A Unique and Alternative Venue for ScoutReach –
A Cub Scout Level Program in the Regional Jail

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THESIS APPROVAL FORM
HEAT OF VIRGINIA COUNCIL, BSA

Thesis:
1. Completion of a thesis on any topic of value to scouting in the local council.
2. The topic and final paper must be approved by the Council Commissioner or Assigned Assistant Council Commissioner, or the Dean of the Doctorate Program and the Staff Advisor for Commissioner Service

Title of the Thesis: A Unique and Alternative Venue for ScoutReach –
A Cub Scout Level Program in the Regional Jail

Hypothesis of the Need/Problem: This program will increase the number of units in the council; increase membership; provide an ongoing relationship between incarcerated mothers and their sons; and provide a rehabilitation incentive for the incarcerated women who qualify for the program.

Description of Thesis Goals: This thesis will set forth the basic requirements for the stated program to include Council/District support & funding, local/governmental support & sponsorship of the program; inmate qualification criteria; volunteer/inmate organization & responsibilities. In addition it will show areas of benefit not only to scouting in general, but also to the community in general and specifically to the women and children involved directly.

Expected Benefits to the Council: Increased unit count and an ongoing venue for ScoutReach; increased membership; an additional area for constructive service in the community.

Candidate Name: DENNIS PUPA

District: Monticello Dist / SIAC Position: Unit Commissioner

Approvals:

Approval of Dean of the Doctorate Program or Council Commissioner: APPROVED DISAPPROVED

Signature: [Signature] Date: 6-6-11

Approval of Council Staff Advisor: APPROVED DISAPPROVED

Signature: [Signature] Date: 6-6-11

If Disapproved, state reasons for disapproval and suggestions for improvement:
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THESIS INTRODUCTION

In today’s society there is a continuing and ever-growing need to reach out to urban “at risk” youth, rural youth and youth in highly concentrated ethnic communities in our inner cities and in our agrarian country sides. The Boy Scouts of America’s Multicultural Markets program (formerly ScoutReach) takes a non-traditional approach to taking the Scouting program into the inner city, rural and highly ethnic areas. From the program’s inception in 1998, one of the goals of the program has been to search out opportunities to bring Scouting’s values to those youth who, for whatever reason, do not have the opportunity, knowledge or wherewithal to search out the program on their own.

Statistics have shown that the rate of crime and the number of incarcerated women has increased in each of the last ten years and that this trend continues to climb upward 1. The number of incarcerated women with school age children has also increased and continues to grow as well. These children, particularly school age boys, are separated from their mothers and have very limited visitation with them. These visits rarely allow time for mother-son bonding or the opportunity for mothers and sons to work together, side by side, on activities and skills that both educate in general and also instill strong family, cultural and community values.

There exists today a great void in the area of program development, implementation and continued existence of programs dedicated to bringing together incarcerated parents and their children in an environment other than the sterile and clinical historic “visitation” at facilities today.

1 Wikipedia.com, Crime Rate in America
Management and governing bodies of incarceration and correctional facilities have said that such programs are of extreme benefit. If developed on the outside, they can and should be brought into their facilities.

Various experimental and on-going programs around the country that allow inmates to visit and simultaneously work with their children show benefits to the inmates themselves, their families and the community as well. Rehabilitation time has been shortened and inmates leave the institutions with higher personal values and goals and are less likely to return.

The number of programs is small due to their unorthodox structure and program nature. Once the benefits of such programs are realized, both theoretically and in reality, they may become greater in number and more wide spread. The success in establishing and maintaining such programs is highly dependent on Council, local government, the community and individual support. Success also depends on finding, training and putting in place qualified and dedicated volunteers to implement and over-see the programs.

It will become clear throughout this thesis that the programs outlined herein

- Are easy to develop
- Are easy to implement
- Are relatively inexpensive to operate and maintain
- Are of great benefit to several levels of society and individuals

These programs should be highly welcomed by all involved both directly and indirectly.
PURPOSE

Local Boy Scout Councils will be able to utilize this thesis as a “cook book” plan for initial discussions, tacit Board approval, and initial research/development of programs in local incarceration and correctional facilities. Programs are identical for both male and female parents of school age boys. This thesis can be used by volunteer leaders to understand the critical need and subsequent development and implementation of these programs. Volunteers can use the knowledge gained from this thesis to make personal contact with other volunteers around the country to discuss and share ideas, plans, and experiences with such programs.

This thesis will explore the possibility and overall benefit of taking the ScoutReach program into a unique and somewhat unorthodox scouting venue – a regional jail. This thesis will set forth:

- basic requirements for Council/District support and funding
- local governmental support and sponsorship of the program
- inmate qualification criteria
- volunteer and inmate organization and responsibilities
- model weekly programs
- youth advancement and award criteria

In addition it will show areas of benefit to:

* Scouting, the Council and the District in general in terms of increased number of units and increased registrations
* the community in general through education, self awareness, and self esteem of both the youth and the women involved

* the women and children directly involved in the program – specifically through behavioral incentives, increased family values, education in community awareness and citizenship, self worth, goal setting and attainment and individual recognition by peers.

In the final analysis, this thesis is a recommendation for the Council to move forward in the development and implementation of a plan to establish and maintain a ScoutReach program in the Charlottesville-Albemarle Regional Jail, for second through fifth grade boys of incarcerated mothers or fathers.
THE NEED

In today’s society several needs exist that can be addressed through the program being outlined in this thesis. These needs exist in our residential communities, in our local Boy Scout Councils and among both youth and their parents. These needs are not unique to isolated pockets of society. They are common across our great nation, in every community, across all socio-economic strata. They know no ethnic or religious boundaries.

