

UNIVERSITY OF SCOUTING
Green Mountain Council (GMC) University of Scouting

February 7, 2026
8:30 A.M. – 3:45 P.M.
(Check-in starts at 7:30 A.M.)

Norwich University
158 Harmon Drive, Northfield, VT 05663
Ver. 10.26



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WELCOME FROM THE GMC UNIVERSITY OF SCOUTING DEAN

Fellow Scouters,

There is something truly special about the Green Mountain Council. While we might be spread across the Green Mountain State, today is that rare moment when our entire community comes together under one roof. Your presence here today doesn't just show your commitment—it shows the heart of Vermont Scouting. Not only do we have scouts from Vermont, but troops from nearly every state in New England and New York.

A Legacy of Leadership. It is only fitting that we gather here at Norwich University. The history of this institution is deeply intertwined with the values we teach our Scouts. Founded on the principle of the "Citizen-Soldier," Norwich has spent over two centuries proving that leadership is rooted in service, character, and preparedness. When we walk these halls, we are walking the same path of duty and honor that our Scouts strive for every day.

A Day of Unstoppable Energy. This year is particularly historic for us. Today is more than just the University of Scouting; we are simultaneously hosting Scouting Day and Merit Badge University.

There is a powerful synergy in seeing our adult leaders "leveling up" their skills in one room, while right down the hall, our youth are earning badges and discovering new passions. This is the full lifecycle of Scouting in action: 1/ Adults expanding their leadership toolkits; 2/ Youth exploring new horizons; and 3/ Our Community growing stronger because of it.

With Gratitude. An event of this scale doesn't happen by accident. Please join me in extending a huge "Thank You" to Norwich University and Crew 1819. Their teamwork and hospitality are the engines that made today possible. They have modeled exactly what Scouting looks like when we work together toward a common goal.

The Ripple Effect. As you dive into your classes—whether you're focused on Cub Scouting, Scouts BSA, or Venturing—remember that every conversation you have today will ripple outward. When you return to your units and districts, you're bringing back more than just notes; you're bringing back the spark that keeps our program alive.

Adventure is the choices we make. By choosing to be here and choosing to grow, you are creating the adventures that will shape the lives of young people for years to come.

Thank you for your dedication, your time, and for being the backbone of the GMC. I am honored to serve alongside you.

Yours in Scouting,
Jon Allen
Dean, University of Scouting GMC

WELCOME FROM THE COUNCIL TRAINING CHAIR

Welcome to the 2026 Green Mountain Council University of Scouting!

On behalf of the Green Mountain Council and the University of Scouting Faculty, we're thrilled to welcome you to this year's premier training event.

We're pleased to return to Norwich University with their outstanding facilities and close ties to the Scouting community. Their time, support, and hospitality have been invaluable in helping us bring this event to life.

This year's program is packed with a full year's worth of ideas, inspiration, and resources—the largest single training event for adult leaders in our council. It's also a chance to connect with fellow Scouters, share insights, and build lasting friendships.

We encourage you to take a few minutes to review the course catalog and plan your schedule in advance. You're welcome to explore courses beyond your current program area and actively encourage you to do so. You never know what spark of interest may be kindled.

Between sessions take time to network, enjoy lunch, and visit the trading post for exciting Scouting resources, program ideas, and displays.

This event wouldn't be possible without the dedication of our incredible volunteers—from instructors to our behind-the-scenes staff. Thank you for your time, energy, and commitment. We also extend our gratitude to those who laid the foundation for this program, drawing inspiration from University of Scouting events across Scouting America.

Finally, on behalf of the youth of the Green Mountain Council, thank you for being here. Your participation affirms your belief in one of Scouting's core principles: that every Scout deserves a trained leader.

We look forward to a fantastic day of learning, sharing, and growing together.

Warm regards,
Marc Poulin
Green Mountain Council Training Chair
Marc.poulin1975@gmail.com

GENERAL INFORMATION

The University of Scouting is a premier training experience designed to empower adult leaders across all Scouting America programs. In a single day and a single location, volunteers can access the broad knowledge of scouters and trainers from every district in the Green Mountain Council (GMC).

Rooted in Scouting America's mission the University brings together courses that strengthen every aspect of the Scouting experience. Whether you are new to Scouting or a seasoned leader, you'll find engaging sessions in Cub Scouting, Scouts BSA, Venturing, and adventure-based leadership development. Attendees will go back to their units with skills and principles that enhance every Scouting program. Helping leaders create meaningful experiences that inspire youth in lives grounded in the Oath and Law.

For Cub Leaders	Provides courses including working with Cub Scout-aged youth, pack administration, and planning for an outdoor program. All courses are focused on meeting Cub Scouting goals while having fun as a pack or den.
For Scouts BSA Leaders	Provides an exciting variety of troop, patrol, and outdoor planning supplemental courses to help manage the challenges of a great troop experience.
For All Leaders	Offers many courses that cut across all the programs. Just about everything from diversity and special needs to using technology can be found in the General Studies for All Leaders.

Online Registration – Online registration is available starting on November 20th, 2025. You can access the event registration online at: <https://scoutingevent.com/592-norwich> Mail-in (paper) registrations are not accepted.

There are the following registration categories:

- Students and others taking classes. Fee \$15.00.
- Instructors and Staff taking classes. Fee \$15.00.
- Instructors and Staff not taking classes. Free, but asking for donations to cover costs of food.

Pre-Registration is important – We anticipate large attendance as University of Scouting coincides with Norwich Scouting Day and the Merit Badge University. To assist with headcount for food and facility reservations – please register.

Included with Registration – The per person registration fee includes attendance at six University of Scouting course periods, liability insurance recovery, administrative costs,

morning refreshments provided by American Legion Post 1819, an NU Scouting Day patch, UoS Patch with the appropriate “rocker”, and lunch. Participants have an opportunity to purchase hockey tickets, for the 4pm puck drop, up until January 23rd or can purchase at the arena ticket office prior to the start of the game.

Registration Area: Registration will open at 7:30am in the Mack Hall Lobby at Norwich University. There will be two registration lines – one for those who pre-registered and those who need to register onsite. The onsite registration fee will be \$15.00. Course selections will be based on availability of space in the classes.

Declare Degree at Check-In: When checking in for UoS please share with the registration team which UoS degree you are working on so we can provide the correct certificate.

