



Leader Orientation Information Package



Version 4.0

New Leader Orientation

Table of Contents

| | |
|--|---------|
| Welcome to Scouting | Page 3 |
| Our Mission and Principles | Page 3 |
| Organization of Scouting | Page 5 |
| Program Sections | Page 8 |
| Typical Meeting | Page 10 |
| Use of the Outdoors | Page 10 |
| Duty of Care | Page 11 |
| The Leadership Team | Page 11 |
| Youth Involvement in Decision Making | Page 12 |
| Managing Risk | Page 13 |
| Personal Development | Page 14 |
| Volunteer Recruitment and Development Process | Page 15 |
| Program Standards | Page 16 |
| Where can I go for help? | Page 16 |
| What are my responsibilities as a leader or group committee member | Page 16 |
| How can I do my job effectively? | Page 17 |
| Handouts | Page 18 |
| Resources | Page 18 |
| Appendices | Page 19 |

Welcome to Scouting

Welcome to Scouts Canada. We are a member of the World Organization of the Scout Movement that provides five challenging programs for young people ages 5-26. Scouts Canada currently operates nearly 4,500 individual groups in most cities and towns across Canada with a total membership of 212,000 youth and adults.

There are currently over 100 Groups in Manitoba, including approximately 60 within Winnipeg and 6 in Brandon. Membership in Manitoba is approximately 4,000 youth members

The purpose of the material and workshop is to provide you the basic information to get you started as a member in our organization. It includes an overview of Scouts Canada, its program and policies.

Our Mission and Principles

Scouts Canada Mission

To contribute to the education of young people, through a value system based on the Scout Promise and Law, to help build a better world where people are self fulfilled as individuals and play a constructive role in society.

Scouting's Mission is achieved by:

involving youth throughout their formative years in a non formal educational process. using a specific method that makes each individual the principal agent in his or her development as a self-reliant, supportive, responsible and committed person assisting youth to establish a value system based upon spiritual, social and personal principles as expressed in the Promise and Law.

Principles

Scouting is based on three broad principles which represent its fundamental beliefs.

- Duty to God: Defined as: "adherence to spiritual principles, loyalty to the religion that expresses them and acceptance of the duties resulting therefrom."
- Duty to Others: Defined as loyalty to one's country in harmony with the promotion of local, national, and international peace, understanding and cooperation", and "Participation in the development of society, with recognition and respect for the dignity of one's fellow being and for the integrity of the natural world."
- Duty to Self: Defined as: "Responsibility for the development of oneself." This is in harmony with the educational purpose of the Scout movement whose aim is to assist young people in the full development of their potentials.