Group programs dedicated to teaching skills, citizenship and family values need to stay fresh and up to date, increase or maintain membership, and spread geographically into new areas. Communities need to grow economically and socially through reform and rehabilitation of their facilities and residents. American families need to form and/or strengthen family bonds and family values. Most of all, children and parents alike need to:

1. become aware of personal, family, and community problems and their solutions,
2. become aware of programs that can fulfill the need, and
3. become part of such programs.

Succinctly put, these needs are:

1. Reform and rehabilitation of inmates in jails and prisons
2. Education on good citizenship, social skills and family values
3. Spread of the Boy Scouts of America into areas of need
4. Increased local Council units and membership
While the program outlined in this thesis will not and cannot by itself satisfy these needs in full, it will address them both directly and indirectly if implemented within a local Boy Scouts of American Council. The individual needs of youth and parents will be addressed through education and one-on-one hands on skills and activities. The program will act as an incentive to incarcerated inmates with the immediate reward of additional visitation time with their sons and the indirect benefit of establishing a basis for reformed behavior. Boys will be taught new skills that they might not have otherwise learned without the program.

The programs, in and of themselves, are only one of many parts of a puzzle that, will result in the beginnings of solutions to current problems. The programs are the beginning of the foundation of preventing future problems. Programs must have the necessary support for forward movement and continued success.
THE SUPPORT

Earlier it was suggested that establishing the program outlined herein is only one part of the puzzle. To achieve success, the program must have support mechanisms in place prior to implementation. This support comes from several sources:

1. The local Boy Scouts of America Council and District
2. The Local Government, Sheriffs, Chiefs of Police, Jail/Prison Officials
3. The Community
4. The Program Volunteers
5. The Local Boy Scout Council Benefactors

The Local Council

The local Boy Scout Council should receive a proposal in the form of a written document or a computerized presentation that outlines the need, the support required, and the benefits of such a program. This is the first step in seeking approval and support.

The Council must commit to the following:

1. Funding of the program
2. Direct Support of Council Staff as needed
3. One Council professional to act as the focal point of the program
4. Securing and retaining volunteers to actually run the program
In an interview with the local Council Executive and through his answers to an emailed questionnaire, he has made the following general statements with regard to Council support for such a program:

1. “Providing the interaction with youth of incarcerated parents provides for some normalcy that other youth and parents would take for granted. Under the circumstances, this is a win-win for everyone.”

2. “This [program] would be very beneficial to a group of youth and adults we have not been able to properly serve in the past.”

3. “Yes,” when asked if the Council would approve of and provide support to such a program.

Local Government

As the program is outlined, it will take place in a special venue -- a local jail, a county jail, a holding facility, a regional jail or a prison. Support and approval of such a program must come from local government and in particular the person or department specifically charged with operation of such a facility. Approval and support will be unique to the specific area (city, county, state, federal government) in which the program will be implemented. Because laws and politics vary from area to area, the decision makers in the facility should be identified. Once identified, they should be approached by a small group of two or three people – these should include: person who is proposing the program or will ultimately be in charge of the program, and the Council Executive or District Executive, and the Council President. An outline of the program should be sent in advance, and a formal written proposal or computerized presentation should comprise the basis of the meeting.

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2 see Appendix A: Local Council Scout Executive Questionnaire
Law Enforcement

Local law enforcement groups can already see both the current and future benefits to a program that brings inmates together with their sons in an institutional environment. A spokesperson for the local Regional Jail with duties and responsibilities for inmate programs has said that such a program would be welcomed and supported by all those involved with operation of the facility. In addition, a local police department chief has also made it very clear that such programs are needed as an adjunct to existing rehabilitation programs and would be of tremendous benefit not only to current correctional programs, but also, upon release, to the inmate, the inmate’s family and the local community. The chief stated that, without a doubt, his entire department would support this program. In an interview he said, “The city is committed to programs that provide preparation for prisoner re-entry into the community and positive behavioral performance of youth.”

The Community

The community by and large will not be aware of the program, except through word of mouth and press publicity. Programs involving private organizations such as the Boy Scouts of America and facilities using taxpayer money often times come under harsh criticism. The local Council and local government must be prepared to address this issue through official coordinated statements. These statements should show that no additional tax money is going directly into the program and the entire cost is being underwritten by the Council and benefactors. The statements should emphasize the progressive nature of

3 see Appendix B Questionnaire for Regional Jail Program Director
4 see Appendix C Chief of Police Questionnaire
the program and the social/moral reform and rehabilitation value of the program. The volunteers actually involved in administering and operating the program are one of the most integral parts of the program. Without knowledgeable and dedicated volunteers, this program cannot achieve success. When recruiting volunteers, the Council must emphasize willingness, flexibility, and most of all, ongoing availability. This program can only be successful through continuity. Because of its “customized” nature due to rules and regulations of the venue and the combined age groups, success from year to year can only be achieved through dedicated volunteers that are willing to commit to such a program on an on-going basis. These volunteers must be assured that the Council will provide the necessary education and training required for volunteers, financial backing, and program materials. Volunteers should be recruited in primary and secondary positions with back ups in place as needed.

Benefactors

As many of the youth involved in this program are “at risk” and come from lower income families, the Council will have to provide financial support for such things as books and other program materials, durable and non-durable supplies, refreshments, t-shirts, awards, patches, incentive/reward items, etc. Financial support is another integral part of this program and should be in place prior to implementation. Benefactors should be approached by Council professionals, Council Board Members or Council level volunteers for financial backing specifically earmarked for this program. Individuals, trusts and charitable organizations can be approached. Sister organizations such as the United Way may also be able to assist in some way. Without the financial backing of
benefactors in general, the program will lack the depth it needs to show the commitment of the Council.

