

2014
Camp Napowan
Staff Handbook





Dear Camp Napowan Staff Member,

Welcome to the summer of 2014! As many of you who have been around have been able to see, Camp Napowan is going through a very exciting time! We are creating new programs and activities for Scouts to enjoy, we are actively finding ways to make our camp more effective and efficient and we are continuing to grow a powerhouse staff that will not settle for anything less than extraordinary. Because of all of these powerful transformations, we have been seeing a rise in our summer attendance. This is where you come in!

Scouts have a very large variety of camps that they can choose from, not only nationally, but in the great state of Wisconsin. Troops are now fighting over reservations because of the reputation that the Napowan Staff has created as the best in-brightest in the our area. It is because of your hard work ethic, positive energy and love of scouting that we have chosen you to serve the youth that have chosen Camp Napowan.

We want you to identify yourself as a leader by doing the best possible job serving the campers and leaders who cross your path. This job that you have agreed to do is by no means a small task. There will be many hours of fun and fellowship, but there will also be hard work that will require a strong commitment from you. It is our job to plan and deliver the Summer Camp program Scouts and Scouters expect from Boy Scout Camp.

In order to maintain the very high standards the past Napowan Staff has created, we must all be on the same page. This handbook will go over what is expected of the staff, how the camp operates, rules and regulations, and what the responsibilities are of each job. Reading this handbook will help you understand how we have become such a powerhouse staff and how we can maintain that status for years to come. Reading this handbook is a MUST to have a successful summer and to be the best that you can be.

Thank you for accepting to be a part of this amazing team! You are going to do great this summer!

Yours in Scouting,



Robert Lugiai
Camp Director

Steven Wright
Chief of Staff

Summer Schedule

Staff Meeting April 26
Staff Week: June 8-14
Week One: June 15-21
Week Two: June 22-28
Week Three: June 29-July 5
Week Four: July 6-12
Alumni Visit: July 10
Cub Scout Adventure: July 10-13
Week Five: July 13-19
Week Six: July 20-26
OA Summer Fellowship: July 25-27
Week Seven: July 27-August 2nd



Arrival/Departure

Arrival

Staff week begins on Sunday, June 9. Plan to arrive at camp no later than 1:00PM. Your first stop will be the main office to check in and receive your housing assignment. Then you need to go to your cabin and unpack. The training program will begin shortly after.

Departure

Each Saturday, the Staff will be dismissed by the Camp Director when all work for the week is finished, and the campers have all been checked out. Staff members should not expect to depart earlier than on your contracted end date, unless arrangements with the Camp Director have been agreed upon in advance.

Nights Off

All Staff members will have one night off. You may leave when your program duties for the day are finished. This time will begin at 6:00 PM. Sign out at the Main Office BEFORE you change out of your Uniform. No Scout should EVER see you out of Uniform. Staff under 18 must be back on camp property by 11:00 PM.

Staff Aims and Objectives

THE STAFF WILL TRY THEIR ABSOLUTE BEST TO:

Provide every camper with a wholesome and safe experience that at least equals his high expectations

Help campers develop a keen awareness and appreciation for the great outdoors and to motivate them to assume the responsibility for living in harmony with nature

Help fulfill the basic objectives of the Boy Scouts of America – character building, citizenship training, and physical and mental fitness

Demonstrate enthusiastic Scouting spirit and good leadership

Exemplify the principles of the Scout Oath and Law

Promote a spirit of genuine friendliness, understanding of others, and cooperation

Work as a team with the common goal of providing an atmosphere where Scouting is experienced at its best

Introduction

This Staff Manual was prepared to help you do a better job as a Camp Staff member. You will want to become thoroughly familiar with the techniques and information it contains.

Before you arrive at camp, read the manually thoroughly so you will have a basic understanding of the following:

***Staff Philosophy**
***General Staff Info**

***Scouting and our Customers**
***Rules and Regulations**

When Staff training begins, we will review this manual again to ensure that the information is covered and that all procedures are clear. Be sure to be familiar with your particular responsibilities.

Camp Napowan Staff Philosophy

The aim of Scouting is to build character, foster good citizenship, and develop physical, mental and moral fitness among the youth who come under its influence. In the Boy Scouts, this aim is promoted by encouraging all Scouts and Scouters to conduct their lives on the principles expressed in the Scout Oath, Scout Law, Scout Motto, and Scout Slogan. These are as Follows:

SCOUT OATH

On my honor, I will do my best, to do my duty, to God and my Country. To obey the Scout Law; to help other people at all times; to keep myself physically strong, mentally awake and morally straight.