Program Goals

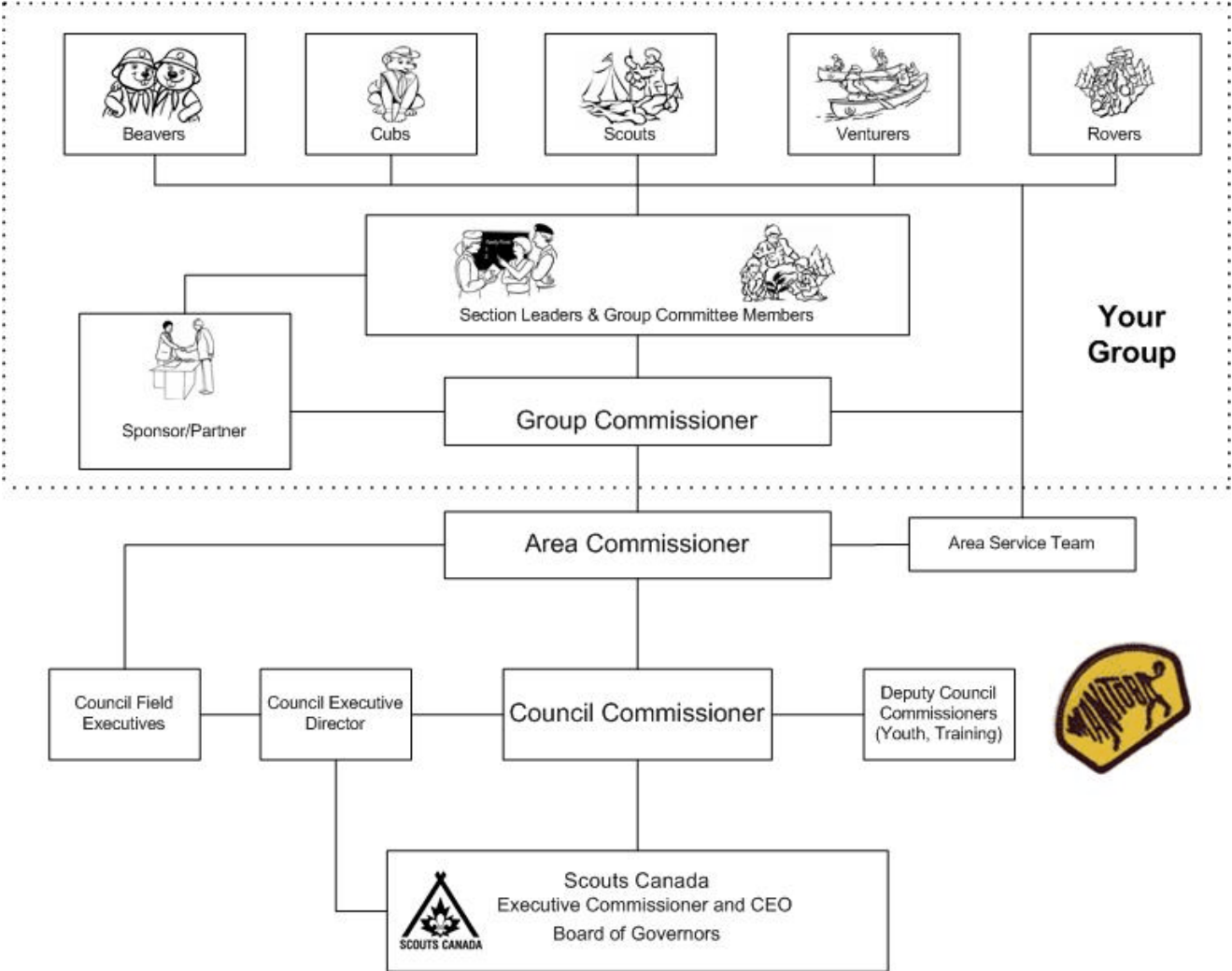
Each program section sets forth goals for meeting the Mission and Principles at a level appropriate to the age range and capabilities of the members in that section. Together, the programs for all sections combine towards the development of the whole person and an in-depth appreciation and commitment to the Mission and Principles of Scouting.

Practices/Methods

Scouting Practices are defined as a system of progressive self-education including:

- A promise and law,
- Co-ed membership
- Learning by doing,
- Membership in small groups,
- Progressive and stimulating programs,
- Commitment to the values of doing one's best, contributing to the community, respecting and caring for others, contributing as a family member,
- Use of outdoor activities as a key learning resource.
- All Program members wear a uniform.

Organization of Scouting



Your Group

A Scout Group consists typically of a section for each age group (Beavers, Cubs, Scouts, Venturers, Rovers).

Each section has a team of section leaders whose role is plan and conduct Scouts Canada's Programs.

The Group Commissioner is the principal point of contact for the Group and ensures that section leaders receive appropriate program service and support.

The Group Committee provides the administrative foundation for the section leaders to do their job. The Committee typically consists of the Group Commissioner, the leader in charge of each section (or designate), secretary, treasurer, and the group registrar.

The sponsor can include - a community groups include (church, service club), home & school associations and groups of citizens/parents.