College Deans and University Staff/Instructors – Pick up registration materials at the Registration Area as noted above. Classrooms will be available for setup prior to the opening ceremony.

Certifications and Credit for SCOUTING AMERICA Classes – Certifications and credit for standalone and official SCOUTING AMERICA training courses will be handled by the instructors of those courses.

Handouts and Course Materials for UoS - Will be available online for viewing and printing where instructors have prepared and provided them. Google folder is [here](#).

Opening Ceremony – All participants are encouraged to attend the Opening Ceremony at 8:30am in the Mack Hall Auditorium. Short welcoming and inspirational messages, pertinent information, and other last-minute details will be available in the morning assembly in the auditorium from our Council, Norwich, and Crew 1819 leadership.

We will not have a closing ceremony as we will have Scouting Night at the Norwich University Hockey Game at 4pm. Participants can pick up their certificates after lunch at the Registration Desk in Mack Hall.

Class Locations: Classes are split between two buildings, that are next to each other. Mack Hall and Schneider Hall. Any class schedule with S = Schneider and M = Mack. Members of the Norwich University Scouting Association can direct you to classrooms and classroom doors will have a copy of the schedule.

Event Cancellation/Refund Policy – In case of inclement weather, a decision to cancel the University of Scouting will be made prior to 8:00pm Friday, February 6th. This information will be available on the GMC website or by phoning (571) 217-1077 after 8:00pm Friday. It is highly unlikely we will cancel as units are traveling from out of state and cadets are ready to support the Merit Badge Day. We cannot provide a refund as food must be paid for and ordered the week prior.

Scouting Museum – The **Lawrence L. Lee Scouting Museum** will be set up in Milano Ballroom (behind Mack Hall and along Roberts Hall next to Rt. 12). Lunch will be in the Milano Ball room to allow for scouts to visit the museum. We expect to have a large volume and variety of scouting memorabilia of interest displayed by dedicated collectors of scouting artifacts. Please stop by!

The **Lawrence L. Lee Scouting Museum** is one of the most comprehensive repositories of Scouting history in the United States. Located on the grounds of **Camp Carpenter** in Manchester, New Hampshire, it is operated by Scouting America New Hampshire (formerly the Daniel Webster Council)

Lunch is included – Lunch will be available in Milano Ballroom during the Lunch Period (12:00 pm – 12:30 pm) for all participants and staff. Pizza for all participants with a Root Beer drink. We will have a donation jar for those adults who did not register but want to partake, however, we highly encourage all participants to register to help obtain an accurate headcount. Those who have not registered – please eat last to ensure all those registered can eat.

Scout Store and Vendors – The Green Mountain Council store will set up a small kiosk to sell items from the Council shop. Other vendors will include the Norwich University Scouting Association and organizations such as Frontiers Camp, NYLT, Norwich Future Leaders Camp, the Order of the Arrow, and Norwich University Admissions will also have tables in Mack and Sullivan Halls.

The Norwich University Scouting Association/ Crew 1819 Virtual Store is open. QR Code below. Event specific items delivered straight to your address. The Crew will have 1819 items, but not specific event items in their store.



Parking – Limited parking is available behind Mack Hall with overflow behind Plumley Armory, behind the Kreitzberg Library. Avoid parking behind the Kreitzberg Hockey Arena as the area is reserved for the visiting team buses and season ticket pass holders. We will have parking signs available at registration.

- 7:30 am - 8:30 am - Check-in/Onsite Registration – Mack Hall Main Lobby
- 8:30 am – 8:50 am - Opening Ceremony – Mack Hall Auditorium
- 9:00 am – 12:00 noon UoS Courses (Check personal schedule for specific course times)

- 12:00 noon - 12:30 pm Lunch – School Cafeteria
- 12:30 pm – 3:45 pm UoS Courses (Check personal schedule for specific course times)
- 4:00 pm – Norwich Hockey Game

Print Your Personal Schedule – You can print your schedule in BlackPug on your registration tab under the Reports Tab.

Class Locations

- University of Scouting classes will be primarily held in Schneider and Mack Halls.
- Merit Badge sessions are primarily in Schneider and Mack Halls, but also in the Science Juckett Hall, Science and Engineering Building, Good Year Pool, The Sullivan Museum, Kreitzberg Arena, Chaplin Hall, and Shapiro Field House.

Vendor and Program Tables – We will have tables showcasing Green Mountain Council and Norwich programs. Frontiers Camp, Mt. Norris Scout Reservation, the Order of the Arrow, and NYLT representatives will be onsite. Norwich’s Future Leaders Camp and Norwich Admissions will also have tables.

Hockey Game – We have an opportunity to add the Norwich Men’s Hockey Game at 4pm. Game tickets are sold separately, and scouts will have standing tickets while adults will have seat. Participants can also purchase tickets at the ticket booth should they purchase separately.

NU Scouting Day Leadership

- GMC Training Director – Marc Poulin marc.poulin1975@gmail.com
- Dean, 2026 NCAC University of Scouting – Jon Allen jonallen72@hotmail.com
- Crew 1819/ NUSA President – Matthew Sedutto msedutto@stu.norwich.edu

THE UNIVERSITY OF SCOUTING DEGREE PROCESS

The University of Scouting is unlike any other Scouting America Adult Training. Participants will get to know a few of Green Mountain Council's experienced Scouters, who will be presenting topics designed to provide detailed information on how Scouting works and best practices for delivering the Scouting program, as well as courses aimed at your personal development as a leader and mentor.

Similar to a real university, participants earn a degree based on the number of courses taken. The degrees are also a way for Scouters to collect one more patch! The center circle is earned by attending University and completing any number of classes. Rockers are earned as follows. Courses need not all be completed in the same semester.

- Bachelor - Complete any six University classes.
- Master's - Must have a Bachelor's Degree and complete 6 additional courses.
- Post Grad - Must have a Master's Degree and complete 6 additional courses.
- PhD - Must have a Master's Degree, complete 4 doctoral-level courses and 3 additional courses and fulfill the thesis requirement (thesis becomes the property of Green Mountain Council).

It doesn't matter if you're brand new to Scouting or a veteran, everyone is guaranteed to learn something new!