SCOUT LAW

A Scout IS trustworthy, loyal, helpful, friendly, courteous, kind, obedient, cheerful, thrifty, brave, clean and reverent.

SCOUT MOTTO

Be Prepared

SCOUT SLOGAN

Do a good turn daily.

CAMP NAPOWAN CUSTOMER SERVICE GUARANTEE

We, the staff and administration of Camp Napowan, are committed to providing our guests with only the highest level of customer service for every situation. We promise to always have a positive attitude and go above and beyond the call of duty for your unit every day. We are committed to this high standard to ensure the growth and development of the Scouts.

The primary function of the summer camping program at Camp Napowan is to provide a long-term camping experience for Scouts within the purposes and methods of the Boy Scouts of America.

Therefore, the rules that govern Camp Napowan are the Scout Oath, Law, Motto, and Slogan. Every staff member is expected to commit them to memory and conduct him or herself accordingly. As a member of the camp staff you will be expected to set the example, based on these principles, for all Scouts and Scouters to follow.

Troops come to camp to take advantage of the outdoor programs provided by a well-trained, experienced staff. But the primary reason that Scouts and Leaders come to camp is to have fun. If it's not fun, it's not scouting. As a staff member you must have a positive attitude, and take summer camp seriously. However, also remember that it should be fun for you as well. There is a great satisfaction in working with youth, helping them develop their knowledge, skills and abilities and in being a positive influence in their lives. Being on the Napowan Staff is an adventure, and hopefully a rewarding experience that will make you a better person.

The Boy in Scout Camp

We, as the Camp Staff, must keep foremost in our minds that we are here to serve the boy, without him there would be no need for us. The boy has many interests. We must attempt to reach him in as many ways as possible. There will be occasions when the boy will want to do some things completely on his own. Perhaps he wants to sit and watch the clouds go by, hang a fishing pole in the water, or just take a walk around camp. Our planning should allow him the time and opportunity to do so if he wishes.

Then too, he may want something to do with just a few of his friends. Maybe he wants to go on a hike, or go boating or swimming with a couple of his buddies. Then there will be times when he wants to go out with his own patrol and have some fun or do some advancement. Or perhaps his patrol wants to challenge another patrol to a scout craft contest or game of volleyball. There will also be occasions when the boy will want to participate in activities with his whole unit. Perhaps it will be a water carnival activity, day hike, campfire, or scavenger hunt.

Remember, we as a camp staff need to provide opportunities and activities for all scouts, patrols, and troops with a well-balanced program.

Everyone is Important

All staff jobs are important. If the job weren't necessary and important we wouldn't have asked you to do it. We have ONE STAFF, a cohesive unit working together to meet the goals of our customers, the scouts and leaders coming to our camp. You hold a position on the camp staff because you have leadership ability plus ability in a specialized field. Try to better these skills throughout the summer. Your ability-growth makes you a more valuable member of the staff. Talk over your ideas with others. From their experience you may find valuable suggestions- all of us want you to do a better job no matter what area in which you serve.

Your special job is very important. So is every other job in camp. A problem in one area could be a problem for everyone and reflects badly on all of us. We must respect everyone's work and lend a hand if needed. At camp we live closely and at times, we can wear on each other, so think before you speak or act. We must all work at living with each other- camp is a training for us as we learn to respect each other's rights, property, skills, and faults.

You may find yourself transferred from one job to another as time dictates. All we ask is that you do the best job you can in any task. Every single job at camp is necessary, and whatever you are asked to do is important. In fact, chances are that the person asking you has done the same job before too. There is no job beneath the dignity of any staff member... or unworthy of a staff's best effort.

General Staff Information

BEFORE YOU LEAVE HOME FOR CAMP

- Have physical examination, complete personal information on form and get parents signature (if under 18)
- If under 18, have parents complete and sign permission slip for you to leave camp on night off and on Saturday with someone beside parent
- Obtain needed uniform parts from Council Scout Shop. Discount will be given for items purchased for personal use.