All areas of support are critical to success. It cannot be emphasized enough, that the necessary support should be clear, visible and ongoing. Council must seek out and secure support from benefactors in all forms early on in the process of implementing the program. Without at least a commitment to funding already secured from benefactors and other sources, the implementation process should not proceed.
PROPOSED PROGRAM BENEFITS

Benefits to Youth

Benefits to the youth involved in this program are not listed in any particular order and while they are real, they are difficult to measure and quantify for specific instances and for specific individuals. Boys involved in this program will receive benefits in the following areas:

1. Family values, citizenship & religious beliefs, and physical fitness
2. Individual skills attained through specific activities
3. Parent-child bonding

The Cub Scout ScoutReach program incorporates ideals of spiritual and personal character growth, citizenship training and personal fitness. The Cub Scout Promise is a pledge of duty to God and family. The Law of the Pack is a simple formula for good Cub Scouting and good citizenship. The Cub Scout motto, "Do Your Best," is a code of excellence. Achievements toward rank advancement require manual dexterity, listening and observational skills, sharing of ideas and thoughts with friends and family and development of individual character traits. A very positive benefit of this program, unlike traditional Cub Scouts programs, is the parent-child bonding that is provided by the very nature of having mothers or fathers present at every meeting and mutually involved in every activity with his/her son.
Benefits to Inmates

Some of the benefits to the inmates involved in this program are similar in nature to those received by the youth. They are:

1. Parenting skills
2. Parent-child bonding
3. Family values
4. Personal rehabilitation
5. Increased self-esteem and self-worth

Parents can learn by observing others and through follow-up sessions with institutional professionals. These skills can be taken forward upon release and practiced daily. The program venue and structure in and of themselves provide a specific opportunity for parent-child bonding in that the inmates themselves act as both den leaders and parent partners for their sons. In the meetings themselves, as well as in follow-up sessions, the inmates can see and experience being part of the building of family values. Along with parenting skills, these family values can be taken forward after release and nurtured and passed on to their children. All these benefits combine to build part of a strong personal rehabilitation for the inmate. Seeing the benefits of the program to both themselves and their sons, the inmates are able to increase and improve their self-esteem and develop a new and stronger feeling of self-worth.

Benefits to the Community

While far reaching, the benefits to the community from this program are real, but virtually unquantifiable. It is presumed that the program has been an integral part of
teaching the inmate new parenting skills, developing new and improved family values, improving self-esteem and giving them more self-worth. With these new positive values, the released inmate is presumed to be rehabilitated and will not become a repeat offender. This benefits the community in a lower crime rate from both released inmates and their children as well. The benefits in this area not only apply to the boys involved in the program itself, but their siblings and friends as well. This is believed to be a very positive and far reaching benefit. With fewer repeat offenders, law enforcement benefit as well, particularly in the area of correctional facilities and law enforcement personnel.

Benefits to the Council

The benefits to a ScoutReach program in the regional jail will benefit the local Council in the following areas:

1. Increased inroads to community presence
2. Positive image in the community
3. Increased number of units
4. Increased membership

The Boy Scouts of America is not always viewed in the most positive light. The success of such a program will be noted and brought to public light by all supporters, and have good positive press for Scouting and its members, particularly in this program. The BSA will have popular positive images in the community dealing with adult inmate rehabilitation and youth advocacy, as well as a “partnership” with law enforcement, local government and neighborhood groups. New units can be added within the council for ScoutReach groups for boys of school age who have incarcerated mothers as well as
incarcerated fathers. Because it is being suggested that the programs begin at the Cub Scout level, it is implied that as these boys age out of the Cub Scout program, they can easily become members of a ScoutReach Boy Scout Troop, also at the regional jail. Thus the council will experience not only initial membership increase, but also future membership growth.

SUCCESSFUL PROGRAMS IN PLACE

This thesis is not the basis for an experiment nor a first time program of its kind. In fact a number of successful programs have been implemented by both the Boy Scouts of America and the Girl Scouts. These programs are operating successfully in various states. The Girl Scouts, as well as the Boy Scouts of America, have introduced such programs in Gatesville, Texas; Tacoma, Washington; Baltimore, Maryland and Seattle, Washington. The following have been taken from online Internet entries which came from an international Television Service, a major newspaper of significant circulation, and two local Boy Scout Council’s web sites:

“At Hilltop Prison in Gatesville, Texas, a unique Girl Scout troop – Troop 1500 – unites daughters with mothers who are serving time for serious crimes, giving them a chance to rebuild their broken bonds. Facing long sentences from the courts, the mothers struggle to mend their fractured relationships with their daughters.”

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“*Children of Incarcerated Parents* – Sons of mothers incarcerated at the Purdy Women’s Detention Center are provided an opportunity to have a Cub Scout program with their mothers at the detention center.” ⁶

“*SCOUTING BEHIND BARS, Program brings imprisoned mothers and kids together:* The members of Girl Scout Troop 7140 lined up at the prison’s metal detector, eager to start their meeting. After a security officer patted their jackets, a few of the girls ran toward the locked front door. They knew the way, past the razor wire and dining halls, to the gym. For some scouts, a visit to a prison would be a field trip or a community service project. But for Troop 7140, Maryland Correctional Institution for Women is their regular meeting place.” ⁷

“*SCOUTING; CHILDREN OF INCARCERATED PARENTS.* This program is designed for boys of incarcerated parents to attend weekly Boy Scout meetings with a local pack or troop and participate once a month with their parent at the prison. The goal of COIP is to enhance the parent/son bond through the monthly Boy Scout meetings, which are designed and conducted by the incarcerated parents and held by Chief Seattle Council staff and program leaders” ⁸

Programs have been implemented across the country by more than just a single youth organization. This is proof that communities and governments understand the need for and benefits of these programs. The benefits of these programs can be seen and experienced both immediately and long range.