LOCATION

Norwich University

Maps: <https://www.norwich.edu/campus-resources/campus-map-directions-trip-planning>



CAMPUS MAP



- 1. Adams Carillon Tower
- 2. Ainsworth Hall
- 3. Alden Partridge Statue/
Weintz Court Yard
- 4. International House
- 5. Alumni Hall
- 6. Andrews Hall
- 7. Barber Shop,
Army Supply
- 8. Bartoletto Hall
- 9. Bicentennial Stairs
- 10. Cabot Science Center
- 11. Centennial Stairs
- 12. Chaplin Hall
- 13. Class of 1959 Bridge
- 14. Colaboratory
- 15. College of Graduate
and Continuing Studies
- 16. Communications Building
- 17. CPT James M. Burt Drive
- 18. Crawford Hall/Milano Ballroom
- 19. Dalymple Hall
- 20. Dewey Hall
- 21. Disney / Lot G
- 22. Dodge Hall
- 23. Dog River
- 24. Doyle Hall
- 25. Ellis House
- 26. Faculty/Staff Tribute Park
- 27. Flint Hall/NUARI/
Marketing & Communications Office
- 28. Garrison House
- 29. Garrity Field
- 30. GEN I.D. White Avenue
- 31. Gerard Hall
- 32. Goodyear Gate
- 33. Goodyear Hall
- 34. Goodyear Pool
- 35. Green Mountain Family Practice
- 36. Harmon Hall
- 37. Harmon Memorial Wall
- 38. Hassett House/Public Safety
- 39. Hawkins Hall
- 40. Hayden Building -
Uniform Store/Laundry
- 41. Haynes Family Stadium
- 42. Hollis House
- 43. Howard Field
- 44. Jackman Gate
- 45. Jackman Hall/
Development & Alumni
Relations
- 46. Jucket Hall
- 47. Kreitzberg Arena

- 48. Kreitzberg Library
- 49. Mack Hall/Auditorium/
Leahy School of
Cybersecurity & Advanced
Computing
- 50. Marsilius Hall/Infirmary
- 51. MG Reginald M. Crim Drive
- 52. Partridge Hall
- 53. Patterson Hall
- 54. Plumley Armory
- 55. Ransom Hall
- 56. Roberts Hall
- 57. Rugby Pitch &
Boyett-Ingram-Clark
Clubhouse
- 58. Sabine Field
- 59. Schneider Hall
- 60. SFC John Shaw
Outdoor Center
& MCW
- 61. Shapiro Field House
- 62. Softball Field
- 63. South Entrance
- 64. South Hall
- 65. Sullivan Museum and
History Center
- 66. Tompkins Hall
- 67. University Drive
- 68. Upper Parade Ground
- 69. Veterans' Monument
(Gold Star Memorial)
- 70. VT National Guard
(RTTC)
- 71. White Memorial Chapel
- 72. Wilson Hall
- 73. Wise Campus Center
- 74. Woodbury Hall

KEY

- ⚠ ATM Bank
- 🚻 Restrooms
- 🔑 Public Safety
- 🆘 Emergency Call Box
- ♿ Accessible Parking
- 🚌 Green Mountain Transit
- 🚏 Bus Stop

PARKING DESIGNATION

- Lot A Faculty/Staff
- Lot B Residential Student
- Lot C Residential Student
- Lot D Residential Student
- Lot E Residential Student
- Lot F Faculty/Staff/Commuter
- Lot G Faculty/Staff/Commuter
- Hayden Faculty/Staff
- Kreitzberg Faculty/Staff/Commuter
- Plumley Faculty/Staff/Commuter

GENERAL PARKING AREAS

- C Commuter Student
- F/S Faculty/Staff
- V Visitor

UoS Classes for Cub Leaders
2026 GMC University of Scouting

Often, supplemental training classes are presented from a mechanical perspective, in that its focus is to give you the immediate “how-to” practical knowledge necessary for running meaningful, successful, fun, and exciting den and pack meetings, and outings, while making the best and most efficient use of your time, talents, and energies. The University of Scouting differs in that it has not a mechanical, but a philosophical perspective. To appreciate this philosophical perspective, think of the University of Scouting as akin to an experienced hiker taking periodic compass bearings in the woods. They might have all the right gear in his pack, they might have acquired all the knowledge needed to hike and camp in the woods, their walking techniques might be optimized to conserve energy, but none of that really matters if they are walking in the wrong direction. In Cub College classes, we offer insight into the direction of your “travels” through the Cub Scout program. What are you as a Den Leader, a Cubmaster, or a Committee Member, trying to achieve in the Cub Scouts in your charge? How can you understand your growing Cub Scouts as they advance in rank, so you can meet their needs? How have others tailored their Cub Scout programs to meet Scouting’s overall goals and objectives? How do you know when your program is succeeding, or when you need to adjust to make the Cub Scouting experience better and more meaningful?

Answers to these questions – and many more – can be found in the University of Scouting! In addition to Council-wide events, Districts offer monthly Roundtables as well as more specific, targeted training sessions such as BALOO, in addition to Cub Scout Leader-Specific Training. You, the Cub Scout leader, should take advantage of all training options available to you – they offer you immediate help, answers to questions, ideas, additional capabilities, networking opportunities, and a broadening perspective. So again, welcome! Please read over the course descriptions, select those classes of most value and interest to you, and we look forward to seeing you at the University!

100-level courses in the Cub College are fundamental courses addressing the nature of the Cub Scout and den and pack program planning and operation. These courses provide information useful to all Cub Scout leaders regardless of experience. 200-level courses address more specialized topics, including topics concerned with committee operations as well as den and pack activities, providing guidance and context for Cubmasters, Den Leaders, and Committee Members, as well as expounding further on topics initially addressed in 100-level courses.

The levels are not intended to correspond to a registrant’s year of attendance in the University of Scouting, but rather to provide general guidance as to likely interest based on a Cub Scouter’s position, level of experience, and training needs. For all Cub Scouters new to the University of Scouting, we strongly recommend you consider taking 100-level courses such as CUB1100 in your first year. These courses will give you an excellent working knowledge of the Cub Scout program and how to work with Cub Scout-age youth.