Service Areas

The geographic area of Manitoba is divided into a number of Service Areas to provide support to Groups and members.

Each Service Area has an Area Commissioner.

The Area Commissioner has a Service Team to help provide the support to groups and leaders.

Manitoba Council

Scouts Canada is divided into 20 Councils. Each Council is headed up by a Council Commissioner. The **Council Commissioner** is the senior volunteer of the Council and is responsible for development of membership, growth of the council, development & recognition of volunteers and the delivery & support of a safe program for the youth of the communities that the council represents.

The affairs of Manitoba Council of Scouts Canada are governed by a Management Team and the Council Advisory Committee.

There are also a number of committees in Manitoba Council, including:

- Honours & Awards Committee
- Training Committee
- Youth Committee

Scouts Canada National Organization

The affairs of the Corporation of Boy Scouts of Canada are governed by a Board of Governors and administered and managed by a Management Committee.

The Chair of the Board & Chief Commissioner is Mike Scott. The Executive Commissioner & Chief Executive Officer (CEO) is J. Robert (Rob) Stewart.

Where you fit in

My Group

Group Name and Number:

Sponsor:

Group Commissioner:

Group Treasurer:

Beaver Section Leaders:

Cub Section Leader:

Scout Section Leader:

Venturer Section Leader:

Area

Area Commissioner:

Service Team Contact:

Council

Council Commissioner:

Program Sections

| | Beavers | Cubs | Scouts | Venturers | Rovers |
|----------|---|--|---|---|---|
| Age | 5 to 7 years | 8 to 11 years | 11 to 14 years | 14 to 17 years . | 18 to 26 years |
| Emphasis | Emphasizes having fun in a cooperative learning environment. | Emphasizes doing one's best, working towards goals individually and in small groups. | The Scout program emphasizes having fun while encouraging youth to feel good about themselves, their friends and family, God, and the environment. | The outdoors is an essential part of the Venturer program. Developing an active, healthy lifestyle is the prime goal. Venturing helps teens learn new knowledge and skills that can lead to a satisfying career. | The outdoors is an essential part of the Rover program. Rovers also help their local communities by running service activities |
| Program | The Beaver program is built around a lively variety of games, crafts, music, storytelling, playacting, spiritual fellowship and the outdoors. Beaver activities stress cooperation and teamwork, and can involve the whole family. | The Cub program focuses around six activity areas: The Natural World, Outdoors, Creative Expression, Healthy Living, Home and Community, and Canada and the World. Individual interests and skills are recognized through simple awards | The Scout program emphasizes outdoor and environmental activities, citizenship and community service, leadership, and personal development. Individual interests and skills are recognized through an awards system. | The Venturer program emphasizes having fun while encouraging teens to feel good about themselves, their friends and family, God, and the environment. Venturers helps teens advance their leadership skills and gain self confidence. | |

| | | | | | |
|--------------|--|---|---|---|---|
| Organization | Beavers meet in a group called a colony. The colony is split into smaller groups called lodges. | Cubs meet in a group called a pack. The pack is split into smaller groups called sixes. | Scouts meet in a group called a troop. The troop is split into smaller groups called patrols.. | Venturers meet in a group called a company. Venturers develop and manage their own program with the help of an adult advisor. | Rovers meet in a group called a crew. Rovers develop and manage their own program under the mentorship of a respected advisor. |
| Leaders | There is one leader for every five Beavers. Beaver leaders are named after the characters in the <i>Friends of the Forest</i> story. | There is one leader for every six Cubs. Cub leaders are named after the positive characters in Rudyard Kipling's <i>The Jungle Book</i> . | There is one leader for every six Scouts. | Adult Advisor | Adult Advisor |
| Promise | I promise to love God and help take care of the world. | I promise to do my best To love and serve God, to do my duty to the Queen; To keep the law of the Wolf Cub pack, And to do a good turn for somebody every day. | On my honour I promise that I will do my best To do my duty to God and the Queen To help other people at all times, And to carry out the spirit of the Scout Law. | On my honour I promise that I will do my best To do my duty to God and the Queen To help other people at all times, And to carry out the spirit of the Scout Law. | On my honour I promise that I will do my best To do my duty to God and the Queen To help other people at all times, And to carry out the spirit of the Scout Law. |
| Law | A Beaver has fun, works hard and helps his family and friends. | The Cub respects the Old Wolf, The Cub respects himself/herself. | A Scout is helpful and trustworthy, kind and cheerful, considerate and clean, wise in the use of all resources | | |
| Motto | Sharing, Sharing, Sharing | Do Your Best | Be Prepared | Challenge | Service |

