

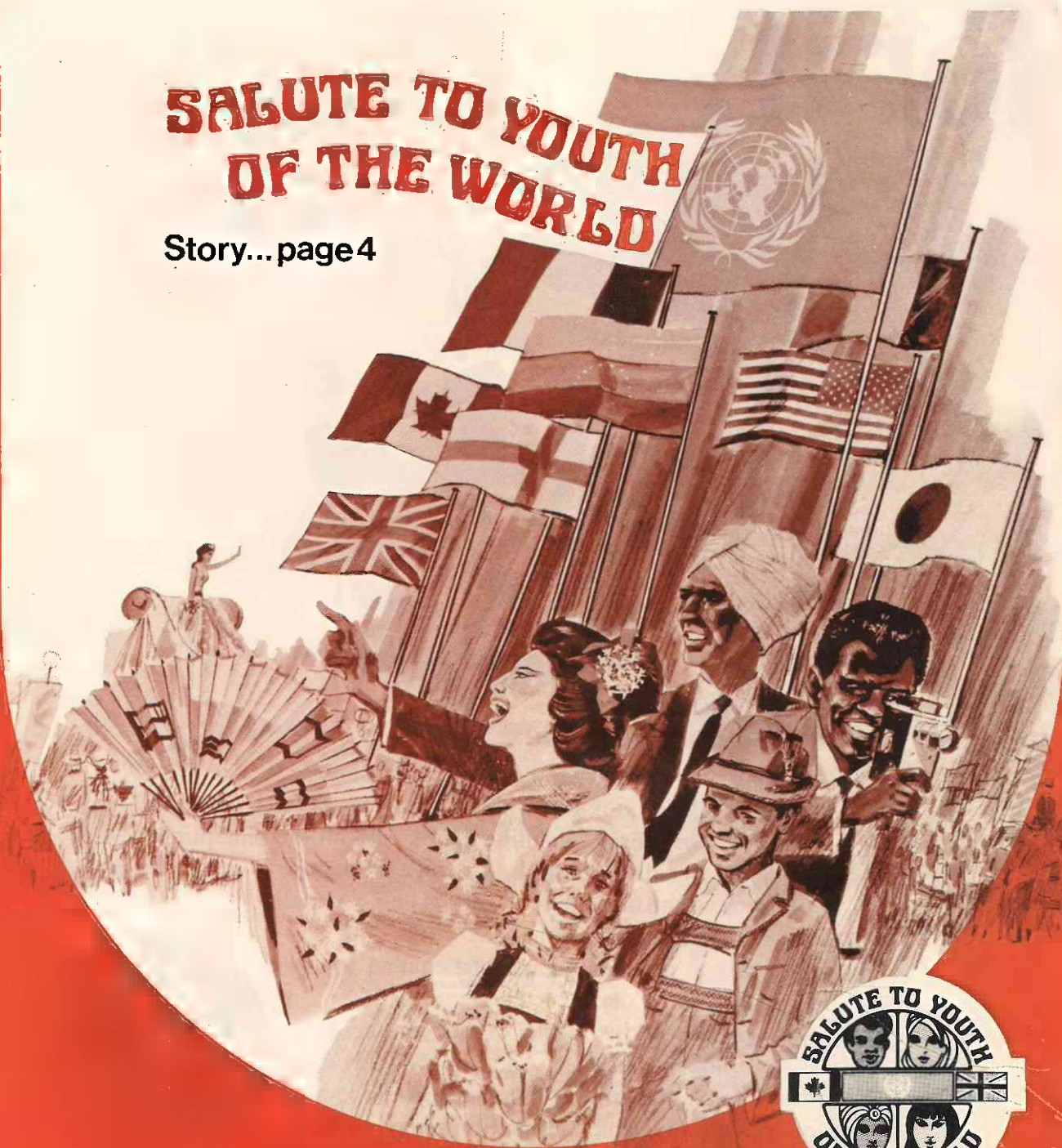
the scout leader

VOLUME 46 NO. 10

JUNE/JULY 1969

SALUTE TO YOUTH OF THE WORLD

Story...page 4



Your group's got a lot going for it.



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The Scout Leader

For all adults affiliated with the Boy Scouts of Canada to inform, instruct and inspire about the Cub, Scout, Venturer and Rover Scout Programs.

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THE RIGHT HONOURABLE
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NEWS OF P.O. & R.

If you've thumbed through your present copy of Policy, Organization and Rules lately, you've probably realized that this publication is sadly dated. Its usefulness now is more historical than practical so we intend to do something about this situation. The first comment from most people who use P.O. & R. will be, "It's about time."

Here's what the Task Group on P.O. & R. is working on from recommendations approved at the February meeting of the Organization and Expansion Committee.

1. A 'total' approach will be taken to up-dating P.O. & R., including redefinition of content with a view to drafting policy statements.

2. We will produce an interim publication to meet members' needs today.

The following work is underway:

- a study to determine what statements of policy, procedure and practice are necessary.

- preparation of guidelines for the direction of national committees and others in the preparation of these statements.

- writing of the interim publication.

A complete review of the present P.O. & R. and National Council minutes has been made to determine the content for this interim document. A first draft has been prepared and circulated. We hope to be able to make this publication available to the field by September, 1969.

by Carlo Prinsky

Say Calgary Stampede and a vivid picture leaps to mind — cowboys and cowgirls on horseback, Indians, rodeo events, chuckwagon races, Boy Scouts... Boy Scouts?

Well, usually the Calgary Stampede doesn't make one think of Scouts, but this summer when the Stampede takes over the streets of Calgary from July 3 to 12, a big part of the big show is going to be in the hands of Scouts and Venturers from the Calgary region, along with their counterparts from some 20 different countries around the world.

"Salute to Youth of the World" is the theme of the Stampede this year. Faced with the problem of gathering together young people from all over the globe and organizing them into a part of the Stampede, officials turned to Boy Scouts of Canada, asked them to use their already-existing international organization to obtain foreign visitors and, at the same time, act as co-ordinators for all local youth groups participating in this part of the Stampede. After a certain amount of preliminary study, the Calgary Scout office agreed to take on the job, in co-operation with the Girl Guides, and started issuing invitations to Scout organizations in some 94 different countries around the world.

Over 20 of the invitations have been accepted, which means that this summer Scouts and Guides from countries as far distant as Japan and as close as the U.S.A. will join with others from Calgary, as well as representatives of other youth groups such as 4-H, YMCA, YWCA, Young Forest Rangers, and Cadets in a 3½ acre international encampment and activity area on the Stampede grounds known as Flare Square. (Flare Square takes its name from the 35-foot gas flare that burns continuously during the Stampede from the top of a gigantic oil derrick at the entrance to the Square.)

Over a half million visitors are expected to pass through Flare Square this summer and there will be lots for them to see.

A snow-covered mountain has been built in one corner of the Square, and a man-made river will flow around its base. There will be skiers on the mountain, canoe races, scuba diving and sailing on the river. A permanent building on the site will house a ham radio operation and a display of Scouting around the world. Next door a "Happening" building will provide a psychedelic haven of coloured lights and loud music where young people can gather for conversation and a rest.

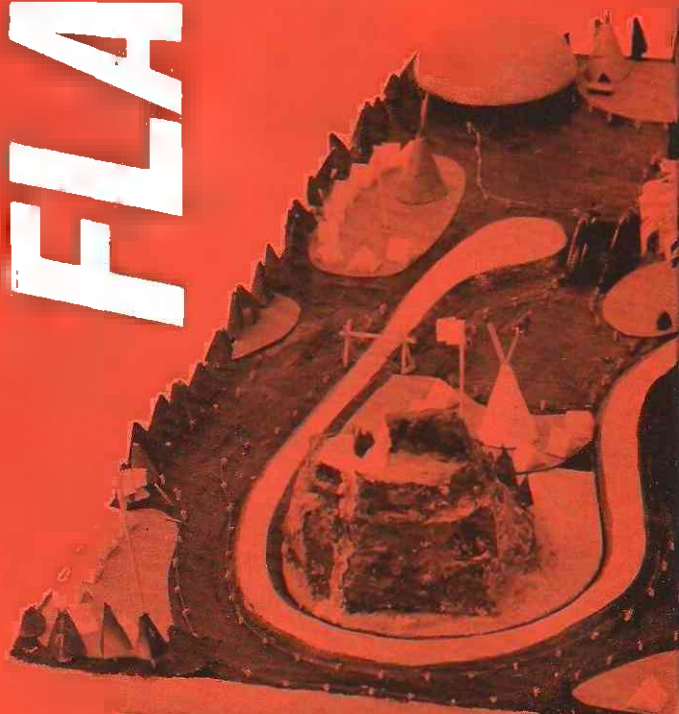
A kayak-building project will be within smelling distance of an exhibition of Japanese cooking. And a little further along, Rovers building pioneer projects will halt their work from time to time to give running room to racers from the nearby obstacle course. For nine to ten hours every day, a stage near the entrance will provide free entertainment — everything from folk dancing to rock bands.

And all around the square, Scouts and Guides from foreign countries will be camped in some 25



scouting

FLARE SQUA



A scale model of Flare Square

at the stampede

RE



to 30 different campsites, each one designed to represent the native land of the contingent occupying it. The youngsters have been asked to bring with them items from their homelands, representative of their culture and customs and to be prepared to describe their countries to visitors (each group must include at least one English-speaking member). On top of their ambassadorial duties, the visitors will be participating in most of the Scoutcraft displays and athletic contests along with their Canadian hosts.