WHAT TO BRING WITH YOU

- Two or more complete summer Scout uniforms including: Scout shorts or long pants, uniform shirt with proper insignia, Scout socks, Scout belt
- Sheets, blankets, pillowcases, and/or sleeping bag
- Rainwear and boots
- Extra shoes
- Shower Shoes (for shared bathroom facilities)
- Other clothing for cool nights/mornings, grubby work, night off, and swimming
- Flashlight and insect/tick repellent
- Laundry detergent and dirty clothes bag (free self-serve washer and dryer use provided on site)
- Alarm clock
- Other items to be comfortable
- Personal Hygiene items
- Towels
- Notebooks, pens, pencils
- Program area materials (discuss with area director)
- Backpack/Day pack
- Flashlight
- Bug Repellent
- Water bottle
- Sunscreen

ITEMS NOT TO BRING

- Pets
- Large electrical appliances
- Large pieces of furniture
- Fixed blade knives, personal firearms
- Fireworks
- Literature or videos of questionable taste
- A bad attitude
- Anything conflicting with Camp policies (if you are unsure, check with director)

Remember that stereos, TV's, movies, etc. should never interfere with your camp duties. Stereos, video games, and TV's should only be heard within your staff cabin and NEVER taken into the program areas. If this becomes a problem you will be asked to leave those items at home, or they will be confiscated until the completion of camp. Don't bring valuables to camp even though we will all be good scouts, camp will not be responsible for any lost or stolen personal articles.

BSA MEMBERSHIP

All staff members **must** be registered members of the Boy Scouts of America. Those not previously registered staff will join Venture Crew 477, chartered to the Northwest Suburban Council.

APPEARANCE

All Staff members are expected to present a neat and clean appearance at all times. Hair, mustaches, and beards will be kept neat, clean, and trimmed at all times. Hair will be kept its normal color. Jewelry should only be worn in a tasteful manner, reflecting the ideals and principles of Scouting.

UNIFORMS

You are expected to be in the appropriate Scout uniform at all times. As a staff we will set the example of the proper uniform to our campers and leaders. Field Uniform is to be worn daily at flag retreat and dinner, and Activity Uniforms are to be worn at all other times. All uniforms must be neat and clean. Exception is made for Aquatics staff in their program area where Activity Uniform will be red trunks or swim suit and staff T-shirt, and Flintlock Staff who will be required to wear their Period Uniform at all times.

Field Uniform

Scout Shirt
Scout Shorts/Pants
Scout Socks
Scout Belt
Scout Hat (not required but must be BSA)

Activity Uniform

Staff T-Shirt/Polo/Scouting Shirt
Scout Shorts/Pants
Scout Socks
Scout Belt
Scout Hat (not required but must be BSA)

CONTRACTS, SALARIES, AND PAY PERIODS

Each Staff member must sign, (if under 18 parents must also sign), and return an employment contract to the Camp Director at 600 Wheeling Rd. Mount Prospect, IL 60056. These will be kept on file in the Main Office. This contract is a business agreement to perform certain duties for the good of the total camp program. It is expected that each staff member will perform these duties to the best of his or her ability. If a problem arises that a staff member finds impossible to solve on his own, then his area director should be contacted. If necessary, the Program Director or Camp Director may be consulted. Your salary will be paid by direct deposit, on the 1st and 15th of the month, and will be subject to applicable taxes and Social Security payments as required by law. Remember, it is important, as in any job, to regard your salary as confidential. Any discussion of your salary on your part is indiscriminate and would demonstrate a lack of maturity and judgment as well as a lack of regard for staff morale.

Personal (Health or Religious) Needs

If you have any personal health and/or religious restrictions or needs, please make sure the Camp Director is aware of them as soon as possible. We will make every effort to comply and/or provide what is necessary

Napowan Job Descriptions

All Camp Napowan job descriptions can be found at www.napowan.org under “The Staff” Please review these to get a better understanding of the positions on camp and the chain of command.

Mail

Place outgoing mail in the mailbox just outside the Trading Post entrance. Incoming mail will be held in the office to get picked up by dinner time each day. Your camp address is:

YOUR NAME
Napowan Staff
N4789 24th Ave
Wild Rose, WI 54984

Rules and Regulations

STAFF HANDBOOK

Staff members will keep their copy of this Handbook with them during their stay at camp.