Typical Meeting

Here are examples of typical meetings for Beavers, Cubs and Scouts:

| Beavers | Cubs | Scouts |
|-----------------------------|-----------------------------|------------------------------|
| 10 min. Gathering Activity | 15 min. Gathering Activity | 15 min. Gathering Activity |
| 5 min. Opening | 5 min. Opening | 10 min. Ceremony |
| 10 min. Game | 10 min. Game | 20 min. Steam-Off Game |
| 20 min. Theme Activity | 20 min. Theme Activity | 40 min. Skills |
| 10 min. Song/Story | 10 min. Game | 20 min. Game/Challenge |
| 10 min. Lodge Meeting | 20 min. Theme Activity | 15 min. Patrol/Troop Meeting |
| 5 min. Spiritual Fellowship | 10 min. Song/Story | 5 min. Spiritual Fellowship |
| 5 min. Closing | 10 min. Six Meeting | 10 min. Ceremony |
| 15 min. Leader Meeting | 5 min. Spiritual Fellowship | 15 min. Leader Meeting |
| | 5 min. Closing | |
| | 15 min. Leader Meeting | |

Use of the Outdoors

The outdoors is an essential part of the Scouting program. Scouts Canada recognises that the use of the outdoors as an excellent environment for conducting our programs, achieving our mission and developing an active, healthy lifestyle.

Things to keep in mind when taking youth outdoors:

- ensure that the activities are age appropriate
- ensure that you know your own limits and abilities and work well within them
- the appropriate forms and permissions are obtained beforehand
- parents are kept informed of your plans

If you are working on the edge of your own skills, you are endangering the young people in your charge. Seek out and obtain the skills and knowledge to enable you to perform your designated role.

Some examples of the use of the outdoors:

| | |
|------------------|--|
| Beaver program | Weekend events, picnics, short nature hikes and family based camping opportunities |
| Cub Program | Weekend events, hikes and overnight camping opportunities |
| Scout Program | Weekend events, extended hikes, no trace camping and seasonal sports opportunities . |
| Venturer Program | Weekend events, extended hikes, no trace camping and seasonal sports opportunities |

Duty of Care

The primary responsibility of adults in the Scout Movement is the welfare and development of youth members. The single most important function of the Volunteer Recruitment and Development (VRAD) process of Scouts Canada is to ensure that only suitable adults are recruited.

Our section programs and our ethic requires us to provide an environment in which children and young people feel valued and secure; and can grow as individuals while developing a sense of self worth, personal integrity and increasing competence through the acquisition of skills and achievements. Any adult behavior which is not supportive of this developmental process is inappropriate and requires appropriate intervention/action.

We have a duty of care to keep youth members safe and protect them from physical and emotional harm. In adventurous activities, this duty is exercised through sensible risk management. In our general program activities, this duty is exercised through a respectful, caring, empathetic and friendly relationship with young people. In the recruitment and selection of adult leaders, personal standards, character and ability to develop this relationship is much more important than any technical skills or experience.

The Code of Conduct was released in February 2001 and all adults who volunteer within Scouts Canada are expected to follow it.

All of us have a responsibility to intervene when we see breaches of any part of this Duty of Care document.