Every foreign Scout contingent will have a Venturer from Calgary assigned to accompany them every day of their stay—the local boys have been in a “charm school” since February, taking courses in local history and geography, grooming, deportment and human relations. Local Guides will perform the same function for visiting Guide patrols.

The boys will be housed in an army barracks near Calgary and bussed to the Stampede area; the girls will be billeted in private homes. After the Stampede is over, local Scout officials hope to be able to show the visitors a little of Canadian life through visits to the Rockies and a western Canadian ranch, and to give every boy or girl a chance to spend at least 24 hours in a Canadian home.

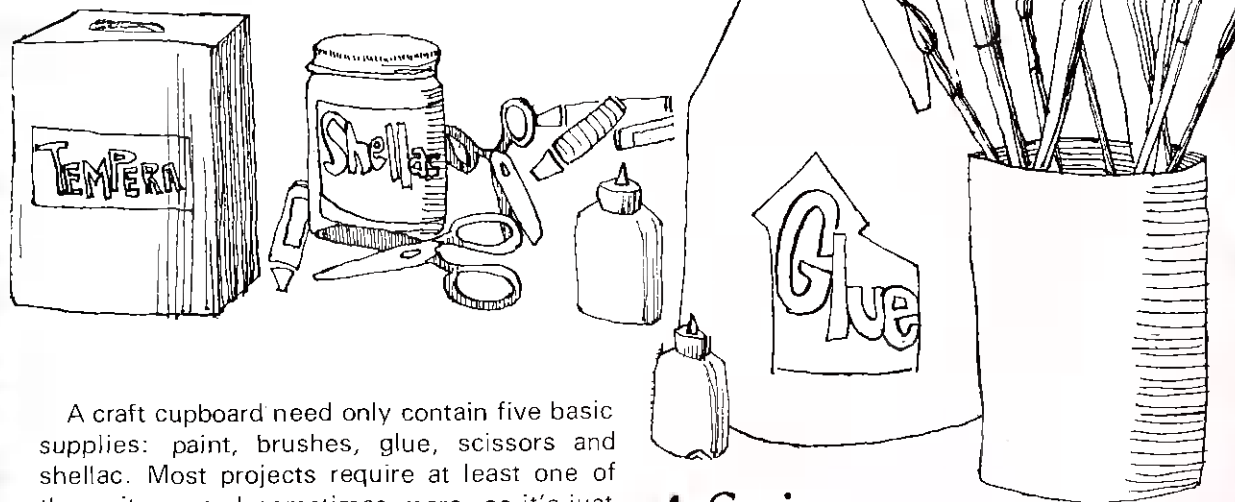
Preparation of the park-like site, organization of the foreign contingents, the activities at Flare Square during the Stampede, and plans for the visitors after the big show, all tremendous tasks, involve over 90 different committees and about 500 adult workers with a budget of about \$300,000. Planning actually started in January of 1968, continuing through last year, until by March of 1969 every one of those 90 committees had a day by day schedule of things that had to be done until the closing of the Stampede—and every task had a person assigned to carry it through.

There were a lot of problems to be overcome along the way—for instance, what do you use to build a mountain? Scout officials worked their way through five different mountain-building plans—ice, telegraph poles, sulphur, earth from the river excavation, and a mountain made from a thin wire skin, covered with a combination of blown asbestos and cement. Finally engineers arrived at the design that will be used in July—a mountain of baled straw, topped with an artificial covering to represent snow and rock. An operational ski run, a glacier and a waterfall will finish off the mountain.

As well as being a fairly stable and picturesque construction, the mountain will have the added advantage of economy. When it is dismantled after the Stampede, half of the straw will be sold to Stampede officials to feed the livestock assembled for the show, and the other half will be sold to the City of Calgary to use for sewer insulation during the winter.

Flare Square itself will revert to a parking lot after the Stampede is over, but Stampede and Scout officials hope that before it does, it will have created a lot of fun for a lot of people, and sown some seeds of international understanding and co-operation■

A Craft Cupboard and How to use it!



A craft cupboard need only contain five basic supplies: paint, brushes, glue, scissors and shellac. Most projects require at least one of these items and sometimes more, so it's just common sense to keep them on hand in ample supply. And by buying in quantity you usually save money.

Other materials will find their way into your craft cupboard in time—leftover Celluclay, scraps of fabric, tissue paper, and so forth. Seemingly unusable scraps often can, in fact, be used in decorating and finishing craft items.

1. Paint

Begin with one lb. each of red, green, blue, yellow, black, and white powdered tempera paint. Powdered tempera is an ideal craft paint for children. It is economical, will not deteriorate, colours are bright and can be applied to most surfaces. For a glossy finish, apply a coat of shellac to the painted surface.

2. Brushes

Water Colour Brushes—package of 24 assorted brushes. Flat Poster Brushes—3 or 4 each of sizes #4 and #10. Round Poster Brushes—3 or 4 size #9. This will provide you with a variety of brushes—large and small, hard and soft...for painting all sorts of different projects.

3. Glue

Elmer's Glue-All (2 1/4 lb. size) and 5 or 6 empty squeeze bottles.

Elmer's Glue is an economical all-purpose glue that can be used on just about any type of material from paper to fiberglass, fabric to wood.

4. Scissors

Begin with a dozen pair of small paper-cutting scissors. These scissors have blunt ends and are specially designed for small hands to work with. (You'll need a couple pair of good quality shears too.)

5. Shellac

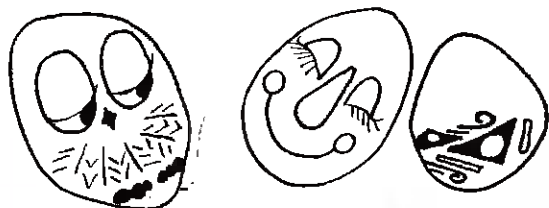
Begin with two 7-oz jars of shellac. You'll need shellac for sealing all plaster and modelling projects. And most finished items will look better--and last longer--if they are protected with a coat of shellac.

Things to Accumulate

-Newsprint and brown craft paper: both of these papers are very economical and are ideal for making patterns and rough sketches of projects, for practising painting techniques and so forth.
-Paper, punches, staplers, pencil sharpeners, rulers and erasers always come in handy.
-Masking tape!—a must in all craft programs.
-Felt marking pens and crayons.
-Odds and ends of coloured yarn, ribbon and string.
-Baby food jars are perfect for mixing paint.
-A large plastic sheet or oil cloth to cover your working surface will minimize clean-up. Keep newspapers handy too!

Here are a few craft projects that you can have your boys try, that use one or more of the basic craft items.

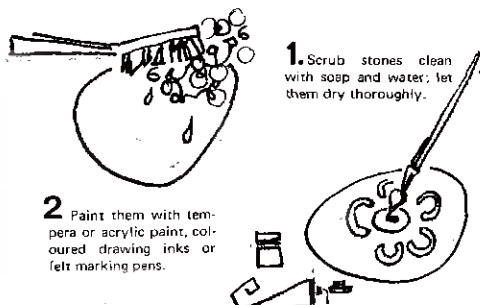
...with a little bit of string and a little bit of paint-



stone painting

An inexpensive project using a little paint and lots of imagination that can turn ordinary beach and driveway stones into original knick-knacks and sculptures.

1. Scrub stones clean with soap and water; let them dry thoroughly.
2. Paint them with tempera or acrylic paint, coloured drawing inks or felt marking pens.
3. Seal with clear varnish or shellac.



3. Seal with clear varnish or shellac.

Paperweights: Large stones painted with imaginative designs make fun-to-give Christmas or birthday presents for parents and friends.

Sculptures: Often the shape of a stone will suggest a particular object or character and can be decorated as such--an owl, a fish, a bird, and so forth. 3-dimensional faces are fun to make by gluing flat stones together and painting with felt pens.

Worry Stones are very special stones. They should be round, smooth, white stones small enough to be held in the hand. (White stones are sometimes hard to find; however, a grey stone can be painted white with acrylic Gesso or paint.) A traditional Indian design is painted on one side of the stone in bright colours. Worry Stones must be carried in your pocket always... then, in times of great worry, place your hand in your pocket and rub the painted surface with your thumb.

Lucky Stones: This is a stone with very special significance for the owner... like a worry stone, a Lucky Stone must be small enough to hold in your hand and should be carried with you at all times. It must be painted with a design that is completely original... this is what makes it lucky!

pencil holder



Kids are fascinated with small containers that they can keep things in. Here's a simple "pencil and what-not-holder" made from an empty juice or soup can.

1. Paint the can with Gesso. This is a thick white "surfacing" material that can be applied to almost any type of surface. It is water-soluble when wet (so, accidents are easy to clean up) and dries to a hard, durable finish, excellent for painting.
2. Draw a swirly design around the can with a pencil.
3. Squeeze a thin line of glue along the pencilled design and press lengths of string in place.
4. Let the glue dry thoroughly and then paint.

Materials: Empty cans, Gesso, string, glue and paint. A 2-oz. bottle of Gesso would cover five or six small frozen orange juice cans. Gesso is also available in larger quantities, and would be excellent material to keep on hand at all times.

string painting



Children need time and encouragement to develop their own modes of expression. Painting is an ideal free-expression activity, but insistence on realistic drawings and the use of fill-in colouring books can stifle a child's sense of creativity. Here's a painting project that lets the child experiment with the paint and paper media, and will encourage him in expressing his own ideas and feelings through drawing and painting.

