant Scoutmaster and also as our Council representative. Pam was always there each weekend with petty cash in hand paying the bills or collecting the bills and getting them paid. I wish to thank her for her help and support. She made this year flow very very smoothly in the financial department.

- **Adults.** I recommend that Tim Palmer continue as the Assistant Course Director. Bruce Henry should continue on as a Scoutmaster or move to Food Quartermaster to learn the logistics of the course. Robert Duffy should continue as a Scoutmaster. Dick Sloan should continue as a Scoutmaster. Jim West should be returned as an assistant or move Scoutmaster is needed. Karla Powell should return as assistant Scoutmaster or move to Scoutmaster if required. Recommend that Wayne Wenten return as a Scoutmaster if he is able, so that he can learn the course from that position. This would allow him to bring the course to his new Council. Judy McConnell should return as health and safety officer. Terry McConnell



## White Stag June Session

should return as Equipment Quartermaster. Terry was highly effective in this job and with his connections with Kevin Hobbs. Terry in this position could also assist Judy in first aid if he was needed. Highly recommend that consideration be given to Steve Weakley and Paul Neville, and J. R Hogan to join staff. John Valdez had to resign this year as a staff member after he had accepted due changing of jobs and loss of vacation time. John did assist us again this year showing slides during our final feast.

- **Youth.** I highly recommend that all youth staff members be afforded an opportunity to return to staff.

The following individuals should be considered for the position of ASPL,

**Justin Sloan**

**Chris Bly**

**Brett Deery**

**Danny Lynch**

**Warren Weakley**

**Dusty Gibson**

**Nathan Butler**

**NJLTC recommendation.** I recommend that the following youth be offered an opportunity to attend NJLTC at Philmount,

**Adam Peeples**

**Andrew Peeples**

**Seth Powell**

**Justin Sloan**

**Paul Summitt**

**Brett Deery**

**Danny Lynch**

**Kevin Sergeant**

**Warren Weakley**

**Mark Holtz**

**Nathan Butler**

**Chris Bly**

## 6. Concerns and Recommendations

- White Stag Oversight Committee.** I would like to thank George DeBlois from the committee for his assistant on Sunday morning during registration, during Thursday's overnight and assisting with the ceremonial aspects of the course. This help and assistance should continue in the future. I would also like to thank Chuck Sparks for all his help in preparation of all the handout material and registration of participants. The main problem I see in this situation is the problem with communicating registration activities to everyone that needs it when on the critical first two days of the course he is not there to answer question you might have. Chuck also handled all staff registration





White Stag June Session  
Close out Report

monies and their equipment needs. This is also a problem when you are to hand out material or equipment when you are not sure who get what.

**b. Use of Redwing.** I feel that Camp Redwing is the ideal location for holding training. I hope the council would establish a panel to look at developing the Camp as a training location. Include the use of the property on the other side of the river. The White Stag staff needs to take an interest in fixing up the Camp and doing what is necessary to make things work. Key long and short term issues include:

1. Building a new showing facility.
2. More new picnic tables. (The course of 12 patrols requires 28 tables). We currently have about 24 usable tables.
3. Building new equipment storage area. (A place where equipment can be left and not be used or removed without training staff approval.)
4. Fixing the waterlines in Camp. (This is a health and safety issue when you have an open water line.)
5. Winterizing the dining hall so that it might be used for training earlier in the year.
6. Add gravel to roads into campsites to prevent mud. ( Health and Safety Issue)
7. Building of two new shelters (to replace use of large tents)
8. Building an adequate first aid facility.
9. Transfer of other training programs to the Camp.

**c. Upgrading Training Equipment.** We need to look at upgrading some of our training equipment and supplies. We have old tarps that need replacing. Only 6 tarps were found without holes or the need for repair. We should consider the purchase of silver bullets to support our training needs. We currently barrow silver bullets from Troops to be able to conduct the course. We need to purchase 6 more propane tanks and Dutch ovens to support the twelve patrols and staff requirements. We should not have to borrow these things from units. Radio communications is essential to a successful course. We received 6 new training radios this year. With the help of two of my youth food quartermasters they were able to setup a radio relay between 4 other radios borrowed from one of the Scoutmasters. This allowed everyone that needed a radio to have one. In the past the Scoutmasters relied on the finding the SPL's if the needed a radio. Also, a weather radio needs to be installed during weeklong courses to keep





White Stag June Session

current on severe weather. (I was fortunate to have a young staff member who brought his up for the week).

**e. District Involvement.** We need to continue to diversify the staff to try to include youth and adults from all districts in the Council. Over the last four years we have been successful in increasing district participation.

Again, thank you for this opportunity to serve our Council. I will always cherish the days I have spent with the Staff and Participants of the Best Training Course in the Nation. If I can be of future assistance let me know.

Richard M. Parrott  
Course Director  
June Session of White Stag



White Stag June Session  
Close out Report

**Attachment 1 -- Breakdown of Staff by District:**

**Adults:**

|                |   |
|----------------|---|
| Northeast      | 3 |
| Pathfinder     | 1 |
| Pioneer        | 1 |
| Houkoda        | 2 |
| Sakima         | 1 |
| Golden Eagle   | 1 |
| Out of Council | 1 |
| Council Staff  | 1 |

**Youth:**

|              |    |
|--------------|----|
| Northeast    | 10 |
| Houkoda      | 8  |
| Pathfinder   | 5  |
| Golden Eagle | 4  |
| Sakima       | 3  |
| Del Mi       | 3  |
| Sugar Creek  | 2  |
| North Star   | 1  |
| Old Trail    | 1  |



White Stag June Session

**Attachment 2 -- Breakdown of Participants by District**

|              |    |
|--------------|----|
| Del-Mi       | 5  |
| Golden Eagle | 13 |
| Houkoda      | 5  |
| Iron Horse   | 2  |
| Northeast    | 19 |
| Northstar    | 2  |
| Old Trail    | 10 |
| Pathfinder   | 6  |
| Pioneer      | 3  |
| Sakima       | 5  |
| Sugar Creek  | 2  |
| Tsungani     | 2  |