The Leadership Team

Scouting leaders participate in a shared leadership approach. In all sections, one leader accepts over-all responsibility for the section, but the principle of sharing the leadership opportunities still applies.

In all cases, leaders:

- cooperate and support one another
- take on a share of their tasks according to their ability and availability
- respect other team members' perspective in decision making
- demonstrate behaviour consistent with the Scout Law.

Leaders take on a number of roles such as:

- participating in the planning process
- preparing and leading activities
- communicating with youth and parents
- maintaining section records
- representing the section at group and area meetings

In all activities and situations, leaders need to be prepared to adjust their level of direction and encouragement to match the needs of the youth involved in a particular challenge. For example, where a task or challenge involves new skills or thinking, it is appropriate for the leader to provide

greater direction and encouragement than a situation where the youth are more capable and confident. Providing less direction than necessary can stimulate learning provided safety issues are addressed. Scouting's mission, principles, promises, law and mottoes provide a value base to guide decisions. Be prepared to draw on these references to guide feedback on youth decisions or to influence decisions affecting youth.

Keeo's and Kim's

Keeo is a Cub who helps with the Beaver colony and a *Kim* is a Scout who helps with the Cub pack. Both are considered part of the leadership team. Besides providing a leadership opportunity for the Cub and Scout, the position provides a link to the Cub pack and Scout Troop. Both Leaders and Beavers and Cubs can benefit from the *Keeo/Kim* unique position.

Youth Involvement in Decision Making

When youth participate in program planning and decision making:

- the youth have more ownership of the program
- the program better reflects the interests of the youth
- youth grow through the process.

Engage youth regularly through the youth leadership roles and structures of the section to plan, deliver and evaluate the program. Speak to youth individually and in small groups. Seek spontaneous informal feedback throughout the year. Make a personal commitment to involving youth in program planning and decision making.

Scouting challenges youth to try new things. Learning often comes from initial failure followed by eventual success or reflection on what happened. Leaders constantly assess what risks are involved in Scouting activities to provide a safe place to make mistakes, including the social risk associated with failure. Youth learn how to support each other from the leaders' examples.

Cubs Each six has two youth leadership roles called the *sixer* and his or her assistant, the *second*. The *sixers* and *seconds* come together in what's called the *Sixer's Council*. Together with *Akela*, they participate in program planning and decision making for the group

Scouts Each patrol has two youth leadership roles called the patrol leader and assistant patrol leader. The patrol leaders and their assistants come together in what's called the Court of Honour. Together with the troop scouter, they participate in program planning and decision making for the group.

Managing Risk

Risk is defined as:the chance of injury, damage or loss.

Scouts Canada Camping/Outdoor Activity Guide:

- is Scouts Canada's approach to Risk Management
- provides leaders and group committee members, tasked with planning and approving programs, with resources to help them identify and appreciate the level of risk associated with an activity, and to assess, avoid and minimize that risk.
- helps leaders and group committee members determine if the proposed activity meets the following criteria: *Leaders and Participants Are: In the Right Place, at the Right Time, with the Right People and with the Right Equipment.*
- contains Scouts Canada "accepted practices" for conducting Outdoor programs and activities, and the forms and applications required to approve the outing/activity.

Don't think that risk management is something for only the most extreme activities. It's not. Scouters must consider risk management as an ongoing process. Involve everyone in it. Whether just planning games and activities for the meeting place or planning a week-long canoe trip, leaders and youths must identify potential risks and hazards, and decide what is acceptable for the group based on their knowledge, skills and abilities. What a great skill for leaders to pass on to young members! Typical Scouting activities are grouped into three categories based on the location and duration of the activity.

Category I (Green) includes both indoor and outdoor meetings at the regular meeting place.

Category II (Yellow) includes any outdoor activity away from the regular meeting facilities, or, of an extended nature, up to including short-term camps of three nights or less. This category covers most activities away from the regular meeting facilities, such as an overnight hike.