Materials: Just large sheets of newsprint paper, poster paint and string.

Here are a few string painting techniques:-

Dip a string into thick poster paint and holding it by both ends, slowly twist and pull it across a sheet of paper. Let one end dangle and dance across the paper. Add a second colour, and a third... and so on.

Dip one end of a string into paint and lay it inside a folded piece of paper, keeping hold of the other end. Hold the paper shut and wiggle the string back and forth. Jerk the string out...open the paper and you'll have an interesting "reverse" design.

Sometimes you'll find the shape of a butterfly or fish, etc., that you have created "by accident." Then, with a paint brush, add details to this suggested shape ■

We thank Lewiscraft of Toronto for this article on easy-to-do crafts. All supplies mentioned in the article are available from your local hobby shop, or you can write to Lewiscraft, 284 King St. West, Toronto 2B, Ont.

by A. V. M. James B. Harvey

The highlight of this year's annual meeting held at the Chateau Laurier Hotel in Ottawa was the attendance of His Excellency, Governor-General Roland C. Michener and Mrs. Michener at the annual dinner. The Chief Scout, who described himself as "the head of the Scouting family in Canada" and wore the new adult uniform for the first time, spoke for nearly twenty minutes and left his prepared address on many occasions to recount stories of his recent trips to Canada's North and the Caribbean area.

A number of important changes took place in the officers of our National Council at the meeting, the most important being the change in the office of president. D. A. Thompson, Q.C., of Winnipeg, who has guided our deliberations so effectively for the past two years left his post to become immediate past president. Don Thompson's skill as chairman, coupled with his insight and wisdom in dealing with sometimes complicated and difficult problems, has been one of the features of our meetings that we shall long remember.

We wish him well and express our gratitude for the fine leadership he gave us throughout his tenure as president.

His successor, Lawrence Dampier of Vancouver has served as a vice-president of the Council and chairman of the Organization and Expansion Committee. As you may know, this committee has been particularly active in the revision of our by-laws, the reorganization of our system of committees at the national level, and has generated terms of reference for a task force with the objective of increasing our membership on a planned basis.

Larry Dampier was born in Ontario and graduated from the University of Western Ontario with an honours degree in Business Administration in 1935, when he entered the advertising department of Lever Brothers Limited in Toronto. Four years later he be-

came advertising manager, a position he held for only a few weeks before going on active service with the Queen's Own Rifles. He was awarded the Order of the British Empire and the Dutch Order of Oranje-Nassau for his wartime service.

In 1945 he returned to Lever Brothers as Canadian sales manager and 1946 was appointed a director. In 1951 he was appointed vice-president in charge of sales for the Lever Company in the United States with headquarters in New York. A year later he was made vice-president in charge of marketing for all Lever operations in the United States.

In the fall of 1953 he spent thirteen weeks in West Germany and Berlin as a member of a United States economic mission to those areas and upon his return, elected to come back to Canada as executive vice-president of McCann-Erickson, one of the world's largest international advertising agencies.

In the spring of 1957 he moved to Vancouver to accept the position of assistant publisher of The Vancouver Sun. Mr. Dampier is presently vice-president and general manager of Nabob Foods Limited.

Mr. Dampier was a boy member of the Movement, joining the 1st Strathroy Troop in 1926. He attended the World Jamboree in England in 1929 and The Scout Leader magazine of September, 1929 shows that John Lawrence Dampier was a member of the Lynx Patrol of the Willingdon Troop of the Canadian contingent.

He returned to Scouting in 1945 as chairman of the Public Relations Committee of the Canadian General Council and, since that time, except for the period when he was working in the United States, has been an active member of the Council.

We also have two new vice-presidents, John Sharp of Montreal and Major-General W. K. Carr of Winnipeg. Both men have long experience in Scouting. John has served in many capacities in Quebec, more recently as the provincial commissioner, and at the

(continued page 10)

1. His Excellency addressing the annual dinner. Also shown, L to R; Mr. Dampier, Mrs. Michener, Mr. Thompson.
2. Mr. Thompson passing the gavel of office to the new president.
- 3 & 4: New vice-presidents Major-General W.K. Carr and Mr. John W. Sharp.
5. The Chief Scout in the new adult uniform.



1

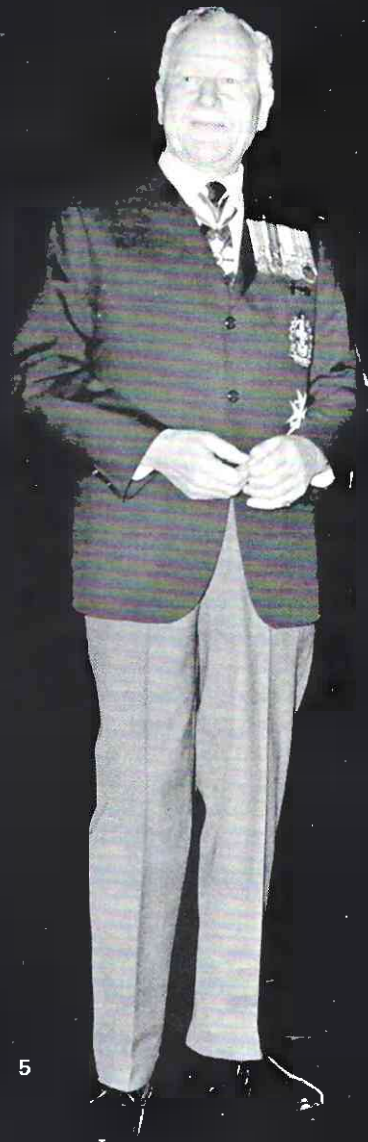
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5

55th Annual Meeting

moment as provincial president. He is Board Chairman, Vilas Industries Limited and Chairman, Canadian Council of Furniture Manufacturers.

Bill Carr, Commander of the Training Command for Canadian Forces, has devoted most of his energies to promoting Scouting in the remote areas of Canada's northland. He will continue to serve as chairman of the National Arctic and Northern and the Manitoba and Northwestern Ontario Arctic and Northern Committees.

Other important changes included the formation of an International Relations Committee to be chaired by our International Commissioner, L. H. Nicholson. With the advent of Canada's Can-Carib project and increased involvement in Scouting beyond our boundaries, it was considered advisable to give expression to the importance to be attached to this activity by forming a special committee.

A special feature of the activities in connection with the annual meeting was a noon luncheon, which was addressed by Sherman Ramsingh, field commissioner for the Caribbean, in which he cited many graphic examples of the needs of this area. Ram will be writing a series of three articles for The Scout Leader covering the various aspects of his work in the many countries of the Caribbean, and

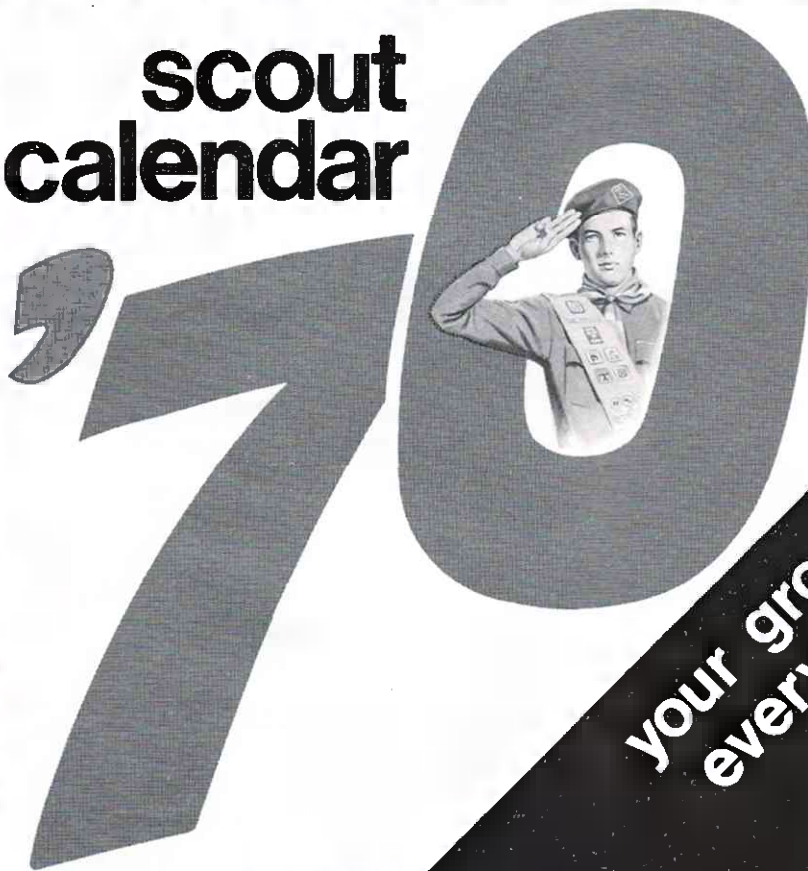
outlining how your contributions to the fund will assist him.