In conducting research for this thesis, literally hundreds of references were found for programs that currently exist through the US Department of Justice, the US Department of Health and Human Services, community organizations for youth, State and local governmental programs for children of arrested/imprisoned parents, programs through religious or religion-based organizations, and youth advocacy organizations and

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⁶ YOUTH PROGRAMS: SCOUTREACH, web site of the Pacific Harbors Council, Boy Scouts of America  [http://councilspd.scouting.org/sitecore/content/Council612/Programs/Scout%20Reach.aspx](http://councilspd.scouting.org/sitecore/content/Council612/Programs/Scout%20Reach.aspx)

⁷ “Scouting Behind Bars”, by Laura Barhardt, staff reporter: March 5, 2006, The Baltimore Sun; Baltimore Sun Media Group, publisher, Baltimore, MD.

⁸ Scouting: Children of Incarcerated Parents; web site of the Chief Seattle Council, Boy Scouts of America; Seattle, WA;  [http://www.seattlebsa.org](http://www.seattlebsa.org).
programs. It would appear that the Boy Scouts of America and the Girl Scouts are the only two youth oriented organizations that have actually attempted, implemented and operated programs that provide for a one-on-one, personal, on-site program for the youth with their parents. Others merely provide mentoring, counseling, activities, and a common gathering place, without parental presence and participation.

CHARTER ORGANIZATION, CHARTER ORGANIZATION HEAD AND CHARTER ORGANIZATION REPRESENTATIVE

Charter Organization

With the program being presented here taking place in a unique venue like a prison or jail, it naturally therefore follows that the Charter Organization be the governing body of the facility. In most cases, that would be a city, a county, a state, or the head of the facility. In some special circumstances if the governing body wishes not to be the charter organization, then a small group can be formed calling themselves “Friends of _______” with assurances from the facility that they will, at minimum, provide a place to meet. With this being a very unique program in and unto itself, the Charter Organization being inside or outside the facility is of little consequence.

Charter Organization Head

The Organization Head should be the administrative head of the facility – warden, superintendent, etc. or the head of the governing body of the facility – Chief of Police, Sheriff, etc. For such a unique and specialized program, the head of the administrative body, because of personal workload, may want to designate someone else from within the
administrative body to be the Organization Head. Some times, the governing body may be a board or committee, such as a board of commissioners. In that case, the group should appoint an Organization Head from within the group. The Organization Head should send periodic reports to the volunteer leadership confirming continued support by the Charter Organization, a commitment to providing the meeting place and supervisory staff.

**Charter Organization Representative**

The Organization Representative can be a member of the facility staff participating in the program or from the volunteer leadership. It is important to choose a person who has access to and has, or can develop, a good working relationship with the Organization Head. The Organization Representative will be the person acting as liaison between the program group and the Charter Organization. All administrative matters concerning the program should originate with the Organization Head and work down to the program volunteers through the Organization Representative. The Organization Representative should send periodic reports to the Organization Head telling the status of the program, the progress made by the boys, and the attitudes and feelings of the inmates involved, with recommendations as deemed necessary.

It might be noted here that choosing the Charter Organization, Organization Head, and Organization Representative should fall in line with the manner in which the facility fits into the governmental body responsible for the facility. In many cases, the facilities have personnel dedicated to inmate programs that can serve in these capacities. In fact, if such personnel do exist, it would make sense to search them out and recruit them into these
positions. With this program being unique in its operation and the venue in which it operates, it might be thought that choosing individuals to fill these positions may only be a formality. On the contrary, the success of the program depends in great deal on the understanding and support of the individuals themselves. Care should be taken by whoever is organizing the program (volunteer and professional) to assure that the most qualified individuals are approached and ultimately chosen.

SECURITY AND FACILITY REQUIREMENTS

Prior to any formal start up of a unit, a Council representative, preferably the District Executive, the key volunteer, and an appropriate facility representative should meet to discuss and officially formulate the security requirements of the facility. These discussions should include topics such as background checks, appropriate program materials, entry and exit to and from the facility, use of restrooms, appropriate attire, general conduct, etc. It is critical for all volunteers and youth involved to understand there are certain rules which must be followed to insure continued use of the facility, continued participation in the program, and above all, the continued operation of the program. It then becomes the duty of the facility to set forth these rules and prepare participants from the outside for inclusion in the program.

It would make sense for the key volunteer and the Organizational Representative to meet to discuss the long range plan of the unit to insure that materials and supplies to be brought into the facility are appropriate and approved. They should also discuss developing a formal procedure for bringing these materials and supplies into the facility.
This is could be a critical point for breakdown in the program. Failure to properly prepare for a meeting by securing prior approval for the activity and the materials and supplies needed, could result in cancelling a meeting. Meeting cancellations due to the failure of leadership to properly prepare will have a very negative effect on the people involved.

These two people, above all, need to understand and respect each other’s point of view when it comes to facility security and operations versus unit program and activities on a meeting to meeting basis.