Category III (Red) includes long-term overnight camps of four nights or longer, or activities of shorter duration, but requiring advanced levels of skills and competency(Example: wilderness canoe trip).

Before planning any activity, answer the following questions in your mind:

- | | |
|---------------|---|
| Who? | Who will go?, Who will the leaders be?, Who is qualified to lead the activity? |
| What? | What will the goal or purpose of the activity be? What are you likely to encounter while participating in the activity? What will you do while you are out there? |
| Why? | Why are you going? Why have you chosen that particular activity? |
| When? | When will you be going? Day or night? What season? |
| Where? | Where will you be going? |
| How? | How will you get there? Transportation? |

Personal Development

Scouts Canada's Volunteer Recruitment and Development strategy recognizes that volunteers bring a set of attitudes, skills and knowledge to their role in Scouting. The continued development of leaders is an important element to the provision of quality programs and activities for our youth.

Leaders recruited to all sections require certain common basic knowledge, skills and attitudes in order to be able to contribute to the delivery of a quality program. Through the **orientation process**, the leader must demonstrate that he or she has met a number of objectives:

Once the **Orientation Objectives** have been met, the new leader continues with their development.

Woodbadge I is the recognition leaders receive for completing the **Core Learning Objectives** plus the **Section Specific Learning Objectives** for any section.

The objectives of **Woodbadge I** are that, given a variety of learning activities, learners will plan and deliver Scouting programs as shown by the following:

- apply Scouts Canada's Mission, Principles, Scout Method/Practices, policies, procedures, and program standards,
- apply basic program planning and delivery techniques,
- conduct weekly meetings and outings,
- build a leadership team, and
- contribute to the management of the section.

The objectives follow the roles a leader would normally perform as an active member of a leadership team.

Having demonstrated the **Core Learning Objectives**, a leader then undertakes more specific development in the **Section Specific Learning Objectives**, including the objectives of the specific section, program requirements, working with youth in that section and delivering the section program. When a leader is recruited to a different section, that leader completes only the **Section Specific Learning Objectives** for the new section.

Every leader is expected to acquire the corresponding attitudes, skills and knowledge to meet these objectives within their first year of service.

Orientation Objectives

Describe the outline of a typical meeting
Describe use of outdoor activities
Describe the structure of the Scouting group
Describe the role of the leadership team
Describe the Shared Leadership Model.
Explain our commitment to involving youth in decision making
Explain expectations for personal

Core Learning Objectives

Scouts Canada's Mission and Principles
Basic Program Planning
Basic Leadership
Basic Outdoor Skills
Section Management
Basic Administration

Other Developmental Opportunities

Throughout the year, the Training Committee of Manitoba Council and your Service Area make available a number of other development opportunities (providing there is enough confirmed interest) such as:

- Basic Canoeing
- Light Weight Camping
- No Trace Camping, and
- Outdoor cooking.

Contact your Area Training Coordinator for more information or to suggest other courses.

Volunteer Recruitment and Development Process

Headlines about child abuse in youth and sports organizations have caused many parents to wonder about their children's safety. Scouting's has developed a screening strategy that demonstrates our commitment to providing safe programs.

The Adult Volunteer Screening Process focuses on the following steps:

- The Application
- The Interview
- Personal Reference Checks
- Probationary Approval
- Police Record Checks
- Orientation and Probation
- Supervision and Further Development
- Evaluation

Every new leader must participate in a Selection Interview as part of the Volunteer Screening Process. Besides screening in acceptable leaders, the interview provides an opportunity to provide the prospective leader with information about Scouting and the role of the leader.

Once the interview and reference checks are complete, and the new leader has initiated a police records check, the new leader begins a three month Orientation and Probation Period.

At the end of the probation period, a mutual decision must be made. For most volunteer applicants, the decision for acceptance will be easy. The knowledge demanded by position and the many skills can be taught fairly quickly. However, the attitudes necessary for success are more difficult to develop. For example, beliefs about appropriate discipline are not easily changed.