WORK HOURS

Camping is a 24 hour a day proposition and the camp’s and staff’s responsibilities do not cease at any time during that period. Every staff member is expected to put in all the time necessary to carry out her/his assignments and be agreeable to accepting responsibility to conducting over-all camp program. Again, **Staff sets the example 24 hours, seven days a week.**

OPEN DOOR POLICY

While all staff are encouraged to use the chain of command, (i.e. area directors then Program Director), staff members are encouraged to bring questions, concerns etc. directly to the Camp Chaplain or Camp Director should the situation require or warrant such action.

FLAG CEREMONIES

All staff members are expected to attend all flag ceremonies in a full Class “A” camp uniform, except Flintlock staff who will be in their appropriate “period uniforms”. This includes both the morning and evening flag ceremonies.

LANGUAGE

We should make every effort to refrain from using foul and inappropriate words in our conversations with each other, and most importantly, with campers and leaders.

MOTOR VEHICLES

All staff vehicles must be kept in the parking lot or designated parking areas near quarters, with the doors locked and the keys removed. They may be moved only during the staff member's time off or by arrangement with the camp director. Staff will not allow anyone else to drive their vehicle unless their insurance covers other drivers. No person is ever allowed to ride in the beds of pick-up trucks.

GRATUITIES

Staff members must not accept pay of any kind from campers or leaders for assistance or services provided.

MEDICAL EXAMINATION

Each staff member is required to bring a current and complete personal medical evaluation form to camp.

INSURANCE

As a member of the Napowan Camp Staff, you are covered by Workmen's Compensation insurance of the State of Wisconsin. This insurance covers medical care for all staff for *job-related* accidents or injuries. Your personal or family health insurance will cover all non-job related illnesses and injuries.

SMOKING & TOBACCO USE

Use of tobacco products by staff members under age 18 is illegal under Wisconsin state law and subjects the offender to disciplinary action.

Use of tobacco products by adults and staff members over age 18 in view of campers and leaders is not permitted. Providing tobacco products to youth under age 18 can result in disciplinary action and possible termination of employment. Additionally, the Northwest Suburban Council has adopted a "No Smoking" policy for all its buildings.

FIREARMS, AMMUNITION AND BOWS/ARROWS

None of these items are allowed in camp. If any of these items need to be brought into camp, they must immediately be checked in with the Camp Director and Shooting Sports Director.

FIREWORKS

None of these items are allowed in camp. Possession and/or use of fireworks is cause for immediate termination of employment.

HAZING, YOUTH PROTECTION AND SEXUAL HARRASSMENT

Hazing in any form is strictly forbidden by the policies of the National Council of the Boy Scouts of America. Furthermore, hazing is now covered as an offense under the Federal Child Protection Act. Actions of a nature which cause discomfort and/or can become threatening will not be tolerated and can result in disciplinary action or termination of employment.

Child abuse may also take on many forms and degrees of severity. Abuse can be verbal, physical, emotional, or sexual. A session during staff week will be devoted to this subject.

Any staff members, or any adult in camp, who witnesses, or reasonably suspects, any type of child abuse or sexual harassment incident must, under legal requirements, report it immediately to the Camp Director. Do not confront the "victim" or the "perpetrator" about the incident and under no circumstances discuss with anyone except the Camp Director. He knows the proper procedure to be followed. This is a very serious situation and will be handled by the Scout Executive.

ILLEGAL, IMMORAL OR UNACCEPTABLE ACTIVITY

Activity and/or interaction between staff members of an illegal, immoral, or unacceptable nature will not be tolerated and can result in termination of employment. This includes the possession of pornographic materials.

ALCOHOLIC BEVERAGES

Possession and/or consumption of alcoholic beverages ON or ***OFF*** camp property during your entire employment as a staff member by any staff member *under age 21* is prohibited by Wisconsin state law and is cause for disciplinary action and/or possible termination of employment.

Staff members over age 21 are not allowed to bring alcoholic beverages onto camp property nor are they to provide alcoholic beverages to minor staff members at any time. Failure to comply is cause for termination of employment and/or disciplinary action under Wisconsin State Law.

CONTROLLED SUBSTANCE ABUSE AND DRUG USE

All drugs/controlled substances must be checked in at the Health Lodge with the Health Officer. The use, or possession of **ILLEGAL (NON-PRESCRIPTION) DRUGS (INCLUDING MARIJUANA)** while in the employment of the Northwest Suburban Council will result in *immediate termination of employment*. None are allowed in camp or in your system.