A calendar of events/activities should be planned out in advance, at minimum 90 days in advance and covering the subsequent 90 day period, or even 90 days in advance and covering the next six months. While traditional Cub Scout Packs follow the school year for their program, supplementing it with summer time activities, the ScoutReach Cub Scout Pack at the correctional facility may want to consider a year-round program with accommodations for activities that take place outside the program, such as Cub Day Camp, family vacations, etc.

Because physical fitness is one of the key benefits to the general program, the key volunteer and the Organizational Representative should discuss use of the correctional institution’s fitness facilities, such as a gym or exercise room. This is where the Organizational Representative needs to be aware of the Charter Organization’s and/or the correctional institution’s personal liability plan covering personal injury. It may be necessary for the council, all volunteers, and the organizations involved to develop a
separate legal document covering personal loss and liability while involved in this program.

Youth participation requirements and approval also need to be determined and agreed upon prior to any formal start up of the unit. Both inmate participation qualification and youth participation should be determined. In particular, securing permission and a waiver of liability from each boy’s non-incarcerated parent or legal guardian may need to be on record prior to registering the boy in the unit. It is important that the volunteers involved understand what can *disqualify* an inmate or a youth from participation in the program.

At the time of the meeting(s) between these key people, there will no doubt be other issues that will be brought up and should be discussed and agreed upon prior to finalization of a new unit start-up. These meetings need to take place early on in the program and planning and development stages. Unforeseen problems can bring the entire program to a rapid conclusion and total failure.
PROGRAM FUNDING

Prior to approaching the candidate Charter Organization, the Council should discuss the extent of its funding of the ScoutReach program proposed herein. Funding decisions may depend a great deal on the nature of the organization. Cities, counties, and independent management groups may be concerned with spending tax money or public funding on such a program, while churches, youth advocacy groups and other charitable groups may or may not be in a position to support the financial needs of such an organization. Consideration should be given to full funding of the unit for a minimum of one year of operation, regardless of the source of funds.

Various sources of funding exist, including:

1. Charter Organization
2. Charitable Organizations
3. Families of the boys involved
4. Special Interest Groups
5. Benefactors
6. Special Fund Raising Activities

Every effort should be made by the Council and the volunteers involved to assure that full funding is available for at least one year of operation, in advance.

To determine the amount of funding needed, the volunteers involved need to discuss the program, program materials and supplies, transportation, activity fees, books, flags, banners, awards, refreshments and uniforms or uniform parts -- keeping in mind
that some of the boys involved may come from low income families. A full list of equipment and supplies should be developed. Payments and fees must be determined. Decisions on uniforms need to be made. A full budget should be developed, used and reviewed each month.

In addition, other programs, such as the United Way, being a sister organization of sorts to the Boy Scouts, may be able to assist in the funding of such units. Boys should definitely be encouraged to get involved in the Annual Boy Scout Popcorn & Peanut Sale. Other fund raisers can be developed and conducted with the assistance of the volunteers involved in the program.

Once funding is formalized it should be reviewed by someone at the Council level to assure accuracy, completeness and accountability. Finalization of funding is a milestone beyond which the program start-up should not proceed without final approval. Finalization of funding must include timely income to match critical expenditures and both primary and secondary income sources.
PROGRAM OUTLINE

Inmate Qualification for Participation

The volunteer designated as the group’s leader (Cub Master) should have a thorough understanding of the role of the volunteer leaders, the role of the inmates as adult leaders and the role of the youth. In addition, this group leader should have an in depth knowledge of how the program will be modified given the mix of age groups of the youth as well as time constraints and security provisions within the facility. This volunteer, along with a professional scouter, most likely the District Executive, should then meet with the Organization Representative to assist in formulating the qualifications for participation of inmates. In general, the following should be considered:

1. The inmate should have a son in second through fifth grade.
2. The inmate should have a minimum amount of time left on his/her sentence.
3. The inmate should evaluated by facility staff as being worth of participation.
4. The inmate should have a clean record of behavior within the facility.
5. The inmate should be serving a sentence for something other than child abuse or a sex offense.
6. The inmate should have a good relationship with his/her son.

Ultimately, the facility will have the final approval of inmates qualified to participate

Inmates’ Roles as Adult Leaders

1. Inmates should have a thorough understanding of the role of the Den Leader, as they will be filling this role during meetings.
2. Inmates should have advanced notification of the upcoming meeting’s activities so that they might have a short time to prepare and organize their thoughts and how they will accomplish their responsibilities during the meeting itself. This pre-meeting notification and information should be prepared by the volunteer leaders and passed through to the inmates by facility officials.

3. Inmates should become familiar with the meaning of and proper/timely use of Program materials.

4. “Sign’s Up” and the Spirit Candle as means of discipline during the meetings.

5. Inmates should be given full responsibility for the Opening and Closing ceremonies at each meeting. They should be familiar with, and have memorized such things as the Cub Scout Promise, the Law of the Pack, the Cub Scout Moto, Sign, Handshake and Salute. The volunteer head of the group should designate a key leader from among the inmates for each meeting and this position should rotate from week to week.

6. The key inmate should present the activity for the meeting and then along with the other inmates, assist in completing the activity or presenting the program as necessary.

7. Each inmate should be given responsibility to assure that his/her son is completing the requirements for advancement to include Achievements and Electives.

8. Periodically, the inmate will be involved in strictly a parental role during presentation of awards and rank advancement. At that time, a volunteer leader
will call forward the Cub Scout and his inmate parent. Awards and Advancement will be presented to the parent who in turn will present the award to his/her son.

**The Role of the Volunteer Leaders**

1. Prior to the first meeting with youth present, the volunteer leaders should meet with the inmate participants to educate them on the Boy Scouts of America rules & regulations and guidelines for conduct of leaders and youth. The volunteers should educate the inmate participants as to their role as Den Leaders and what will be expected of them. It should be explained to inmate participants how the program will benefit both them and their sons.