Many people were thanked at the meeting for their work in the Movement over the past year; however, it was not possible to name all who have given and continue to give so much of their talents and energy to Scouting in Canada. Perhaps it would be appropriate, in closing, to quote from a motion proposed by Ian Roberts, Provincial Commissioner, Quebec, at the annual meeting in tribute to Scouters and other volunteer helpers:

"It is a self-evident truth to say that if there were no boys there would be no Scouts. It seems to be much more significant that if there were no adult volunteer leaders there would be no Scouts and I have the real honour on your behalf and through the medium of this meeting to pay tribute to 32,000 adult volunteer Scouters and tens of thousands of committee and council men and women who serve Scouting. To most of them I expect that Scouting is a disease and I know to many of their wives and husbands it is quite incurable, but I think it is a disease that we can cope with and I hope it becomes an epidemic. I would like, sir, through the medium of this meeting to have the volunteers—these tens of thousands of dedicated volunteers—realize how worthwhile is their work, how terribly important is the time they spend on behalf of the youth of Canada and how grateful we are and will continue to be." ■

10

scout calendar



Attractive full-coloured
photographs showing
Scouting in Action...
See what Scouting
is and does.

**your group makes 20¢ on
every calendar it sells
act today**

BY APPLYING TO YOUR DISTRICT,
REGIONAL OR PROVINCIAL SCOUT
HEADQUARTERS FOR FURTHER
INFORMATION AND FREE
PROMOTIONAL
MATERIAL.

CHALLENGE 'EM TO A WATER SAFETY SUMMER

BY REG ROBERTS

The long hot days of summer are with us again, and with them all of the fun and excitement that goes with being in, on or just around the water.

But while fun in large doses can be had in water activities, safe water practices must be observed at all times. Last year over a thousand people in Canada were victims of drowning, most of them through sheer carelessness.

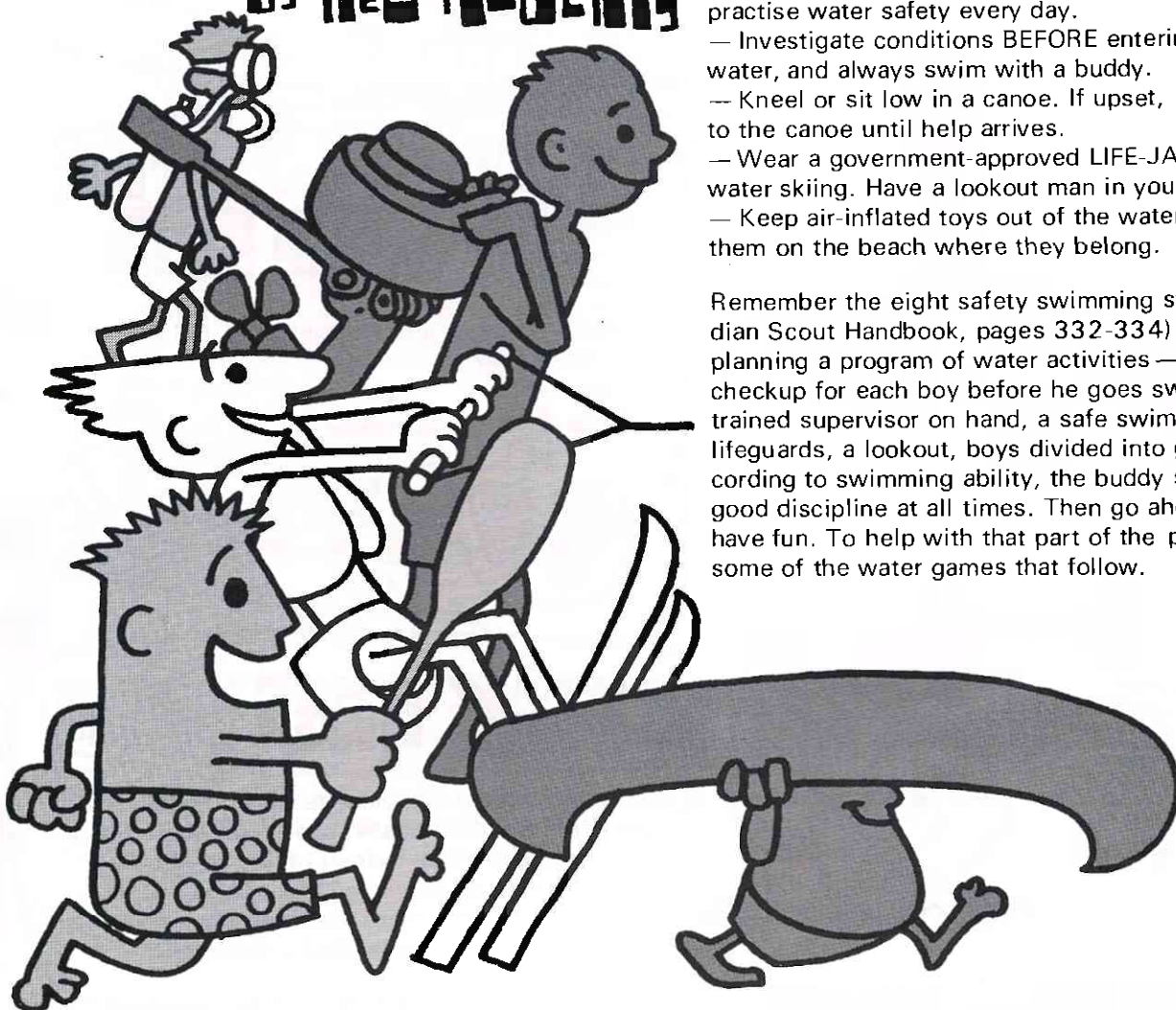
This year, let's not only challenge 'em to have fun in the water, but also to observe safe water practices — let's make this a water safety year.

The Canadian Red Cross offers these water safety reminders:

- Think, don't sink! Be water wise! Learn and practise water safety every day.
- Investigate conditions BEFORE entering the water, and always swim with a buddy.
- Kneel or sit low in a canoe. If upset, **HANG ON** to the canoe until help arrives.
- Wear a government-approved LIFE-JACKET when water skiing. Have a lookout man in your tow-boat.
- Keep air-inflated toys out of the water. Play with them on the beach where they belong.

11

Remember the eight safety swimming steps (Canadian Scout Handbook, pages 332-334) when you're planning a program of water activities — a medical checkup for each boy before he goes swimming, a trained supervisor on hand, a safe swimming area, lifeguards, a lookout, boys divided into groups according to swimming ability, the buddy system, and good discipline at all times. Then go ahead and have fun. To help with that part of the program, try some of the water games that follow.



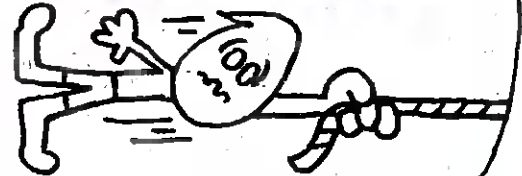
PING-PONG BALL RACE

Each swimmer is given a ping-pong ball, which he must blow ahead of him while swimming, without touching the ball with his hands. Make the race course about 15 yards long.



TUG-OF-WATER

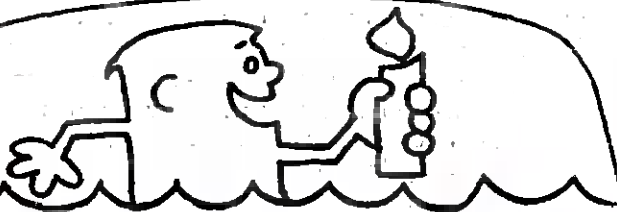
Play this game in shallow water. Divide your players into two equal teams, give them a good strong length of rope, and let the teams try to pull each other past a float anchored to show the center mark.



12.

CANDLE RACE

This game can be played by either swimmers or non-swimmers — play it in waist-deep water with non-swimmers. Give each player a lighted candle. He must hold this candle in his hand and race to a marked goal without letting the water extinguish the flame. If the flame goes out, he is out of the game.



UNDERWATER TAG

Played the same way as regular tag, but "It" must be completely underwater before he can tag another player.



KICK RACE RELAY

Divide your players into relay teams and give each team a kick board or inflated beach ball. Each player holds the board or ball in front of him to keep his head up and, using only a leg kick, races around a float or marker and back to touch off the next player on his team. First team finished is the winner.



WATERMELON SCRAMBLE

Put a watermelon in a plastic bag, taped shut so if the melon breaks it won't mess up your swimming area. Divide your players into teams of about four or five each, then throw the watermelon into the middle of the swim area. Teams race to try and be first to bring the melon back to a goal marked at the water's edge. Winning team gets to eat the melon.

OBSTACLE RACE

Run this as a relay or individual race. Each swimmer has to surface dive through an inflated inner tube, slither over a smooth floating log, and surface dive under another log to reach the finish line.



RETRIEVER RACE

For this game, each team needs a rowboat — boy rows, girl sits in stern ready to retrieve. Boats race toward some floating blocks of wood, each block with a number painted on it to correspond to the number of a boat. Each couple tries to find the block with the number of their boat on it and get back to the starting point first. They can throw a block with someone else's number on it as far as possible, but trying to slow down another boat by shoving, hanging on or splashing is not allowed.

SPONGE DIVING

Make "sponges" by filling balloons from a water tap and tying them up without allowing air to enter — it's very difficult to handle these out of water. Sink them in about 6 feet of water. Each boy dives for as many as he can find, gives them to his female team-mate, who races back to shore with them and deposits them in the team's basket.

CANDLE-MATCH RACE

Give each boy a wooden match, his girl partner a candle. Line boys up on shore, girls on a pier or float about 30 yards away. Each boy must swim to his partner with the match and light the candle with it. The girl then swims back to the starting point with the lighted candle. First one back with the flame still burning wins. No splashing allowed.