PUNCTUALITY

Staff members are expected to be on time for all program events, meals, and other obligations. To be early is to be on time. To be on time is to be late. To be late could be costly!!

MORNING AND QUIET HOURS

Every staff member is expected to be up early enough in the morning to prepare himself/herself and quarters for the day and to be at the flag ceremony for messages and breakfast. Rest is important to all who live in camp.

Quiet hours begin at 11:00 p.m. Staff members are expected to be in their quarters at a reasonable hour and to not interfere with the rest of the others. No loud noises are permitted after this time

CAMP EQUIPMENT

The camp, over the years, has spent considerable money to provide the necessary items for program, etc. Please help take care of what is in your charge or what you will be using for the summer. If it is broken or destroyed and it is not your fault, the camp will cover it. But please let the camp administration know what has happened. If it is negligence or abuse, you will be expected to pay for it or replace it. If there is some item you need to run your area or provide program that you do not have, please request it from the Program Director through your Area Director as soon as you realize you need it. Do not wait until the last minute.

Follow appropriate check out procedures when borrowing equipment and return it to its proper place when finished.

RELIGIOUS SERVICES

The Scouting movement recognizes religion as an integral part of the character building process and encourages each of its members to adhere to the beliefs and practices of their own religious faith. Scouting's religious policy also teaches respect for other beliefs and requires its religious activities to be a reflection on this.

Every effort should be made by the staff to see that camp religious services *(chapel, vespers, grace, etc.) are as attractive as campfires or any other camp activity. Personal participation of staff in these services will help set the best example of "*A Scout is Reverent*".

TROOP CHECK-IN AND CHECK-OUT DUTIES

The Program Director or Commissioner will assign staff members to specific functions to be carried out as units are checked in and checked out of camp. This is an important chance for staff members to make a good impression and make the Scouts and leaders feel welcome at camp and eager to return next year.

PHONES

Cell phones are allowed in Staff City and on your nights off, however, cell phones ARE NOT ALLOWED TO BE ON YOUR PERSON FOR ANY REASON DURING PROGRAM HOURS. If you need a device on you to tell the time bring a watch to ensure your timeliness. A scout should NEVER see your cell phone.

MEALS

When a staff member fails to eat properly, it becomes difficult to fulfill their responsibilities with any degree of effectiveness. For this reason, all staff members are required to be present and on time and in proper uniform for all meals. Staff meals will be the guest of one of the troops in camp. Specifics will be assigned by the program director. Food for staff families is the responsibility of the family.

RADIOS, COMPUTERS, IPODS, TABLETS, ELECTRONIC GAMES, ETC.

Radios, televisions, computers, IPODS, Tablets, electronic games, etc. are not permitted in any program area or in the Trading Post at any time except as approved by the Camp Director or Program Director

The same is true of sound equipment, etc. in the Staff Housing area. As long as it cannot be heard outside of the area, is turned off at during quiet hours, and is not left on when its owner is not in the area, you may play them. If any of these conditions are abused, the equipment is subject to confiscation and will be returned upon your departure from camp to take home. You may lose your right to use the equipment all summer. Be respectful to the Scouts, Leaders and Residents who live close by.

GAMBLING

It against the policies of the Boy Scouts of America to gamble for money or personal possessions while on Scout property or at Scout functions. This is cause for termination of employment.

SHOWERS

Please do your part to see that shower facilities are maintained in a neat and clean condition at all times.

STAFF HOUSING

All staff areas and quarters are personal areas and are off-limits to campers at all times. Additionally, staff members should not enter other staff member's quarters without their permission. Staff members are not permitted in living quarters of the opposite sex at any time.

Small electrical appliances (i.e. fans, radios, TVs, etc.) are permitted. Large electrical appliances (refrigerators, air conditioners, etc.) are not permitted.

Every staff member is responsible for keeping his/her quarters neat and clean at all times. All staff quarters are subject to inspection at any time by the Camp Director

and/or the Camp Ranger. Inspections can include the use of dogs if believed warranted by the Camp Director.

A **staff lounge** is provided for your relaxation. Use it, enjoy it, take care of it, and **keep it clean!** You are responsible for any equipment you damage. Any faulty or broken equipment should be reported to the Camp Ranger.