LEVEL 100 COURSES

CUB1100 Cub Scout Leader Training for Den Leaders & Assistants (C42), Cubmasters & Assistants (C40), Committee Members (C60): This comprehensive foundational course is designed to equip the entire "Key 3" leadership team and their assistants with the essential skills to deliver a high-quality, high-energy Cub Scout program. By integrating the specific roles of Den Leaders (C42), Cubmasters (C40), and Committee Members (C60) into a unified learning environment, participants will gain a holistic understanding of how the "Pack" functions as a single ecosystem. You will dive into the mechanics of the Cub Scout Advancement Trail, learn the secrets of a successful "Blue and Gold" banquet, and master the art of conducting engaging, age-appropriate meetings that keep youth excited. The curriculum emphasizes the collaboration between program leaders (the "front of house") and the committee (the "back of house"), ensuring that every adult understands their role in safety, budgeting, and planning. Whether you are leading a den of energetic Lions or managing the Pack's finances, this course provides the "owner's manual" for a successful Scouting year.

CUB1103 Pack Pizzazz: Songs, Skits, and Cheers: Pack Pizzazz: Songs, Skits, and Cheers: Transform your Pack meetings from routine gatherings into high-energy, unforgettable experiences that youth and families will talk about all month long. Pack Pizzazz is a high-octane, hands-on workshop designed to banish "dead air" and "boredom" by teaching leaders how to master the art of the gathering activity, the "run-on" gag, and the rousing campfire song. Participants will build a "toolbox" of age-appropriate cheers to celebrate Scout achievements and learn the pacing secrets that keep energy levels high without losing control of the room. We will explore how to use props, costumes, and audience participation to turn simple announcements into theatrical moments that reinforce the values of Scouting through laughter and song. Whether you consider yourself a natural performer or a shy behind-the-scenes coordinator, this course will give you the confidence to lead with spirit and infuse your program with the "fun" that is the heartbeat of Cub Scouting.

LEVEL 200 COURSES

CUB1201 Annual Program Planning: Cub Scouting is fun with a purpose in character development, citizenship, and personal fitness. But the fun requires volunteers, leaders, training, resources, funding, creative ideas, and above all, planning. The most vital planning step is the annual program planning conference. The conference requires the pack's committee, uniformed leaders, and Chartered Organization Representative to work cooperatively to shape the program. This course will explore both the logistics and the goals of the conference, and how to ensure success. Among the topics covered will be event brainstorming, identifying volunteers, delegating assignments, meeting and event venues, needs assessment, budget preparation, fees, master schedule, fundraising, pack policies and practices review, communications, publicity, recruitment, and more.

CUB1202 Ceremonies and Celebrations: Campfires are a Scouting tradition as venerable Scouting itself. Campfires should create life-long memories for your Cub Scouts as they reflect on the friendship of their fellow Cub Scouts and become receptive to Scouting's deeper meanings. But fun and meaningful campfires require planning. We will cover how to make the most of the campfire experience, including preparing an agenda to set the proper

tone and tempo; campfire do's and don'ts; and sources for campfire songs, skits, and Cubmaster/Den Leader minutes.

CUB2203 Recruiting and Retaining Cub Scouts: A successful pack is known for its ability to recruit new Cub Scouts and by its ability to retain its Cub Scouts from year to year. This course will examine how successful packs are able to consistently recruit new Cub Scouts through successful recruiting drives such as Join Scouting Night, and by recruiting on an on-going basis. The course will also examine how the successful pack is able to retain and advance its Cub Scouts each year, by ensuring Cub Scout growth and achievement through its fun and exciting pack and den programs. The course will establish the relationship between successful recruiting and retention and meeting the character, citizenship, and fitness goals of the Cub Scout program.

CUB1205 Cub Scout Resources & Program Updates: Did you ever think about why and how the current Cub Scout handbooks were developed? Once that was done, what Resources followed to support and help leaders? What is in development now, and when will we see it? You'll leave this class with answers.

UoS Classes for Scouts BSA Leaders

2026 GMC University of Scouting

Welcome to the College of Scouts BSA! If you are a first-time student or would like some guidance on what courses to take, please see the suggested course tracks based on position/area of interest at the end of this section.

LEVEL 100 COURSES

BSA2101 Scoutmaster (S24)/ Assistant Scoutmaster Training: This foundational course is the essential first step for any adult leader stepping into the world of Scouts BSA. Designed specifically for Scoutmasters (S24) and Assistant Scoutmasters, BSA 101 facilitates the critical mindset shift from the adult-led model of Cub Scouting to the Scout-led philosophy of a high-functioning Troop. Participants will explore the "Aims and Methods" of Scouting, learning how to use the Patrol Method as the primary vehicle for youth character development and leadership. Through interactive sessions, we cover the mechanics of a Troop meeting, the nuances of the advancement process, and the vital importance of the Scoutmaster Conference. By the end of this course, you will understand how to act as a mentor and coach rather than a "director," empowering youth to lead their own program while you provide the "guardrails" for safety and values.

BSA2103 OA Overview for Adults: This session provides a deep dive into the Order of the Arrow (OA) through the lens of the adult leader, its true purpose as a powerful tool for unit retention and youth leadership development. Participants will learn how the OA functions as an integral part of the Scouts BSA program—not as a separate entity, but as a "service arm" designed to promote camping and strengthen the Patrol Method. We will cover the specific requirements for adult selection, emphasizing that adult membership is based on the ability to mentor youth rather than past service awards. You will walk away understanding how to support your Unit OA Representative, how to facilitate annual unit elections, and how the OA's "cheerful service" can be leveraged to enhance your Troop's outdoor program and community impact.

BSA2104 Recruiting Scouts BSA: Tools for All Units: Recruiting is the lifeblood of a Scout Troop. Without new members joining, your Troop cannot survive! Where will we find these Scouts? How do we reach them? How do we convince them (and their parents) to join? How do we keep them once they join? This course will explore answers to these questions; steps to take; the tools, resources, and planning needed; and help that may be available.

LEVEL 200 COURSES

BSA2201 The Essentials of Merit Badge Counseling (D76): This course is the nationally approved in-person course to train you as a merit badge counselor. It covers Section 7 of the Guide to Advancement, "The Merit Badge Program." The presentation addresses the merit badge program, its benefits to Scouting, the procedures for earning merit badges, merit badge counselor qualifications, the process of counseling, necessary additional counselor certifications, counselor limitations, and administration of the merit badge counselor program. Completion of this course will be entered into your training profile.

BSA2202 Hiking/Camping Hidden Gems in VT/NE/NY: Is monthly camping putting a strain on your troop budget? Do you have limited funds to use for camping outside of Scout Camp and High Adventure camps? Come learn about some inexpensive (or even free) places to go camping in New England. Share your favorite budget-friendly camping spots with your fellow scouts and help troops stretch their budget just a little further.