CANOE JOUSTING



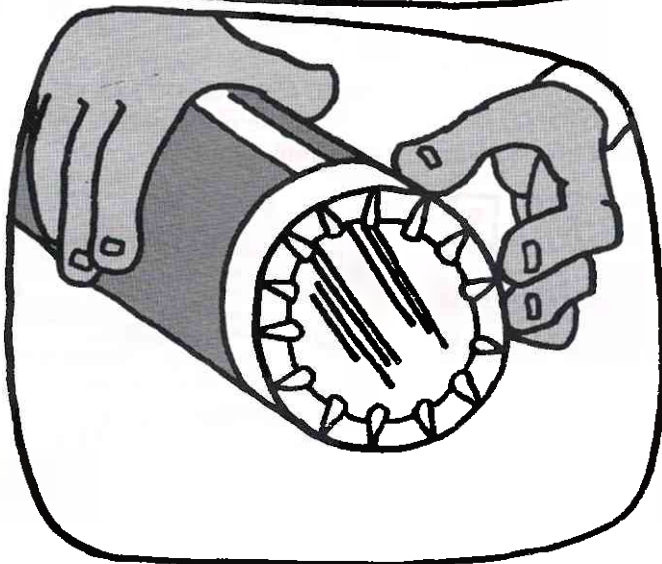
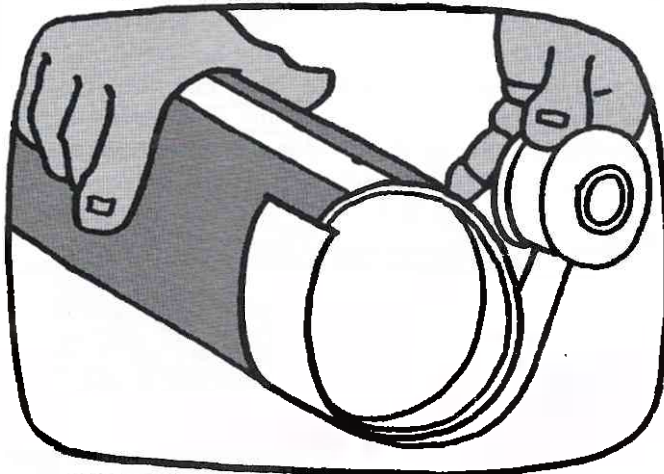
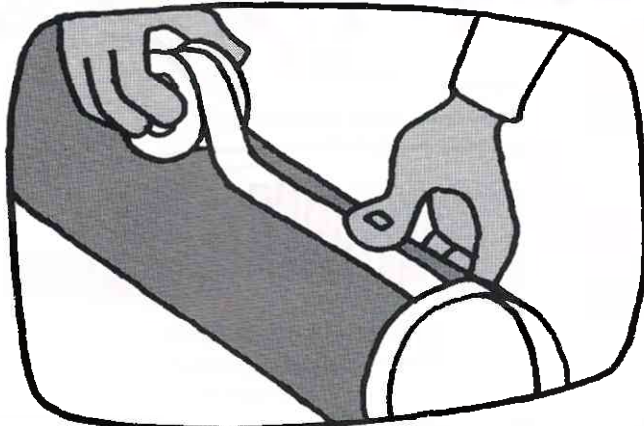
For this contest, girls paddle and boys stand on the gunwales in the bow of canoes. Each boy is given a pole about 8 feet long, with a solid rubber ball fixed securely to the end. With the pole, each contestant tries to push his opponents into the water.

PAIRED OAR RACE



Put each team into a rowboat, boy at one oar, girl at the other. At the starting signal, they race around a floating marker and back to the starting point. No penalties for not keeping a straight course.

MAKE A STOVEPIPE WATERSCOPE



Your boys can add to their summer fun without even getting wet by making a stovepipe waterscope. A stovepipe waterscope lets them observe the mysteries of the deep from the shore, off the dock or from the back of a rowboat, without surface reflections. They can watch the movements of fish, or study rock formations and underwater plants. They probably won't find any sunken treasure, but the waterscope can be useful in spotting underwater obstacles in your swim area.

Your boys can make this viewer, a long water-tight tube fitted with a plastic window, simply and without much expense. Get a 24-inch length of stovepipe from your local hardware store, and a four-inch circle of $\frac{1}{16}$ inch plexiglass and some inch-wide waterproof tape from any hobby shop.

HOW TO MAKE IT

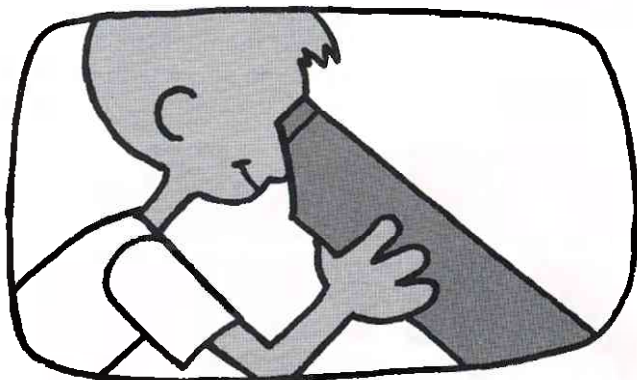
Apply a strip of tape around the inside of the pipe, letting it extend about $\frac{3}{16}$ ". Seal the seam with another strip of tape applied along the length of the pipe.

Fold over the inside tape to form an inner seal. Then set the plexiglass window in the pipe, flush with the end.

Add another strip of tape at the top of the pipe, around the outside circumference, again letting it extend about $\frac{3}{16}$ " past the end.

Now fold over the outside tape so that it'll lie flat and make a water-tight seal for the window.

Apply a strip of tape around the corrugated end as a protective edge. Then bend in the side opposite the seam to make a visor to fit around your nose.



RESOURCES

For safer boating get the booklet "Safety Afloat '69" from the Department of Transport, Ottawa. You can also write to the Canadian Safety Council, 30 Driveway, Ottawa 4, Ontario for the National Safe Boating Week Kit. Your Canadian Red Cross Society will be glad to help you with material to promote water safety■

I've never seen a Rover Scout
I never hope to see one.
But if I had the choice
I'd rather see, than be one.
.....with apologies to Ogden Nash.

How does that grab you? If it doesn't then the rumour is true, Rovers are dead. "Not at all" did you say? then what can WE do about it? WE can get off our fat...feet and start moving. WE can start taking an active part in the formation of our future. WE can help the National Council revamp our program and be the catalyst to make Rovering a vital part of our Scout organization once again. No one of us can do it alone, but together WE can do anything.

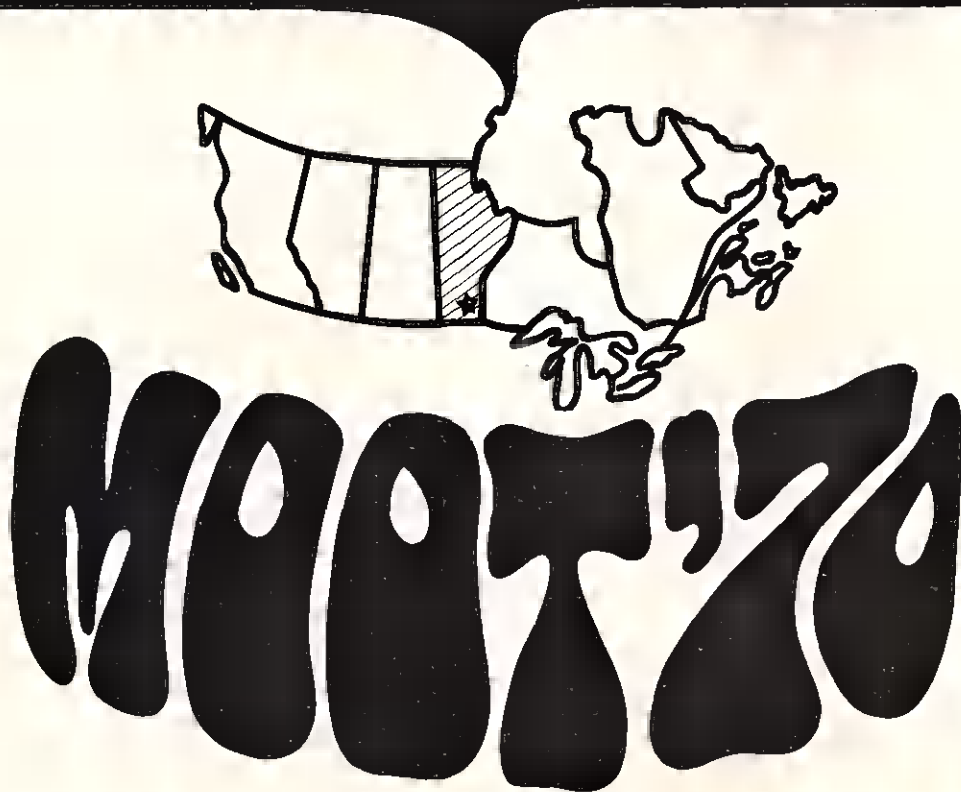
The Rovers of Manitoba & Northwestern Ontario are hosting Moot '70. With your help Moot '70 will be the biggest, the best...well you know what we mean. Base camp will be at Birds Hill Provincial Park, within hiking distance of Winnipeg (would you believe nine miles?). The pro-

gram includes scenic, historical and industrial tours, in-camp displays, a trip up the Red River on a paddle-wheel steamer, a water ski show, overnight canoe and hiking trips, a special buffalo barbecue, Moot Extravaganza at the Centennial Concert Hall and...well, the list goes on and on.