2. The volunteer leaders should, as a group, decide how and to what extent the program will be modified for this unique venue. Consideration should be given to the “program year” and how enough achievements and electives can be completed for the boys to receive awards and advancement. Modifications for individual meetings need not be considered for the entire year in advance as long as overall timing for the “program year” is taken into consideration.

3. The volunteer leaders should be responsible for providing any necessary program supplies and materials for each meeting. Facility officials must have a thorough understanding of the purpose of each individual weekly meeting, the activities in which the boys will engage along with their inmate parent, and the supplies and materials that will be brought into the facility. This is best accomplished several weeks in advance of each meeting and final approval received back from facility
officials as soon as possible. This is not a task that can be easily accomplished a
day or so before the meeting.

4. Volunteers should provide inmates with brief outlines of the upcoming meeting
with specific roles and responsibilities for accomplishing that week’s activity.

5. Volunteer leaders will act as supervisors and mentors to the inmate participants,
allowing the inmates to take the lead in running the meetings.

6. Volunteer leaders have final say in minor matters of discipline, interpreting the
BSA rules & regulations, all advancement requirements and fulfillment thereof by
individual boys.

Meeting Considerations

The following must be considered, discussed, and finalized prior to initiating the
program:

1. Frequency of meetings – given the uniqueness of the program, are meetings best
held weekly, bi-weekly, or other. The frequency of the meetings can be changed
once the program is underway and volunteer leaders and facility officials can
determine if the frequency is adequate.

2. Duration of meetings – depending on frequency of meetings and the extent of the
program for the year, consideration should be given to how long each meeting
will last. This will depend in great detail on a number of things, including inmate
availability, venue availability, time of day, facility personnel availability, etc. A
typical den meeting in a traditional group may last anywhere from 60 to 90
minutes. As with the frequency of meetings, the duration of meetings can be changed once the program is underway.

3. Meeting Venue – the facility should provide a meeting room(s) for the meetings. If program leaders decide that the meeting duration is sufficient and the facility has an area where games or sports can be played as part of the meeting, then venue can be multiple areas. It is important to decide if indoor, outdoor, and other areas will be used and receive proper approval from facility officials.

4. Meeting Pre-approval – it is critical that each meeting be pre-approved by facility officials. The volunteer leader acting as the Cubmaster should be responsible for documenting the activities and supplies/materials for each meeting well in advance for the facility officials’ consideration. Allow sufficient time for modification of a meeting activity if approval is not received.

**Weekly Program**

1. Participants should arrive at the facility together at the same time, or should gather outside the facility so that they can enter as a group (subject to rules and procedures of the facility).

2. If inmate participants are not in the meeting room when volunteers and boys arrive, the volunteer leader in charge should have a “gathering activity” available until the inmates arrive. This activity should keep the interest of the youth, but at the same time it should be something that can end without objection when the inmates arrive.
3. A volunteer leader should give a brief explanation of that week’s meeting activity and introduce the key inmate leader for the meeting.

NOTE: That week’s program activity, equipment and supplies and necessary support materials should be reviewed with facility officials at least two weeks in advance of the meeting to secure approval and to assure that what is planned adheres to facility rules and security procedures.

4. The key inmate leader will designate individual boys to perform an opening ceremony to include The Pledge of Allegiance and the Cub Scout Promise.

5. The key inmate leader will explain in detail the activity for the meeting and will see that supplies and materials are provided to the boys and get them started.

6. Each inmate will then assist his/her son with the activity.

7. Volunteer leaders will track progress and record completion of the activity by individual boys for the purpose of awards and advancement.

8. If a game is to be played, try to get inmates involved as well as the boys. If the inmates do not participate in the game itself, they should act as leaders, supervisors or judges/referees.

9. Both volunteer leaders and inmate parents are responsible for maintaining discipline throughout the meeting. Use of the “Spirit Candle” (if approved by the facility) and the purpose and meaning of “Sign’s Up” should be explained to the boys. Discipline incentives have often been used. One example is taking a small plastic soda bottle, drawing a line around the bottle at some point, and at the end of each meeting presenting one of the boys with 1, 2, or 3 marbles (depending on level of behavior and cooperation) to be placed in the bottle, and when the level of
marbles reaches the line (within several weeks) the boys will have a pizza party.

Any variation of this incentive can be used. Another means of discipline is the “Talking Feather”. Bring a fancy decorated feather to the meeting and designate it as the “talking feather”. Only the person holding the talking feather is allowed to speak.

10. Once meeting activity is complete, inmates should have the boys clean up and straighten out the room, assisting where necessary.

11. If refreshments are to be served, it is best to hold off until close to the end of the meeting. Refreshments are a privilege. They can be used as a discipline incentive. The key inmate leader for that week should then organize the boys for the closing ceremony, which should include recitation of the Law of the Pack. Many traditional Packs will also close with a prayer by one of the adults.

Achievements

1. The very nature of this program requires that the adult volunteers involved modify the rank requirements for Wolf, Bear, Webelos I and Webelos II.
   a. Weekly activities should be structured so that they are applicable to all boys from second to fifth grade and in such a manner that none are too difficult for the lower grade levels and at the same time are not too easy for the upper grade levels. This will require a significant amount of prior planning on the part of the volunteer adults.
b. The above statement implies that the actual number of requirements for each rank level may be reduced, but in should in no way “dilute” the overall meaning or effect of the requirements as a whole.

c. The above statement also implies that individual requirements and achievements be modified to be applicable to all grade levels involved.