Upon successful completion of the probation, the new leader will be invested, and continue to work under the "supervision" of a more senior leader and hopefully will take on more responsibility within the leadership team.

Scouting's success with young people relies on dedicated volunteers rising to the challenge of delivering safe, educational, and challenging programs to young people. Help Scouting to find, recruit, develop and manage the best volunteers available. Our youth are depending on us.

Program Standards

Scouts Canada has developed a set of program standards to ensure that the program being delivered, meets the minimum standards.

The standards cover the following areas:

- Program Planning
- Outdoors
- Youth Input
- Environmental Awareness
- Spiritual Awareness
- Community Service
- Membership Retention
- Linking
- Parental/Family Involvement
- Administration
- Training/Leadership

The program standards should be used as guide when planning your program and referred to throughout the year to evaluate your program.

Where can I go for help?

There will be times when you need to turn to someone to ask a question or get assistance. Here is a list of the people you can turn to:

1. Group Commissioner - they are experienced leaders in your group who can be called upon for advice, program ideas, and as mentors for your training courses. They also know others outside of your group who could be of assistance in answering your questions.
2. Group Committee - are a valuable source of advice and guidance
3. Area Service Team - are experienced volunteer Scouters who have worked with their own group and who now offer time to assist you on behalf of the Area. They provide advice and direction to section leaders, as well as conduct special interest workshops.
4. Manitoba Council Field Executives - are employees of Scouts Canada whose role is to provide advice and assistance to adult volunteers in all aspects of the Scouting organization.

What are my responsibilities as a leader or group committee member

Quality programs for youth depend on quality leadership. So you, as an adult in Scouting, should understand that Scouting expects you to "do your best".

We hope. For the sake of your youth and young adults:

- That you come with a desire to provide our youth with leadership and a personal example of good citizenship.

- That you come prepared to take formal training to develop or improve the skills you need to deliver an effective program to the youth in your section.
- That you will select and carry out activities that are meaningful well planned, and safe and which are within the capabilities of the youth.
- That you will keep accurate records of the achievements of your youth; so that the group committee can accurately track the records of the group's programs; and the achievements of its leaders and other members.
- That you will come with a sense of commitment to quality service based on the Principles, Practices and Methods of Scouting.
- That you will come prepared to devote the time necessary to provide the quality service which in turn leads to a sense of satisfaction from a job well done.

We know you have come for these reasons - - - and also to learn and to have FUN.

How can I do my job effectively?

Accountability is the best way of ensuring that we each do our jobs effectively and maximize the help we give each other.

Each section's leader, group committee member, Area representative and Council member is accountable to someone for what he or she does. Section leaders are accountable to their Group Commissioner. Group Committees are accountable to their sponsors. All groups are also accountable to the Area Commissioner for all manner in which they operate the program.

Each Area Commissioner is accountable to the Council Commissioner, who then reports at the Council meetings. The Council Commissioner has a team, which provides support to the Areas.

While each group operates its program independently, the Area manages the overall Scouting program for the Area. This is done through a group of volunteers consisting of an Area Commissioner and a Service Team who monitor the quality of the programs and who advise and support leaders in conjunction with the Group Commissioner.

There is also a team consisting of a Council Executive Director, Council Field Executives and support staff at Scout House, who are full time staff of Scouts Canada. They provide support and advice to the volunteers.

Please do not hesitate to ask for help. After all, we are all part of the family of Scouting.