BSA2203 How to Grow your Program and Encourage Community Based Scouting: This course is designed to empower unit leaders and volunteers with the strategic tools necessary to expand their footprint and deepen local impact. Participants will explore the core principles of unit sustainability, focusing on proven methods for both youth recruitment and adult volunteer retention. The curriculum bridges the gap between traditional Scouting and the modern community by teaching leaders how to forge authentic partnerships with schools, religious institutions, and civic organizations. By analyzing local demographics and leveraging digital marketing techniques, attendees will learn to make their programs more visible, inclusive, and accessible.

BSA2205 Adult Recruiting & Succession Planning: This course provides a strategic roadmap for building a resilient leadership team that thrives long after a "legendary" leader moves on. Participants will shift their perspective from viewing adult recruitment as a crisis-driven task to an ongoing talent management process. We will cover the psychology of volunteering, teaching you how to identify potential leaders based on their unique skill sets and how to make "the ask" effectively without overwhelming prospects. A major focus is placed on succession planning, utilizing tools like the leadership depth chart to anticipate vacancies before they occur. By mastering the art of mentoring and delegating, you will learn to create a culture where parents and community members feel valued, supported, and ready to step into key roles, ensuring the long-term continuity and health of your Scouting unit.

LEVEL 300 COURSES

BSA2301 Understanding Trail to Eagle Process: The Trail to Eagle brief provides unit adults with an overview of the Eagle Scout rank requirements, followed by a deep dive into the specific areas where youth and adult's struggle. The class will address common errors made in developing the Eagle Scout Service Project Proposal as well as common admin errors made when preparing the Eagle Scout Rank Application. Recommendations regarding developing the Eagle Scout Service Project Proposal and preparing the Eagle Scout Rank Application will be provided. The class is recommended for Scoutmasters, Crew Advisors, Committee Chairs, Advancement Chairs, Eagle Coordinators/Mentors as well as Committee Members.

BSA2302 NYLT Adult Leader Orientation: Are you looking to improve your Unit's youth leadership culture? Learn about NCAC's National Youth Leadership Training (NYLT) program: an intense 6-day course for Scouts preparing to take on positions of leadership. This session will review eligibility requirements, give you an overview of what Scouts will learn, and provide tips for selecting who this training will most benefit. In addition, we will discuss the entire Youth Training Continuum so you can mentor your Scouts as they proceed along their journey towards Servant Leadership.

BSA2303 Outdoor Cooking for Scout: Mastering the art of the trail kitchen is about more than just satisfying hunger; it is a fundamental pillar of the Scouting experience that builds self-reliance and fosters patrol spirit. In this course, we move beyond basic hot dogs and foil packs to explore the full spectrum of outdoor culinary skills, from efficient Dutch oven techniques and lightweight backpacking stove safety to the creative use of seasonal ingredients. We will cover Menu Planning, Prep work, Methods, Costs, Recipe Ideas, Tricks, and Resources. You will learn how to manage food safety in various weather conditions, and practice "Leave No Trace" cleanup—all while keeping the "Scout-led" philosophy at the forefront. By the end of this session, you'll have a toolkit of recipes and instructional methods designed to transform mealtime from a chore into a highlight of every campout, ensuring your Scouts stay fueled, healthy, and excited for the next adventure. We will have some samples of meals to taste.

BSA2304 Addressing Scout Behaviors to Increase Retention: Why do Scouts stay? It isn't just about the camping trips—it's about feeling like they belong. When challenging behaviors arise in a unit, it can disrupt the experience for everyone and, if left unaddressed, lead to Scouts dropping out. In this course, we move beyond "discipline" and toward proactive behavior management. You will learn how to identify the root causes of common behavioral challenges—ranging from high-energy disruptions to social withdrawal—and discover how to handle them in a way that aligns with the Scout Oath and Law. By fostering a positive, inclusive environment, you can turn potential "problem" moments into growth opportunities that keep Scouts engaged for the long haul.

UoS Classes for All Leaders

GSC4101 Scout Tools (Scoutbook/Internet Advancement Administration): The Key to Organizing a Scout Unit: Get introduced to Scoutbook, Scouting America's online application which provides access to valuable tools and resources that help with the day-to-day management of a unit from advancement to calendars to communication. We'll review how Scoutbook helps unit leaders deliver the Scouting program, help Scouts and their families participate more fully in their Scouting adventures, track advancement, keep up to date on unit activities, and discuss the latest releases and features.

GSC4102 Unit Budget and Treasurer Best Practices: A well-funded program is the engine that drives a high-quality Scouting experience, and this course provides the blueprint for financial sustainability and transparency. Unit Budget and Treasurer Best Practices is designed for Unit Treasurers, Committee Chairs, and Charter Representatives who want to move beyond "surviving" from one fundraiser to the next. Participants will learn how to build a comprehensive annual unit budget that accounts for everything from rank advancement and leader training to high-adventure treks and equipment replacement. We will dive into the "best practices" of fiscal management, including the use of Individual Scout Accounts, online payment systems, and essential internal controls to protect both the unit's funds and the Treasurer's reputation. Whether you are managing a small Pack or a large Troop, this session will equip you with the tools to ensure your unit remains "thrifty" while delivering a world-class program.

GSC4103 Outdoor Ethics Primer: The Outdoor Ethics Primer is an essential introduction for leaders who want to move beyond simply "leaving a site clean" to fostering a deep-seated culture of environmental stewardship. This course provides a comprehensive overview of the three pillars of BSA outdoor ethics: the Outdoor Code, the Leave No Trace (LNT) Seven Principles, and the Tread Lightly! program. Participants will explore how these principles apply across different environments—from high-adventure wilderness areas to local front-country parks. We will discuss age-appropriate ways to teach these concepts to youth and review the requirements for the Outdoor Ethics Awareness and Action Awards. By the end of this session, you will have the language and tools to ensure that your unit doesn't just visit nature but protects it for future generations of Scouts.