LAUNDRY

Washers and dryers are provided for your convenience. Again, your assistance is needed to keep the laundry area clean and neat. Be considerate of others using the laundry area by promptly removing your clothes from the washers and dryers when finished.

GUESTS

Guests are welcome in camp provided they do not interfere with your camp duties. Overnight accommodations are not normally available. Meals may be provided at camp with prior arrangement made with the camp director. A nominal fee will be charged on a per meal basis. **ALL CAMP GUESTS MUST BE APPROVED BY THE CAMP DIRECTOR PRIOR TO ARRIVAL AND MUST CHECK IN AT THE MAIN OFFICE. THIS INCLUDES FORMER STAFF MEMBERS.**

CAMP STAFF APPRAISALS

During and at the end of the camping season, the Camp Director and, where appropriate, the Program Director and/or other senior staff member will complete a Camp Staff Appraisal Sheet on each staff member.

TRADING POST POLICY

The Trading Post (to include the Mercantile) is a strictly cash and carry operation. No credit will be extended to anyone at any time, and no one is allowed to "run a tab."

The Trading Post is not a staff lounge. Except by express authorization of the Camp Director, no one is allowed behind the counters in the Trading Post and Mercantile service areas except the Trading Post Manager, the trading Post Staff, the Business Manager and the Ranger.

KITCHEN AND DINING HALL POLICY

Anyone who does not work in the kitchen or has not been asked to help out in the kitchen does not belong in the kitchen. It is contrary to BSA Standards and OSHA regulations for anyone except the kitchen staff, Ranger, Camp Commissioner, Program Director, Business Manager or Camp Director to be in the food preparation area.

Staff members who know they will miss a meal because of a legitimate reason should contact the Camp Director and the Camp Cook prior to the meal for arrangements for a substitute.

BEHAVIORAL CORRECTION

Behavior correction of the campers is their Scoutmaster's responsibility. All behavioral correction matters should be referred (through your director) to the Scoutmaster of the camper to handle in their own way. If a staff member sees or hears evidence of inappropriate disciplinary action, the camp director must be notified immediately (re: Youth Protection Guidelines & Training).

STAFF DISCIPLINE

Situations occur at camp that may require the discipline of a staff member, up to and including release. **Discipline is the responsibility of the Camp Director.** Discipline will be based on the degree of the infraction and can range from a written reprimand to additional duties to termination of employment. Parents or guardians of staff members under age 18 will be notified promptly of any disciplinary action that involves more than a written warning. Parents or guardians of staff members will also be promptly notified of the release of a staff member under the age of 18.

The camp will investigate all good faith complaints of misconduct of a staff member. In the event of an ongoing investigation regarding the misconduct of a staff member, parents of all campers and staff members involved in the investigation will be notified at an appropriate time. The Camp Director will reasonably and in good faith determine when such notification is appropriate, but the time for notification may vary depending on the unique facts and circumstances of alleged misconduct.

The results of an investigation are generally confidential. When appropriate, parents or guardians of campers and staff members involved in an investigation will be notified of the results of the investigation.