Now what about that rumour? Moot '70 hopes to squash it for once and all. How? By building into the Moot four days of conference—two days for everyone and two days for delegates. The Conference hopes to answer some of these questions: Is there a place for Rovering in the Boy Scouts of Canada? What about program, uniform, girls? What are WE going to do about recruitment and sponsorship? What role should the adult leader play?

The Conference Committee will be represented at NAROCO '69 where a start will be made toward finding the answers for these and other questions: With your help Moot '70 will pick up where NAROCO '69 leaves off.

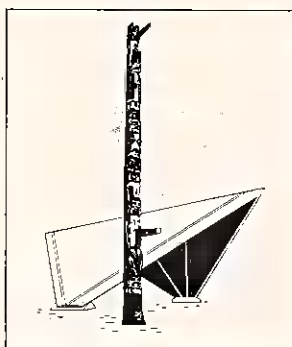
For more information write: "Moot '70", 148 Colony Street, Winnipeg, Manitoba.



6th Canadian National Rover Moot

August 19-26, 1970

The third
in a series
on National
Headquarters'
Services



scouting as a career



Personnel Director James A. Riddell interviewing a staff member.

It takes about 300 people doing a full-time job to back up all the volunteer Scout leaders and Scouts in Canada--people to staff Scout offices across the country, people to work on national programs at National Headquarters, and still more people to do all the letter typing and supply packing and account keeping that helps make the Boy Scouts of Canada function smoothly. Helping to administer employment details for these people is the job of Personnel Services at National Headquarters.

James A. Riddell, the Director of Personnel Services, works out of an office in the National Headquarters building in Ottawa, but personnel policies cover Boy Scouts of Canada staff from British Columbia to Newfoundland. The Service handles details of employee administration matters such as salary and performance reviews for executive staff, promotions, executive transfers, insurance and pension fund administration. It helps hire the clerical staff for the National Headquarters building (councils hire their own clerical staff). But the most important part of the job concerns the full-time Scout executives who staff Scout offices across the country to give on-the-spot support and guidance to the Movement's adult volunteer leaders.

When a vacancy in the executive staff occurs in a Scout office, whether it is Greater Toronto or B.C.-Yukon Region, it is the job of Personnel Services to help that office find the most suitable replacement. This wasn't always the case--before 1964 every council generally did its own hiring of executive staff in isolation and had its own personnel policy (if it had a policy at all), which meant a fairly fragmented personnel picture across the country.

But in the early 1960's, the National Council received a report it had requested from the Personnel Division of Canadian National Railway on a study of the personnel practices of the Boy Scouts of Canada. The report recommended a more unified approach to Scout personnel practices nationally, and on the basis of its recommendations, the National Council formulated and approved the first national personnel policy and created Personnel Services to administer it.

Helping to administer this national policy in every Scout office in Canada means a good deal of travelling for Jim Riddell. He attends provincial conferences of executive staff like those held in British Columbia and Alberta last year as one way of keeping in touch with the professional staff. He travels, too, to maintain liaison with local councils and staff people or, at the request of a council, to deal with a specific problem that has arisen.



14th Scout Executive Development Course in session at NHQ.



Mrs. Marilyn Kearns of Personnel Services helps Mrs. Shirley MacDowall of NHQ staff fill in the blanks.

The Service is also involved in finding and hiring new Scout executives. Executive staff vacancies usually aren't advertised to the general public. "People hear about a vacancy for a new field executive through word-of-mouth advertising," says Riddell. "A lot of our applications are from people who have been connected with Scouting as volunteers and now want to work for it full-time, or from graduating students who have been in the Movement as boys and are interested in making a career out of it." To attract such young men, the service is now giving more attention to campus recruiting, and to recruiting displays at likely gatherings such as the National Venturer Conference.

Pre-employment interviews are conducted locally and include some of the standard general knowledge tests, and sometimes testing by an industrial psychologist. The data from the interview and tests go into an application file that goes to the National Personnel Committee, who must approve the application before the candidate can become an employee of Boy Scouts of Canada.

But even when an applicant has been found and formally hired, the task of Personnel Services is just beginning. Executive training is another area of concern of the Service.

A first item on the agenda for every new Scout executive is the Scout Executive Development Course, a compulsory six-week course (the only one that is compulsory) that is an important part of the first year on the job.

The course covers a wide variety of topics designed to help orient the new executive to his role in the community and to the Scout organization. "We hope it gives a brand new executive an opportunity to identify with Boy Scouts of Canada," says Riddell. Some of the topics covered are: community relations and the role of the Scout executive, a general introduction to management, the general philosophy of Boy Scouts of Canada, and very extensive program orientation that covers the **why** as well as the what of Scout methods and operations.

Personnel Services arranges for other training and development courses, too, as the need arises. In his travels around the country, Jim Riddell tries to find out from staff members what **they** want in the way of training courses. Feedback from the yearly performance reviews that every executive goes through helps, too, in determining what kind of courses should be offered. An executive and his immediate supervisor together decide if more training is wanted or needed. "It's our view that training is really the responsibility of a man and his supervisor," says Riddell. "After that first

course, we don't have any compulsory training courses, but we're here to help make training opportunities available if an executive wants them."

"If someone feels he could use more training in a certain area, we either help set up a course if there's sufficient demand for one, or encourage the executive to take it at an outside source. For instance, a group of men indicated they'd like to learn more about financial management, so we've set up a course for them in Edmonton this fall. On the other hand, a few men in Ottawa have indicated an interest in learning French, so we've simply arranged for them to attend courses that are available from the federal government or Carleton University."

Personnel Services also is involved in another area of executive development--that which furthers a man's career with Boy Scouts of Canada through promotion or transfer from one council to another or to National Headquarters. This part of the Service's job generates a lot of activity. In the four years between the National Staff Conferences of 1964 and 1968 over half of the staff had taken different jobs within the organization.

And along with all the other activities, the Director of Personnel Services and the National Personnel Committee are constantly reviewing the medical and life insurance schemes, salary scales and pension fund management to make sure that the packages are as up-to-date as possible and the best available for the money.

Like most of the other NHQ services, Personnel Services works with a committee on all aspects of personnel policies and operation. The National Personnel Committee is made up of six men with experience in different areas of personnel administration. One member of the committee, for example, is a financial expert who advises on matters of salary and pension fund administration; another member's experience lies in the area of training and development. The chairman of the present committee is C.R. Patterson, the Director of Emergency Measures Organization for the federal government.

Personnel Services is just what its name says it is--services for all the people employed by Boy Scouts of Canada. Maybe you're interested in becoming one of those people--a large number of BSC professional staff are former volunteer leaders. More information about employment with the national organization can be obtained from your nearest Scout office or by writing to James Riddell, Director of Personnel Services, here at National Headquarters. ■

Religious Calendar

September 1, 1969 - August 31, 1970

It is an accepted principle in the Boy Scout Movement that Scouting events will be arranged so they do not conflict with the religious obligations of Scouts and Scouters. This calendar lists important dates observed by various religious denominations and is produced to assist those planning Scouting events to avoid scheduling training courses, week-end camps and conferences which would interfere with the religious obligations of members.

PROTESTANT AND ANGLICAN

1969

Oct. 13	Thanksgiving Services
Nov. 1	All Saints Day
Nov. 30	Advent Sunday
Dec. 25	Christmas Day

1970

Jan. 1	New Year's Day
Jan. 6	Feast of the Epiphany
Jan. 19-26	Octave of Unity
Feb. 11	Ash Wednesday
Feb. 22-Mar. 1	Scout-Guide Week
Mar. 22	Palm Sunday
Mar. 22-28	Holy Week
Mar. 27	Good Friday
Mar. 29	Easter Day
Apr. 23	St. George's Day (Patron Saint of Scouting)
May 7	Ascension Day
May 10	Christian Family Sunday
May 17	Whitsunday or Pentecost
May 24	Trinity Sunday

1. Protestant and Anglican boys are taught to say morning and evening prayers and grace before meals. They should be given every encouragement to follow these practices on Scout activities.

2. Provision should be made at camp for all boys to attend services of their own denomination if possible. If not possible, a service conducted by the Scouters and boys, of a character acceptable to the denominations participating, should be carried out.

3. Efforts should be made to obtain the services of ministers of various denominations to conduct services for their own Scouts on Sundays as an alternative to the above.

4. Scout events should not conflict with major religious festivals, nor interfere in any way with the regular religious obligations of any Scout.

ROMAN CATHOLIC

1969

Nov. 1	Feast of All Saints
Nov. 30	Advent Sunday
Dec. 8	Feast of the Immaculate Conception
Dec. 25	Christmas Day

1970

Jan. 1	Octave of Christmas - New Year's Day
Jan. 4	Feast of the Epiphany (closest Sunday)
Jan. 19-26	Week of Prayer for Christian Unity
Feb. 11	Ash Wednesday
Feb. 22 or Mar. 1	Scout-Guide Sunday
Mar. 27	Good Friday (see also note 5)
Mar. 28	Holy Saturday
Mar. 29	Easter Sunday
Apr. 23	St. George's Day (Patron Saint of Scouting)
May 7	Feast of the Ascension (closest Sunday)
May 17	Pentecost Sunday
Aug. 15	Assumption of Mary

*Holy Days, when all Catholics must take part in the Mass.

**See note 2 below, re penitential discipline.

***This is a holy day in the U.S.A., but not in Canada. Catholic Scouts are obliged to take part in the Mass if they are in U.S.A. American Scouts do not have this obligation if they are in Canada.