2. It is extremely important that rank advancement modifications are documented by the adult volunteer leaders both on the modified rank advancement records keeping materials as well as in the boy’s books.

3. Advanced planning of the program activities as they apply to rank advancement should be conducted as a team effort on the part of the adult volunteers involved. A calendar of activities should be developed in advance, as “on the fly” modifications to rank advancement achievements and electives can cause chaos in record keeping.

4. The adult volunteer leader in charge must create a record keeping form(s) that can accommodate the recording of accomplishments by each boy at each meeting for his particular rank.

5. Once all requirements are fulfilled for a particular rank, and as boys complete other award requirements (such as activity pins and belt loops), an awards ceremony should be planned at least once each month.
YOUTH TRANSPORTATION

A very critical decision must be made by the group of volunteer leaders (along with input from the District and/or Council) as to transportation for the boys involved in this program.

There are various options when considering transportation. Because of the nature of the program being held in a secured facility with limited and extremely structured entry and movement within, the adult volunteers should consider the following areas:

1. Who provides transportation?
   a. The Individual family members
   b. The adult volunteers involved
   c. The Council

2. Should transportation be to and from a central pickup and drop off point?
   a. School
   b. Designated location
   c. Individual residences

Getting boys to and from meetings is critical. If attendance at meetings falls off and officials at the facility feel the program is losing it’s effectiveness and positive influence on either or both the inmates and the boys, they can easily and quickly end the program. This is an issue that must re resolved in advance of start up of the program.
CONCLUSIONS

1. Research throughout the country shows a positive response to the type of program recommended in this thesis.

2. Research shows that positive support for such a program already exists in the local Council, government and the law enforcement community, the community in general and at the recommended venue itself.

3. Other Boy Scout Councils, as well as other youth advocacy organizations have already been successful with similar programs.

4. The results of such a program are measurable and quantifiable.

5. General overall program structure (with slight modification) is already in place.

6. Adult volunteer leaders can be recruited from the Scouting community in the area.
RECOMMENDATION

It is hereby recommended that the Stonewall Jackson Area Council, Boy Scouts of America accept the proposal of a ScoutReach-type program at the Cub Scout level at the Charlottesville-Albemarle Regional Jail.

It is further recommended that once accepted by the Council, that a professional at the Council level be the focal point for the following:

1. Seek approval for Council funding of such a program.

2. Secure Council approval where necessary for various aspects of the program.

3. Gather together a team of adult volunteers to implement and conduct such a program.

4. Work closely with officials of the Charlottesville-Albemarle Regional Jail to facilitate selection of inmates, approve the program, and assist in its implementation and operation.
Appendix A

Local Council Scout Executive Questionnaire

1. What is your overall opinion of such a program? – This would be very beneficial to a group of youth and adults we have not been able to properly serve in the past.

2. Do you feel there is a need for such a program within the council? – Yes.

3. Would the Council approve of and provide support to such a program? – Yes.

4. Do you see such a program on a weekly or on a biweekly basis? – I would start biweekly with a goal to achieve weekly meetings.

5. Would this program be viewed positively by council and district volunteers? – Yes. I believe all volunteers would see a positive impact to such a program.

6. Do you think such a program will an incentive for volunteers to participate? – Yes because it is a new, innovative approach to reaching youth that need Scouting.

7. Do you think such a program would stimulate similar programs in other non-traditional venues?? – Yes. Out of the box thinking always generates other suggestions.

8. How can we best measure the positive effects of such a program on the community, the council, and those involved? - Just like traditional Scouting – advancement, attending camp, selling popcorn and meeting on a regular basis. We will also be able to show success by retaining these Scouts for multiple years or bridging them to existing units outside the jail.

9. Would you approve of local publicity of such a program to include local press, radio, and television? – Yes! I believe showing how Scouting is impacting the community with positive programs for these youth would show that we are progressive and concerned about all youth.

10. What would be typical restrictions on program, equipment, and supplies brought into the program? – Funding may be an issue for these Scouts and families. You will also be limited on what can be brought into the Jail so we would need to review the Scouting advancement program to adapt to these restrictions.

11. What do you see as the single most positive effect of such a program? – Providing the interaction with youth of incarcerated parents provides for some normalcy that
other youth and parents would take for granted. Under the circumstances, this is a win-win for everyone.
Appendix B

Regional Jail Program Director Questionnaire

Below is a list of questions submitted (July 25, 2011) to Phyllis Black, Programs Director, Albemarle-Charlottesville Regional Jail, and her responses (received in email August 19, 2011). Her responses appear to reflect the general opinion of governmental support for programs such as ScoutReach within the inmate community.

Q. Do you see the Jail Administration approving and supporting such a program?
   A. With modifications based on environmental safety and security operating procedures, yes.

Q. Do you have inmates that would qualify for and participate in such a program?
   A. Yes.

Q. Would the Jail Administration provide a staff member at meetings to assure security and compliance with jail rules and regulations?
   A. Yes.

Q. Do you see such a program on a weekly or on a biweekly basis?
   A. Yes.

Q. Do you think such a program will have a positive effect on inmates who are participating?
   A. Yes.

Q. Do you think such a program would act as an incentive to inmates to become involved?
   A. Yes.
Q. Do you think such a program would have positive effects on inmates after their release?