TERMINATION OF EMPLOYMENT

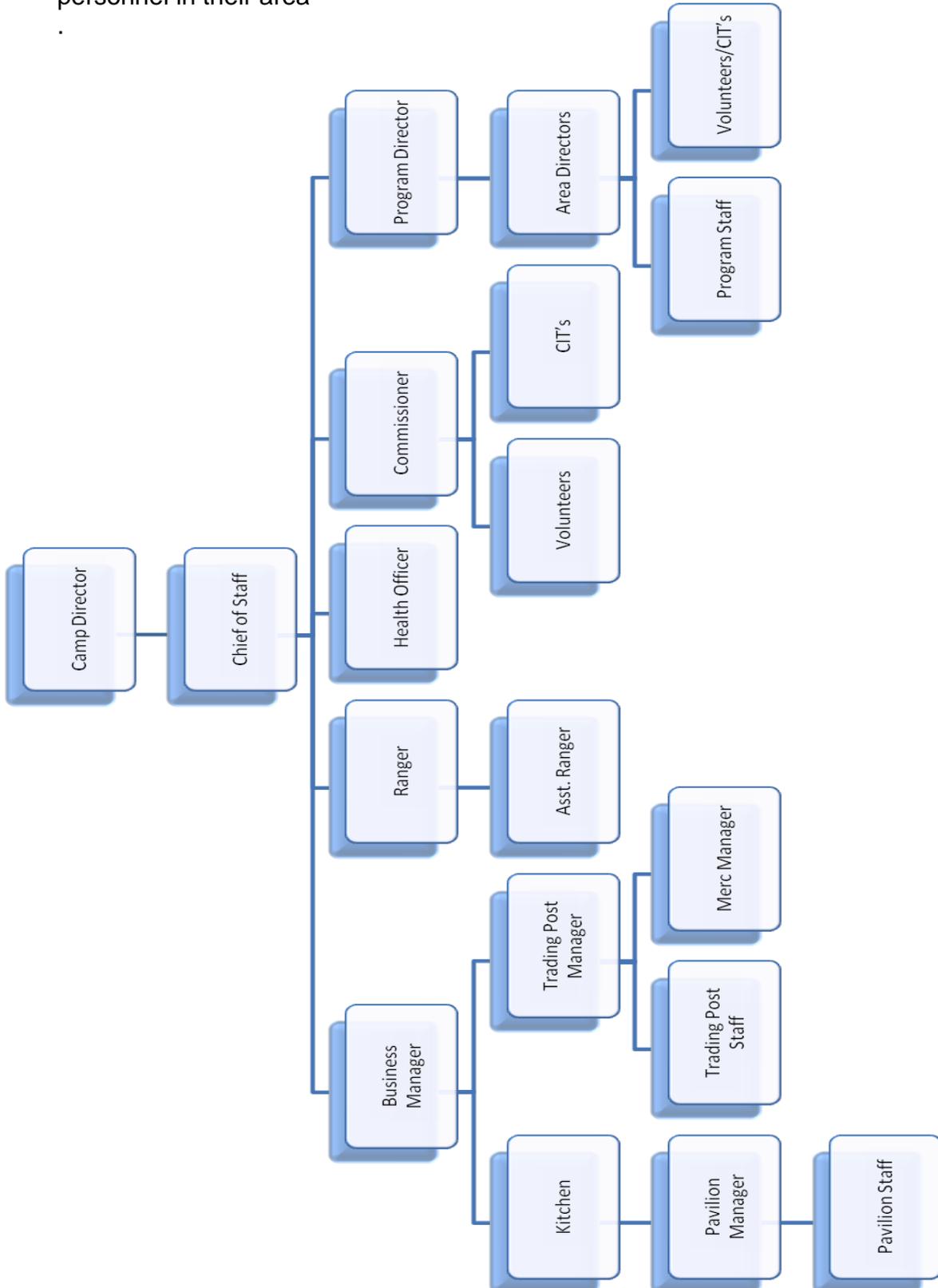
All staff members were hired to work the entire camp season however violation of certain of the above understandings will result in immediate termination of employment. Specifically, these are

- Use, possession, and/or sale or transfer of drugs and alcohol
- Willful destruction of camp property and equipment
- Fraternization
- Providing alcohol or tobacco to minors
- Illegal or immoral conduct.



CHAIN OF COMMAND

All staff members are responsible to their respective area director. This includes appearance, punctuality, and behavior. Area Directors are responsible to the Program Director for all matters relating to program and personnel in their area



Napowan Hymn

(Theme: High Above Cayuga's Waters)

Here beside Lake Napowan
By its wooded hills
Live the thrills and joys of Scouting
Scouts with all their skills
Ever let our hearts and memories
Turn again to thee
In the Spirit of Good Scouting
Napowan Hail thee

Napowan Rousing Song

Cheers, Cheers for old Napowan
We are the best Scouts from all around
Some are big and some are small
Here's where we hear the wild goose call
Here's where we work and here's where we play
We're having fun while Scouting away
We will raise your name on high
So, Hurrah for Napowan.

Scout Oath

On my honor I will do my best
To do my duty to god and my Country
And to obey the Scout Law;
To help other people at all times;
To keep myself physically strong,
Mentally awake, and morally straight.

Scout Law

A scout is Trustworthy, Helpful, Friendly, Courteous, Kind, Obedient, Cheerful, Thrifty,
Brave, Clean and Reverent.

Scout Motto

Be Prepared

Scout Slogan

Do a good turn daily

Philmont Grace

For food, for raiment, for life, for opportunity, for friendship and fellowship, we thank
thee O' Lord. Amen