Handouts

Outdoor Guide
Duty of Care
Program Service Standards

Resources

New leaders should have available to them the following resources:

Beaver Leaders

Friends of the Forest
Beaver Leaders' Handbook
Fun at the Pond Resource Book
Colony Annual Records
Parent's Guide for Beavers

Cub Leaders

Wolf Cub Leader's Handbook
Wolf Cub Handbook
Pack Annual Records
A Grownup's Guide to the Wolf Cub Program

Scout Leaders

The Scout Leader's Handbook
Scout Handbook

Venturer Leaders

Venturer Advisor's Handbook

Rover Leaders

Rover Handbook

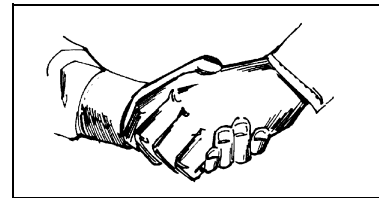
All Leaders

Scout Field Book
Financial Record Book
Camp Fire Book
Song Book

Appendices

The Scout Handshake

The traditional Scout Handshake, the left handshake, was taken by the founder, Lord Baden-Powell as a symbol of friendship and brotherhood!



In the native African cultures from which B-P copied many traditions and symbols, the shaking of hands with the left hand was the ultimate act of faith and trust a warrior gave to the person with whom he shook hands!

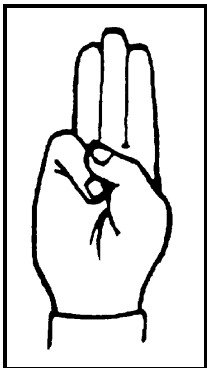
Amongst Zulu warriors, the spear, the main weapon of choice, was carried and thrown in the right hand, while the shield, was carried in front of a warrior by the left hand!

When a warrior met another person, to show his trust in the other person, the shield was transferred to the right hand already holding the spear! The shield and spear were held to the side of the body, thereby exposing the warrior totally to attack by the other person! In this position, it was extremely difficult to defend oneself from attack or to attack someone!

Tradition has that the use of this handshake came from a Zulu chief who made a peace gesture to another chief from another Zulu tribe when he saw the futility of fighting!

The Scout Sign

The Scout Sign made by folding the little finger down and bringing the thumb over to 'Hold' the little finger, thus making a stylized Scout Symbol, is used in the Scout Promise and in a universal sign of recognition.

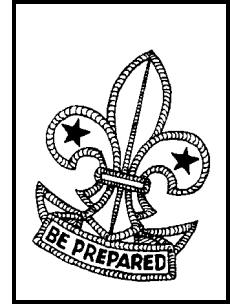


Tradition has it that the symbolism of the Scout Sign is as follows:

- The three fingers represent the three points of the Scout Promise
On my honor I Promise that I will to my best,
To do my duty to God and the Queen,
To help other people at all times,
And to carry out the Scout Law.
- The thumb covering the little finger symbolizes the strong protecting the weak!

The Scout Symbol

As Scouting's emblem, B.-P. chose the sign for the North Point which is "universally shown on maps, charts and compass cards" because "It points in the right direction (and upwards), turning neither to the right nor left, since they lead backward again..." Lady Baden-Powell later added the further explanation. "It shows the true way to go."



But how did the sign for the North Point get to be a fleur-de-lis. According to B.-P. in the Middle Ages, mariner Flavio Gioja made the seaman's compass into a more practical and reliable instrument. In Italian, North was "Tramontana". used a capital "T" on the compass card but, to show respect to King Charles of Naples, whose crest was the fleur-de-lis. Gioja combined the letter with that emblem. Fittingly, the fleur-de-lis is also a symbol of peace and purity.

To explain further the meaning of the Scout emblem, B.-P. said, 'The two stars on the two side arms stand for the two eyes of the Wolf Cub having been opened before he became a Scout. The three points of the fleur-de-lis remind the Scout of the three parts of the Scout's Promise - duty to God, obedience to the Scout Law, and service to others. The ring holding the emblem together represents the bond of brotherhood among Scouts all over the world.'

The Canadian Scout Badge places the Scout symbol on top of the maple leaf, universally recognized as a symbol for Canada. Below the Scout symbol is a scroll with the words "Be Prepared", to remind you of the Scout motto.