GSC4104 SAFE Training: Master the essential framework for risk management with SAFE Training, the BSA's streamlined approach to ensuring every adventure—from a neighborhood hike to a high-adventure trek—is conducted with the highest safety standards. This course teaches leaders how to move beyond a "rules-only" mindset to a proactive Culture of Safety by applying the four points of the SAFE acronym: Supervision, Assessment, Fitness and Skill, and Equipment and Environment. Participants will learn how to use the official SAFE Checklist to evaluate activities, identify potential hazards, and implement mitigation strategies without stifling the "fun" of the program. We will also explore the latest updates to the Guide to Safe Scouting, common "Risk Zone" pitfalls, and how to conduct effective "Safety Moments" that empower youth to take ownership of their

own wellbeing. By the end of this session, you will have the confidence to say "Yes" to more adventures, knowing you have the tools to keep them safe.

GSC4105 Your District Committee: Who, What, and Why: The District Committee is often described as the "invisible engine" that powers local Scouting, and this course pulls back the curtain on how this dedicated group of volunteers supports your unit. The class is designed for unit leaders, committee members, and parents who want to understand the infrastructure that exists beyond their Pack or Troop. Participants will explore the specific functions of the district—Membership, Finance, and Program—and learn how these committees work to provide recruitment resources, manage fundraising (like the Friends of Scouting campaign), and organize large-scale events like Camporees and Pinewood Derbies. We will demystify the roles of the District Chair, District Commissioner, and District Executive, showing you exactly who to call when you need help with advancement issues, volunteer training, or finding a new chartered organization. By the end of this session, you will see the district not as a distant administrative body, but as a vital partner dedicated to ensuring your unit's long-term success.

GSC5101 Q & A with the Scout Executive: This session offers a unique, direct-access opportunity for volunteers and parents to engage in a transparent dialogue with the Green Mountain Council's Scout Executive. Designed as an interactive "Town Hall" style forum, this course skips the PowerPoint slides in favor of real-time answers to the questions that matter most to your local units. Participants are encouraged to bring their inquiries regarding council strategy, financial health, property management, and the future of Scouting in Vermont. Whether you want to discuss the latest national policy changes, learn more about upcoming capital improvements at council camps, or share feedback on how the council can better support unit-level recruitment, this session provides a seat at the table. It is an essential bridge between the professional staff and the volunteer corps, ensuring that every leader feels heard and informed as we work together to grow the movement.

GSC5012 Adult Tour of Norwich University: Step away from the classroom and onto the historic grounds of the nation's oldest private military college. This guided tour offers adult leaders an exclusive look at Norwich University, the birthplace of ROTC and a cornerstone of leadership education in Vermont. Participants will explore the campus's rich history, from its founding by Captain Alden Partridge to its modern role as a premier institution for both Corps of Cadets and civilian students. We will focus on the synergy between the Scouting method and the Norwich model, highlighting how both organizations utilize character development, outdoor adventure, and structured leadership to prepare young people for success. This tour is not just a walk-through campus; it is an opportunity to see the "next level" of leadership training and to understand the academic and career paths available to your Scouts as they transition toward adulthood.

GSC5013 Commissioners Discussion: Join your fellow commissioners for an open discussion focused on the evolving role of the Unit Commissioner in today's Scouting landscape. Participants will share best practices for using Commissioner Tools in my.scouting to identify units that may need additional coaching and support. The session will also address key topics commissioners should understand when assisting units,

including the Quality Unit Award, Friends of Scouting (FOS) and the Character Co-Op, unit renewal, leader and Scout renewal, and family troops.

GSC5014 Norwich University Admissions: Unlock the door to one of the most unique educational experiences in the country with this comprehensive overview of the Norwich University admissions process. This session is specifically tailored for Scout leaders, parents, and high school-aged Scouts who want to understand how a background in Scouting can be a powerful asset during the application journey. We will cover the practical "how-tos"—from application deadlines and scholarship opportunities (including those specifically for Eagle Scouts, Summit Award recipients, and Quartermasters) to the distinctions between applying for the Corps of Cadets versus the civilian student lifestyle. Admissions experts will share what they look for in an essay, how to highlight leadership positions held within a Troop or Crew, and the long-term career benefits of a Norwich degree. Whether your Scout is interested in Engineering, Cybersecurity, or Nursing, this course provides the roadmap for turning their Scouting achievements into a successful college application.

GSC5015 Norwich Shaw Outdoor Center Overview: Explore a premier destination for outdoor education and recreation right on the Norwich University campus. The Shaw Outdoor Center serves as the gateway to the 600-acre Paine Mountain trail system, offering a world-class environment for hiking, mountain biking, trail running, and winter sports. This session provides adult leaders with an overview of the center's facilities, including its gear rental program, bouldering wall, and outdoor classroom spaces. We will discuss how Scouting units can leverage these local resources for day trips, skill-building clinics, and merit badge opportunities. Whether you are looking for a venue for a mountain biking adventure or a base camp for teaching wilderness navigation, the Shaw Outdoor Center provides the terrain and the expertise to take your unit's outdoor program to new heights.

EAC3101 Venturing - Why It's Cool: Ready to take your Scouting experience to the next level? Whether you are a seasoned Scouter or new to the program, EAC 101 is your gateway to understanding why Venturing is the ultimate "hidden gem" of the Boy Scouts of America. Venturing isn't just another program—it's a co-ed high-adventure journey designed for young adults (ages 14-20) who want to lead their own path. In this session, we'll dive into the ALPS model (Adventure, Leadership, Personal Growth, and Service) and show you how it transforms teenagers into capable, confident leaders.

EAC3102 High Adventure Opportunities: High adventure is one of the most successful ways to challenge your Scouts and keep older youth involved in Scouting. Learn how to start at GMC, then increase the challenges in successive years. There are the "big" national bases, including Summit, Philmont, Northern Tier, and Sea Base, but did you know that many councils offer high adventure programs as well, often at a lower cost? From the millions of acres of the Adirondacks to the remote wilderness of Maine to the new BSA Swamp Base in Louisiana, there's an adventure waiting for your unit. Learn the difference between unit-based treks and council provisional treks, too. Please let us share how to enjoy the ultimate "Outing in Scouting" through high adventure!

EAC3103 High Adventures and Trip Planning: A high Adventure program is key to keeping those 14–20-year-olds interested in Scouting. By working with the older Scouts in helping to plan an adventure that will keep them involved and expand their leadership skills. This course dives into the high-adventure activities, focusing on how it offers a unique, flexible environment that appeals to the older Scout demographic. This course is more about the “nuts and bolts” of how to plan a High Adventure trip. We will explore: Planning, Budgets, Equipment, Food, Safety, and Paperwork. We will also touch on the BSA High Adventure Camps, and other local High Adventure activities.