IMPORTANT

1. **Sundays and Holy Days** - Catholic boys are obliged to take part in the Mass on these days. A Scouts' Own does not fulfill this obligation.

2. **Penitential Discipline** - The Bishops of Canada have altered the regulations governing the practice of penance in Canada; but the need for self denial remains. The new law still obliges Scouts to choose some form of penance during Lent and on Fridays of the year.

3. **Confession** - One Saturday of each month is usually confession day for the Catholic boy. Enquire about this before planning a weekend or overnight camp.

4. **Prayer** - A Catholic boy is taught to say morning and evening prayers every day. A reminder of this will be helpful to the Catholic Scout.

5. **Good Friday** - Avoid hikes and Scout activities involving Catholic boys on this day.

Further Guidance - Consult a priest from the local parish, diocesan or district chaplain when in doubt about anything of a religious nature concerning Catholic Scouts.

1969-1970

CHURCH OF JESUS CHRIST OF LATTER-DAY SAINTS

1969

October	Meeting of LDS Canadian Scouting Relationships Committee
October	Parents' Night in Troop Meeting

1970

February	Scout Sunday Observance
April	Annual Primary Conference
April	Meeting of LDS Canadian Scouting Relationships Committee
May	Commemoration of Restoration of the Aaronic Priesthood
June	Annual MIA Conference
June	Explorado
August	Program Planning Month

It is the desire of the church that Scout troops sponsored by the church do not schedule or participate in events that occur on Sunday. The same principle applies to Scouts of the church who are members of other groups. This includes travelling to and from camp on Sunday. The doctrine of the church teaches boys that they have a "Duty to God" obligation that requires their presence in meetings on Sunday in the wards and branches.

Special Note

The first Sunday of each month, with some exceptions, is Fast Sunday, when members abstain from eating for two meals.

A representative of the Primary Association, which is responsible for Cubbing, and a representative of the Young Men's Mutual Improvement Association, which is responsible for Scouting, will be in attendance at one regional seminar each year in each stake.

Scout executives and local council leaders should contact the chairman of the stake Scouting committee in each stake and mission presidents in areas not covered by stakes in matters of relationships and co-operation between the church and the Boy Scouts of Canada.

SPECIAL ORTHODOX OBSERVANCES

The Orthodox Observances carry two dates. The first date is the observance of those Orthodox churches using the Gregorian (new) Calendar, which is the same as that used by most other churches. The second date is that used by those Orthodox churches which conform to the Julian (old) calendar.

Orthodox dates were not available at press time.

JEWISH

1969

Sept. 13-14	Rosh Hashanah - Jewish New Year
Sept. 22	Yom Kippur - Day of Atonement, devoted to fasting and repentance
Sept. 27-28	Sukkoth - Tabernacles. Harvest Festival
Oct. 4-5	Concluding days of Sukkoth
Dec. 5-12	Chanukah - Dedication days - commemorating the victorious struggle of the Maccabees for religious freedom (see note 2)

1970

Mar. 22	Purim - Feast of Lots (see note 2)
Apr. 21-22	Passover (Pesach) - Commemorating the liberation of Israel from Egyptian bondage.
Apr. 27-28	Concluding days of Passover
June 10-11	Shavuoth - Pentecost. The giving of the Ten Commandments on Mount Sinai.
July 11	Fast of 17th of Tammuz
Aug. 1	Fast of 9th of Av
	Major Feasts.

Notes

1. All Holy Days begin at sundown on the evening previous to date given and end at sunset of the given date.
2. A special day in the Hebrew Calendar whose observance does not interfere with regular activities.
3. When there are ten or more Scouts of Jewish faith at camp it is customary to arrange a religious service for them on Friday evening before sunset and Saturday morning. A rabbi or a Scouter may conduct the service.

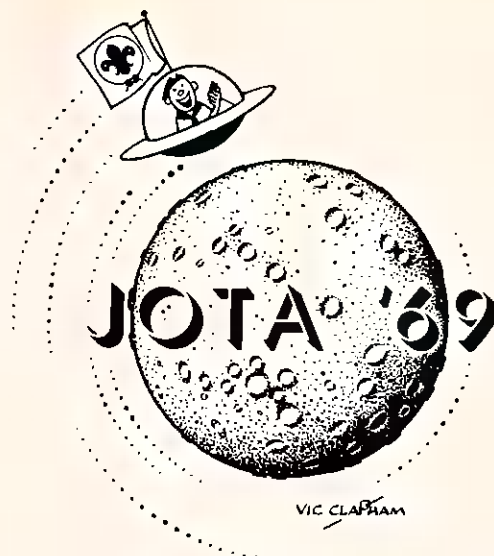
OTHER SPECIAL DATES

1969

Sept. 1	Labour Day
Oct. 13	Thanksgiving Day
Oct. 24	United Nations Day
Nov. 11	Remembrance Day
Nov. 30	St. Andrew's Day
Dec. 8	Conception Day (Quebec)

1970

Feb. 6	Accession of Queen Elizabeth II (1952)
Feb. 22-Mar. 1	Scout-Guide Week
Feb. 22	Baden-Powell's Birthday
Mar. 1	St. David's Day
Mar. 17	St. Patrick's Day
Apr. 21	Birthday of Queen Elizabeth II (1926)
Apr. 23	St. George's Day
May 10	Mother's Day
May 15	Citizenship Day
May 18	Victoria Day
June 21	Father's Day
June 24	St. John Baptist Day (Quebec)
July 1	Dominion Day
Aug. 2	Civic Holiday



12th JAMBOREE ON-THE-AIR OCT. 18-19 1969

WORLD SCOUT FREQUENCIES:

80 meter band -	3590 khz CW
	3740 khz Phone.
	3940 khz U.S. plan
40 meter band -	7090 khz Phone.
20 meter band -	14090 khz CW
	14290 khz Phone.
15 meter band -	21140 khz CW
	21360 khz Phone.
10 meter band -	28190 khz CW
	28890 khz Phone.

Call letters for Boy Scouts of Canada national station
- VE3-SHQ

The booklet "Getting the Most from the Jamboree On-the-Air" is available from Information Services at Canadian National Headquarters.



We have now extended the range for **Venturer jackets** to include sizes 44 (45-644) and 46 (45-646).

Introducing "**Games for Cub Scouts**" (catalogue 20-665, 75c). Designed for Pack Scouters -- includes over 300

games on running, jumping, climbing, lifting, balancing, creeping, crawling, bending, yelling and hiding quietly -- practically every Cub activity. A Pow Wow Series book by Boy Scouts of America.

The following **new dealers** have been appointed:

Curley MacKay & Sons, Brandon, Manitoba;

Jack Fraser Store, Shoppers World Mall, Highway 10 at Steeles, south of Brampton, Ontario.

The situation regarding **boys green drill shirts** is back to normal.

Most backorders for **leaders grey shirts** have now been filled -- we hope there will be no delays in future.

There is still nothing to report on **Venturer tan shirts** -- we are working hard on this matter ■



Quand
(when)
mon directeur
(my) (leader)

voit les
(sees) (the)

nouveaux
(new)

écussons
(crests)

pour Scouts
(for) (scouts)

naturellement
(naturally)

il pense à
(he) (thinks) (of)

GRANT EMBLEMS



STANLEY A. GRANT LTD

134 Park Lawn Rd Toronto 18/255-3421

Yours on request

A colourful and interesting folder, "Some Answers to Questions About Emblems," is available free of charge to all Scouters. Why not write for yours today at the above address.

Games, Skits and Stunts For The Campfire

In addition to songs, a good campfire program includes stunts, skits and games as well, to make sure that every boy, even the one who is tone deaf, has a chance to participate. The best idea, of course, is to encourage your boys to develop their own original material, but the games and stunts listed below can be used to get them started.

Next month this page will revert to its usual format with a column of songs from Nova Scotia and a column of outdoor games.



CROSSED AND UNCROSSED

Tell a few boys the secret of this game ahead of time so you'll have help in playing it. Players are seated around the campfire. Begin the game by passing two sticks to the boy on your right, saying "I pass these crossed" or "I pass these uncrossed," depending on whether or not your legs are crossed, **not the sticks**. The boy receiving the sticks says "I receive these uncrossed, I pass them crossed," again according to the position of his legs. On each pass, say whether the boy is right or wrong in his statement. Keep playing until all players catch on.

GLADIATORS

This game is very simple in principle and provides lots of hilarity for the spectators. It's a bit rough, but not dangerous. Choose two participants, of equal size and weight and station a line of big boys between them and the campfire as a safety feature. Give one boy a huge cloth sack or double blanket and the other about 15 feet of soft $\frac{1}{2}$ -inch rope. The object is for one player to either wrap his opponent up in the blanket, or if his weapon is the rope, to tie his opponent up so completely that he can't wave an arm.

SHADOW PLAYS

Amusing pantomimes can be made using a white sheet or cotton cloth as a screen on which shadows of the actors are shown. Stretch the sheet tightly to make the screen and put a single bright light behind it — there should be no other light source. Here are a couple of skits that can be effectively adapted as shadow plays.

1. A visit to the dentist — This scene can be done entirely without dialogue, but sound effects will add a lot to its presentation. The scene opens with the dentist sharpening his tools (chisel, drill, saw, etc. — anything that can be borrowed from a carpenter or plumber). The patient comes in pointing to a badly swollen jaw (a pad of cloth taped on). The dentist goes to work on him with all his tools, some of which he loses inside the patient's mouth; then fishes for with a hook and string until he recovers them. The patient yells and flails his arms and legs to express pain. Eventually a huge papier-mâché or cardboard tooth is extracted.