A. Yes.

Q. How can we best measure the positive effects of such a program on inmates?

A. Results from the program could be accessed via a pre-entry questionnaire and interview individually with offenders approved to participate in the program, the other parent or guardian, and the child. A mid-term assessment would be effective to determine progress to date. A conclusive program (if the program participant were to participate for a limited and pre-determined time) assessment would be conducted. What is very important for the success of program as such this is the continuum of participation by both child and parent post-release to reinforce lessons and behaviors learned. This post-release portion of the program enables participants an opportunity to put them in practice in real-life situations in a free society where positive and negative environmental variables can and could only be role played during pre-release.

Q. What do you see as requirements for inmates to qualify to participate in such a program?

A. • Has a child who is participating in the program.
  • Has no sexual, assaultive, abuse, or neglect charges or convictions.
  • Remaining committal time would need to be a minimum of 90 days to ensure participation of at least 8 sessions prior to release.
  • Must attend all sessions unless noted absence fall under conditions of approved absences from a class or program.
  • Must not have a “conflict of interest” with any other participant previously approved for participation.
  • Must actively and appropriately participate in the program according to participant guidelines established and reviewed at the onset of program start date.

Q. Would inmates receive any additional tangible rewards for participating in such a program?

A. Possibly, each offender situation varies therefore some offenders would qualify for rewards (per se), others would not.

Q. Would you approve of local publicity of such a program to include local press, radio, and television?
A. Absolutely, media outlets are one of the tools that I use to educate the community about what it is we do here at ACRJ to promote productive citizenship, maintain a safe, inhibital, and learning environment for offenders in a way that addresses our agency goals of harm reduction, and breaking trans-generational behavior cycles.

Q. Are there areas available for use for activities that would be best conducted outdoors?

A. Possibly, however at ACRJ such an event would require the posting of armed officers, per local, state, and federal mandates.

Q. What would be typical restrictions on program, equipment, and supplies brought into the program?

A. First and foremost all program materials would need to be submitted to ACRJ’s programs director for approval prior to the start of the program. Obviously, items that are or could be used as weapons either in the original or altered state and a tightly controlled inventory.

Q. What do you see as the single most positive effect on inmates participating in such a program?

A. One of the greatest issues of concern in our society today concerning this high-risk subset sector (incarcerated persons) of our community is that paternal parents are and appear to have little or no positive interaction with their children. This leaves the maternal parent or guardian with fulfilling the role of both parents while additionally being expected to maintain other responsibilities such as financial stability for the household. Unless that maternal parent or guardian has a sound and resilient support system, this task is most often too high of an expectation for any one person. That said, programs such as ScoutReach would provide the parent (male or female) an opportunity to establish, reestablish, and improve parent-child relationships while at the same time reinforce and improve the relationship as it pertains to the child or children between the two parents.

Q. Do you have any knowledge of like or similar programs being conducted in jails or prisons anywhere in the country? If so, what have you heard and what is your opinion of those programs?

A. Yes, there are similar programs, and at one time we had a program here that involved girl-scouts. It is a well known program called MILK – acronym translated this means either Mothers Inside Loving Kids or Men Inside Loving Kids.
Appendix C

Chief of Police Questionnaire

In an interview with Charlottesville, Virginia Chief of Police Timothy Longo, on 10-21-11, he answered the following questions. (Note: his answers have been paraphrased by the author).

Q. What is your overall opinion of such a program?
A. This program provides more than just visitation by family members. It provides an opportunity for inmates to engage in and practice real “parenting” which many have never had the opportunity to do before. It provides a sustainable relationship between parent and son.

Q. How can positive effects of such a program best be measured?
A. For the boys, the positive effects will be seen in improved truancy and academics, a change in their dynamic, and a visible desire to perform. For the inmates, it will manifest itself as self-worth, a feeling of incentive, and long range purpose.

Q. Would you and your department promote and publicize such a program?
A. Yes. The city is committed to programs that provide preparation for prisoner re-entry into the community and positive behavioral performance of youth.
Q. What do you see as the single most positive effect of such a program?

A. Without diminishing the importance of any of the other aspects of the program, I think the most positive aspect is a positive reconnection of parent and son.

Q. In your professional opinion, what are the positive effects of such a program on the criminal offenders themselves.

A. Without a doubt, it provides them with purpose and a skill set coming out that they didn’t have coming in.
Source Material References


   Issues concerning children in incarcerated parents and the program that addresses those issues through incarcerated parents participation in the lives of their boys through Scouting.

2. Troop 1500, A Film by Ellen Spiro and Karen Bernstein - www.itvs.org/films/troop-1500

   A unique Girl Scout program that unites daughters with mothers who are serving time for serious crimes, giving them a chance to rebuild their broken bonds.


   Maryland: Pioneering program reunites imprisoned women with their children in effort to reduce trauma and build bonds.

4. Children of Incarcerated Parents (COIP), a program in the Chief Seattle Council - www.seattlebsa.org/index.php?searchword=COIP&ordering=&searchphrase=all&Itemid=300&option=com_search

   We are ALL scouts…one small action that has proved to make a lasting impression.

5. Personal knowledge of the ScoutReach program, having been professional employee of Annawon Council, Norton, MA, working as ScoutReach Coordinator, with responsibilities for organizing, chartering, staffing and supervising the operation of multiple ScoutReach units within the Council

Footnotes

1. Wikipedia.com, various websites with statistics showing crime rates in America over time, detailed by area, gender, and age groupings.

2. Appendix A: Local Council Scout Executive Questionnaire

3. Appendix B: Regional Jail Program Director Questionnaire

4. Appendix C: Chief of Police Questionnaire


7. “Scouting Behind Bars”, by Laura Barhardt, staff reporter: March 5, 2006, The Baltimore Sun; Baltimore Sun Media Group, publisher, Baltimore, MD.

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