EAC3104 Venturing Crews PowWow: The **Venturing Crew PowWow** is a high-energy, collaborative summit designed to unite Crews from every corner of the Green Mountain Council. This isn't a traditional sit-down lecture; it's a dynamic forum for youth leaders and Advisors to "cross-pollinate" ideas, share resources, and build a stronger, interconnected Venturing community in Vermont. As many Crews are small and specialized, this session focuses on finding synergies—identifying opportunities for multi-crew high-adventure trips, shared training events (like ILSC), and council-wide social gatherings. Participants will map out their Crew's unique strengths—whether it's white-water expertise, climbing gear, or service-learning connections—and match them with the needs of other units. By the end of this PowWow, your Crew will have a network of regional partners, a "shared-resource" directory, and a clearer vision of how we can work together to make Venturing the premier outdoor program in the Green Mountain State.

ADDITIONAL REGISTRATION INFORMATION

1. Read the descriptions carefully to evaluate course content considering your needs and desires.
2. Participants may attend courses offered by any College. Courses are limited to the number of seats in a classroom (no standees) to facilitate learning and student participation.
3. Online registration is validated prior to the preparation of your course schedule – if issues surface the UoS Registrar may contact you. You may contact the UoS Registrar at JonAllen72@hotmail.com
4. Instructors and Staff taking courses should register for the classes they want to take. Instructors should not register for the classes they are teaching, whether they are also taking other classes.
5. The University reserves the right to cancel courses or make appropriate changes to accommodate the largest number of Scouters.
6. Onsite registration students report to the Registrar's table in the Registration Area and follow the instructions provided to select your courses.
7. The doors open at 7:30 AM. The Opening Ceremony starts at 8:30 AM. Classes start at 9:00 AM.
8. It is highly recommended that you wear your official Scouting America field uniform. The uniform is an important method used to help us build our community.

University of Scouting Master Schedule

8:30 - 8:55	Scouting Day Opening Ceremony Mack Hall Auditorium M225 (Mark Saxon, Mark Poulin, LTC Brian Doyle, Cadet Sedutto Welcome) Crew 1819 - Opening Flag Ceremony								
	Schneider 102 (32 Room Capacity)	Mack 005 (48 Room Capacity)	Schneider 103 (32 Room Capacity)	Schneider 203 (32 Room Capacity)	Schneider 305 (32 Room Capacity)	Schneider 307 (32 Room Capacity)	Schneider 303 (32 Room Capacity)		
9:00-9:50	CUB1100 Cub Scout Leader Training for Den Leaders & Assistants (C42), Cubmasters & Assistants (C40), Committee Members (C60) (Alison Hampson)	BSA2101 Scoutmaster (S24)/ Assistant Scoutmaster Training (Dave McAlister w/ Ken Bell)	BSA2301 Understanding Trail to Eagle Process (Ken Bell)	EAC3103 High Adventures and Trip Planning (Russell Baker)	GSC4105 Your District Committee: Who, What, and Why (Austin Barber)	CUB1201 Annual Program Planning (Instructor Needed)	GSC5014 Norwich University Admissions (Zack Milesky)		
10:00-10:50			GSC4101 Scout Tools (Scoutbook/Internet Advancement Administration) (Kevin McCullen)	BSA2203 How to Grow your Program and Encourage Community Based Scouting (Instructor Needed)	BSA2205 Adult Recruiting & Succession Planning (Michael Bushey)	BSA2304 Addressing Scout Behaviors to Increase Retention (Bill Huggett)	BSA2103 OA Overview for Adults (Marc Poulin)		
11:00-11:50			Hold for Marc Poulin	CUB1202 Ceremonies and Celebrations (Lucy Neel)	GSC4102 Unit Budget and Treasurer Best Practices (Carolyn Wyand)	CUB2203 Recruiting and Retaining Cub Scouts (Kevin Eschelbach)	EAC3101 Venturing - Why It's Cool (Heather Grimm)		
12:00-12:30	Lunch								
12:30-1:20	BSA2201 The Essentials of Merit Badge Counseling (D76) (Leslie Sanborn)	EAC3104 Venturing Crews PowWow (Venturing Crews Roundtable)	BSA2202 Hiking/Camping Hidden Gems in VT/NE/NY (Heather Cherynshov)	GSC5012 Adult Tour of Norwich University (Zack Milesky)	GSC5015 Norwich Shaw Outdoor Center Overview (Shaw Outdoor Center)	BSA2104 Recruiting Scouts BSA: Tools for All Units (Kevin Eschelbach)	GSC4103 Outdoor Ethics Primer (Amy Lawrence)		
1:30-2:20	CUB1205 Cub Scout Resources & Program Updates (Leslie Sanborn)		EAC3102 High Adventure Opportunities (David O'Leary)	GSC5014 Norwich University Admissions (Zack Milesky & LTC Niel Julian)	GSC4101 Scout Tools (Scoutbook/Internet Advancement Administration) (Kevin McCullen)	BSA2303 Outdoor Cooking for Scout (Russell Baker)	GSC5013 Commissioners Discussion (Brian Garland)		
2:30-3:20	GSC4104 SAFE Training (Instructor Needed)	GSC5101 Q & A with the Scout Executive (Mark Saxon)	BSA2302 NYLT Adult Leader Orientation (Dave McAlister)	Short session available	CUB1103 Pack Pizzazz: Songs, Skits, and Cheers (Cadet Benjamin Adams)				
3:30pm	Pickup Diplomas & Blue Cards Move to Krietzburg Arena								
	Norwich Scouting Night - Mens Hockey - NU vs Babson								

Merit Badge University 2026: Event Guide

Overview: Norwich University (NU), in partnership with the Green Mountain Council (GMC), is proud to host **Merit Badge University**. We are welcoming over 170 Scouts from across New England and New York for a day of learning and skill-building. Led by Norwich faculty, staff, and student volunteers, we are offering **25 different Merit Badges** this year.

Registration & Attendance

- **Pre-Registration:** All Scouts must register in advance.
- **Day-of Registration:** Limited strictly to badges that have not reached capacity.
- **Class Sizes:** To ensure a high-quality experience, sessions are capped at **12 Scouts**. In rare cases, caps may be extended to 15 with joint approval from the Crew 1819 Advisor and the Merit Badge Counselor.