2. The Operation — This needs a patient and two doctors, who prevent the patient from escaping during the operation. The doctors use a variety of garden implements and carpenter's tools for the operation. A leg (plywood) is sawn off and replaced. The patient's head (a cardboard profile or balloon) is removed. All kinds of things are removed from this midsection — a bottle, a pair of scissors, a basketball, a string of stuffed stockings. Eventually the operation ends, the doctors sew up the patient (using a knitting needle with a long piece of wool attached), put him on a stretcher and exit, dropping the stretcher once for good measure on the way out.

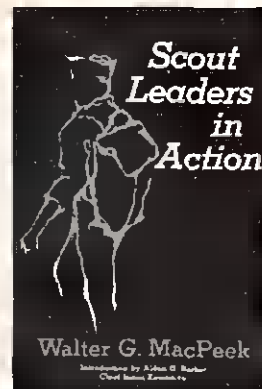
FOR AN ADVENTURE IN EATING, WHY NOT TRY:

FREEZE-DRIED MEATS
FREEZE-DRIED VEGETABLES
FREEZE DRIED FRUITS
MAIN DISHES WITH FREEZE-DRIED MEATS
LARGE PACKS OF FREEZE-DRIED FOODS
SANDWICH MIXES
EGG DISHES
MISCELLANEOUS ITEMS

FOR A FREE COLOUR BROCHURE AND ORDER FORM, WRITE TO:

FREEZE-DRY FOODS LIMITED

579 Speers Road
Oakville, Ontario, Canada



SCOUT LEADERS IN ACTION

by Walter G. MacPeck

An indispensable guide for Scout leaders, prospective leaders -- anyone interested in Scouting. Using forceful, human-interest illustrations from his own experiences, the author demonstrates those values which the Scout leader works to develop in every Scout.

For all leaders who have wondered how to instill ideals in boys, and then how to help them understand and attain their personal goals. Indexed. (Abingdon) \$3.75

Order from your local bookstore or Supply Services, NHQ.
G. R. WELCH COMPANY LIMITED, TORONTO 18

To start this sketch the leader introduces the characters, and each one identifies himself by his appropriate noise.

1. The King with a terrible temper: When he is mentioned the whole group shouts and bangs on tinware and crockery.
2. Daughter of exceeding stoutness: (boy grunts loudly.)
3. Daughter of exceeding thinness: (boy moans in falsetto voice.)
4. Daughter of exceeding beauty: (boy gives out with a loud enthusiastic whistle.)
5. Prince: (boy says, "Ah, ha.")

The sketch is then read or recited by the leader, and all the actors come in with their proper parts or action whenever mentioned.

"Once upon a time there was a King with a terrible temper (group chorus) who had three daughters... one of exceeding stoutness (grunt), one of exceeding thinness (moan), and one of exceeding beauty (whistle).

"To this King with a terrible temper (group chorus) there came a charming young Prince (Ah, ha) who courted one of his daughters; not the one of exceeding stoutness (grunt), not the one of exceeding thinness (moan), but the one of exceeding beauty (whistle). But then the King with a terrible temper (group chorus) got mad (very loud group chorus).

"But the charming young Prince (Ah, ha) married, not the daughter of exceeding stoutness (grunt) nor the daughter of exceeding thinness (moan) but the one with exceeding beauty (whistle). And so the King with a terrible temper (group chorus) forgave his beautiful daughter (whistle) and the charming young Prince (Ah, ha), and they lived happily ever after."

WEIGHT-LIFTING

We don't know why this works, but it does. One boy (the bigger, the better) comes into the campfire circle and sits on a stool or log. Four boys try to lift him using only the index fingers of their two hands. One boy under each armpit, one under each knee. They can't lift their victim. Then each boy in turn places his left hand on the victim's head, one above another, then right hands similarly until all eight hands are on top of the victim's head. They press down firmly for 20 seconds, then try to lift the victim again, using only their index fingers as before. This time it should work (we hope!). Note: Make sure the boys are well back from the campfire when they try this stunt — the victim sometimes falls over with surprise. For the stunt to work, the interval between pushing down on the victim's head and trying to lift him must be as short as possible. Too much of a time lag and the stunt doesn't work.

JACK'S ALIVE

Put one end of a stick (or a cork fastened to a stick) into the fire until it starts to burn. Put out the flame, leaving a glowing ember. Start the stick at one point in the circle of boys. Each boy must blow once on the ember and pass the stick to the boy on his left saying "Jack's alive" as he does. The ember stick is moved rapidly around the circle until it finally dies out. When the ember dies, the boy who is holding the stick at the time must make a black mark on his face with the burned end. Relight the stick and start again.

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*Aug Sept 1968
June July 1969*

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Articles: 55th Annual Meeting Jun-Jul 11; Beating the Bush with Bikes May 4; Boy Scout Today Couldn't Make it in My Day in '29 Jan 10; But, Judge, What Is Proper Discipline Sept 4; Champ Fights Again, The May 6; Difficult Art of Being a Parent, The Jan. 4; Drownproofing Can Save Your Life May 16; Flare Square -- Scouting at the Stampede Jun-Jul 4; High Rise Scouting Dec 4; How to Talk with a Boy, Part I Nov 4, Part II Dec 8; Jamboree in the Midnight Sun Nov 20; John Gyles -- His Ordeal Re-lived by N.B. Boy Scouts Mar 4; Perilous Brink of Manhood, The Feb 6; Rovering To...? Feb 10; Scouting as a Career Jun-Jul 16; Scouting in the Sun Mar 8; Scouting on the Screen Jan 8; So Now You're a Chairman Feb 6; So You Are on a Committee Part I Dec 6, Part II Jan 6; Summer Crafts Program, A Apr 6; Sup-

pliers to Scouting Apr 8; Teen Fun Formula Apr 4; Telling the People May 8; We Want You to Meet...the Provincial Commissioners Part I, Oct 6, Part II Nov 6; Where the Action Is Feb 8; Which Road to Take Apr 16. **Camp Fire Songs:** Aug-Sept 19; Oct 15; Nov 9; Dec 21; Jan 21; Feb 19; Mar 21; Apr 21; May 21.

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Letters to the Editor: Aug-Sept 21; Dec 23.

Miscellaneous: A Birthday Message from Lady Baden-Powell Feb 24; Brotherhood Fund Jan 24; Challenge

'Em to Grow Aug-Sept 15; Religious Calendar 1968-69 Aug-Sept 24; Religious Calendar 1969-70 Jun-Jul 18; Scouting with the Handicapped Nov 19.

Program Ideas & Handicrafts: Beating the Bush with Bikes May 4; Bike Fun Aug-Sept 23; Block Printing Mar 18; Challenge 'Em--To the Campfire May 11;--with Camping Skills Apr 11;--to Give the Gift of Self at Christmas Dec 13;--to Our World Mar 11;--to Practice Brotherhood and Citizenship Feb 15;--to be Ready for Trouble in Many Shapes Nov 11;--to Rugged Activity Oct 11;--to Winter Fun Jan 11; Coded Messages with a Buzzer Mar 15; A Craft Cupboard and How to Use It Jun-Jul 6; Handicraft Mosaics Oct 18; A Handy Circuit Tester Dec 18; Robber Beware! A Portable Burglar Alarm Apr 18; Scouting with the Handicapped Nov 19; A Secret Electromagnetic Lock Jan 18; A Simple Speedy Electric Motor Feb 21; The Sport of Orienteering Part I Aug-Sept 8, Part II Oct 22, Part III Nov 16.

Scouter's Bookshelf: Aug-Sept 27; Dec 20; Jan 15.

Scouts '68: And Away We GO Aug-Sept 4.

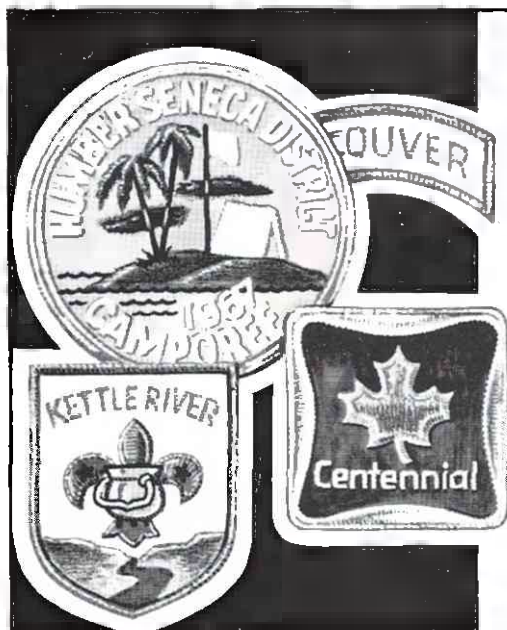
Scoutscope: Oct 23; Dec. 17; Mar 10; Apr 20.

Supply Services News: Aug-Sept 26; Oct 10; Nov 15; Dec 17; Jan 23; Feb 14; Mar 20; Apr 20; May 3; Jun-Jul 20.

Tell the People: Oct 3; Nov 3; Dec 3; Jan 3.

Venturers: Beating the Bush with Bikes May 4; A Coming Attraction--1st National Venturer Conference Dec 10; For What It's Worth Mar 6; It's a Fact Aug-Sept 12; Let's Tell It Like It Is About Venturing Jan 16; a Matter of Principle May 18.

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