Blue Cards & Advancement

- **Physical Cards:** Scouts will receive physical Blue Cards from their counselors.
- **Scoutbook:** Please note that Scouts will not be linked via Scoutbook for this event. It is the Scout's responsibility to retain their Blue Cards and turn them into their Unit Leader.
- **Partials:** If prerequisites are not met prior to the event, the counselor will sign off on a "Partial" completion.

Prerequisites & Equipment: Time is limited during the sessions, so Scouts are expected to complete prerequisites **before** the event.

- **Proof of Completion:** Bring a hard copy or a photo of completed work to show your counselor.
- **Skills-Based Badges:** Swimming and Skating are **demonstration-only** sessions, not instructional lessons.
- **Ice Skating:** Norwich **does not** provide skate rentals. Scouts must bring their own skates.
- **Climbing:** Conducted in strict accordance with the *Guide to Safe Scouting* and Norwich Climbing Wall safety regulations.

Patches & Logistics

- **Event Patches:** Scouts will receive their 2026 Scouting Day patch from their first-period Merit Badge Counselor.
- **Refund Policy:** Because Crew 1819 and the NU Scouting Association must prepay for food, equipment, and patches, no reimbursements will be issued. Any refund inquiries should be directed to the Green Mountain Council leadership.
- **Lunch is included** – Lunch will be available in Milano Ballroom during the Lunch Period (12:00 pm – 12:30 pm) for all participants and staff. Pizza for all participants with a Root Beer drink. We will have a donation jar for those adults who did not register but want to partake. We ask that they eat last to ensure we have lunches for all the scouts and adults who registered.

"Scouting Night" at the Hockey Game: Join us after the event for a Norwich Hockey game!

- **Seating:** Adults will have assigned seats; Scouts will receive standing-room tickets.
- **Scout Seating:** During the first period, Scouts are welcome to move into any open seats.
- **Generosity:** We thank Norwich University for providing significant discounts and in-kind gifts to make this "Scouting Night" possible.

A Note on Respect & Courtesy: This event is made possible by the dedication of volunteers. Norwich

Merit Badge	Counselor	Pre-Req
Citizenship in the Nation	George Hasselback, esq	5, 7a-7d, 8
Law	George Hasselback, esq (Afternoon) Walter Morris (Morning)	4, 6a
Sign, Signals, and Codes	Cadet Zach Kessler	None
Health Professionals	Mike Higgins	9
Dentistry	Katy Knapp	3, 4c, 6c
Radio	George Silowash	Focused on Option A
Weather	Bill Huggett	9b, 10
Swimming	Mike Josti	Has passed the swim test in the past. This is not swimming lessons.
American Heritage	Tom O'Donovan	2a, 2d, 3a, 3c, 4a-d, 5a-b
Music	Rose Murphy	3a, 3c Plays an instrument – bring it
Bugling	Cadet Joshua Marcoux	Must know how to play trumpet or bugle
Skating	Austin Barber	Must know how to ice skate. We will have a limited window on the ice.
Citizenship in the World	Fred Nelson Jon Allen Cadet Adam Pollard	7a, 7b, 7d, 7e (completing 7c in session)
Chemistry	Prof. Paul Milne	None
Environmental Science	Braeden Appel	2a, 2b, 6a-c, 8b
Genealogy	Cadet Owen Clapp Cadet Ronald Howard	2b, 3, 4c, 9
First Aid	McCullen)	2a, 2b, 14, 15a (can do 15b, c, or d in class). Don't bring home/ troop first aid kit... can provide a picture
Architecture	TBD	3b, 3c
Climbing	Dean Desautels	Waivers Signed by parents – to be sent out the week of Jan 26th
Artificial Intelligence	Cadet Jayden LaVecchia	None
Cybersecurity	Holly Smith Brett Carlson	4e2, 8b, 8c (will do either 8a in class), 9b.. will do 9a in class
Scouting Heritage	LL Scouting Museum	5, 7, 8
Coin Collecting	LL Scouting Museum	4a-4f, 7a-7c
Collections	LL Scouting Museum	5c, 5d

Merit Badge Workshop Master Schedule

8:30am - 8:55am	Scouting Day Opening Ceremony Mack Hall Auditorium M225 (Mark Saxon, Mark Poulin, LTC Brian Doyle, Cadet Sedutto Welcome) Crew 1819 - Opening Flag Ceremony						
	Mack 305 (32 Room Capacity)	Mack 306 (38 Room Capacity)	Schneider 101 (32 Room Capacity)	CIO War Room Juckett Hall	Mack 105 (24 Room Capacity)	Schneider 308 (24 Room Capacity)	Schneider 308 (24 Room Capacity)
9:00am - 12:00pm	Citizenship in the Nation (George Hasselback) + (Adam Pollard)	Citizenship in the Nation (TBD) Overflow if needed	Health Professional (Mike Higgins)	Radio Merit Badge (POC - George Silowash, supported by Zack Kessler)	Open	Law (Walter Morris)	Genealogy (Clapp & Howard)
12:00-12:30pm	Lunch						
12:30-3:30pm	Law (George Hasselback)	Signs, Signals, and Codes (Zack Kessler)	Dentistry (Katy Knapp)	Not Used	Weather (Bill Huggett)	Open	
4:00pm	Norwich Scouting Night - Mens Hockey. NU vs Babson						

Scouting Day Opening Ceremony
Mack Hall Auditorium M225
(Mark Saxon, Mark Poulin, POC for NU welcoming - LTC Brian Doyle TBD)
Crew 1819 - Opening Flag Ceremony

Band Hall	Ice Rink	Chaplin Hall	Milano Ball Room		U235 - Science and Engineering Building	Mack 205 (58 Room Capacity)	Mack 307 (30 Room Capacity)	Schneider 201	Climbing V					
Music (Rose Murphy)	Not Available	Architecture TBD	Scouting Heritage Dick Zeloski	Coin Collecting Doug Akroyd	Chemistry Paul Milne	Citizenship in the World Jon Allen & Fred Nelson with Model UN (All Day)	Environment Science Braeden Appel (All Day)	First Aid Judy McCullen NUEMS (All Day)	Climbing Dean Desau MCW Scouting (All Day)					
Lunch														
Bugling (Joshua Marcoux)	Skating MB (Austin Barber)		Collections Doug Akroyd	Scouting Heritage Dick Zeloski										
Norwich Scouting Night - Mens Hockey. NU vs Babson														