



Troop 32 Patrol Mentor Plan

WELCOME MENTORS!!!!!! First of all, thank you for your service to your new patrol. This outline was designed to help layout a plan to make it easier for you to support your Scouts over the next years they are involved.

There is a huge "responsibility shift" from boys coming in at age 11 and then moving up through age 18 AND that includes the parental involvement. Also, when done correctly, the relationship building of the patrol will typically help overwhelm any individual challenges between members which leads to support and growth in the Scouts.

Although there can be lots of minutia, and although there is an expectation of you being involved in many of the activities with your Patrol (including Popcorn sales in the fall and Pancake Breakfast in the spring as well as many outings with your patrol, especially in the first 2 years), this template consolidates into the two most important areas for the Mentors – Communication and Support -- AND breaks those into the main areas of:

- 1) Communication
 - a. Parent
 - b. Scouts
 - c. Troop
- 2) Support
 - a. Meetings
 - b. Outings
 - c. Patrol meetings

One thing to start with is to attempt to do a "Welcome to Troop 32; I am your Scout's Mentor" meeting. As you will see below, we strongly encourage Patrol meetings with your patrol, however this Welcome Meeting would be with all the parents to go over some of the terminology (patrol box, outings, "Scout led", etc.) and go over your expectations of this journey through the years. There are examples of how to do this in on the website.

As you progress through this journey, please feel free to let the Committee know of things that worked for you so we can continue to add to this "living" document.

Again, THANK YOU for your service!!!!

Troop 32 Committee



Year 1-

COMMUNICATIONS –

Scout- They are just getting into the troop and yet need to learn the “Scout led” mentality sooner rather than later. Therefore, mentors should spend time in “patrol time” to make sure that the Scouts have the info. Also, initially the Patrol Guide will be the “Patrol leader” until one is chosen and will communicate messages via Patrol Call (recommend for first 1-2 months) and then work with the Patrol leader for 1-2 months and then the Patrol leader can do the calls for remainder of term.

Mechanisms- Patrol CALLS weekly including to the Mentor

Parent- THIS WILL BE the most important. Again the parents have been the LEAD for many of them in Cub Scouts and they are going to take time to understand the “Scout led” method. So recommendation is that even though the Patrol Calls are done via the Scouts, the Mentor acts as the communicator to the parents each week for the first 6-12 months. This way the Scouts can learn the process BUT the parents can get the info so they feel included. The process of weaning the parents off should be gradual over that first year, BUT should happen.

Mechanism- Preferred method (email, text, etc.) to the parents including direction to the troop website and calendar.

Troop- Again, the Patrol Guide should act as the Patrol leader solo for the first month or so and then work “side by side” with the new Patrol leader for a couple months and then let the Patrol leader run with it 4 or so months in.

Mechanisms- Patrol CALLS to the scouts. Even though society is moving to the “technology age”, in an effort to learn communication skills and to build connections, it is STRONGLY recommended that the communication be by PHONE, for at least the first year.

SUPPORT-

Meetings- Mentors are to be available during Patrol time to clarify what is to happen that night, upcoming events and outings and to check in on advancement. At this early stage if the Mentor is not to make the meeting then they HAVE to coordinate for a “sub” OR use the Patrol Guide. The first year Scouts NEED this continual support.

As far as advancement, the Mentor should use either a spreadsheet (attached) OR the Troop online system to track advancement. While the mentor can sign off certain items, it is VERY advantageous to incorporate other ASMs into this process.

Outings- IF the mentor is on the outing, then they continue to guide similar to the approach used at meetings, meaning they can sign off on a few things but should include other ASMs into the mix.



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Patrol Meetings- BY FAR THE MOST IMPORTANT THING. It is STRONGLY encouraged that the patrol has several "outside the meeting patrol meetings" during the first year. The purpose is threefold-

- a) An opportunity for the boys to get to know each other in a low key small group setting
- b) An opportunity to work on simple advancement outside the hectic meeting (get other ASMs to help)
- c) An opportunity for the boys to learn more about the mentor and patrol guide to solidify the relationship.

They can last 1-2 hours and be done during the week OR weekends. They can incorporate any or all of the above reasons (and in fact not all of them should be advancement).

Another bonus is that the parents get a chance to touch base outside the meeting (HOWEVER it is wise to NOT have parents stay...except so as to have 2-Deep).



Year 2-

COMMUNICATIONS –

Scout- Most of the Scouts have about a year “under their belt.” Therefore, mentors should encourage more and more that the Scouts take the lead, while still staying close. In “patrol time” the Patrol leader can run those side by side by the mentor for the first month and then run them the rest of the term (6 months).

***IF a new boy comes into the patrol during this year or beyond, it is recommended that the mentor select a “peer mentor” from the patrol to help the new member get acclimated and speed up advancement to “catch up.”

Mechanisms- Patrol CALLS weekly including to the Mentor. As for the Patrol Calls done weekly, again it is encouraged at this stage for the activity to be a CALL, to continue to build the communication skills and relationships with the other patrol members.

Parent- IF done properly, by the end of the first year, the Parents have started to understand that the Troop is “Scout led” and that communications should be coming from the boys. It is recommended that the mentor continue to augment the communication from the Scout to their families, however direct communication to the parents can start to diminish except for major events (like Courts of Honors and large outings). Again, directing them to the calendar will have a major impact.

Mechanism- Preferred method (email, text, etc.) to the parents including direction to the troop website and calendar.

Troop- The Patrol leader is the representative to the Troop from the Patrol and is the one who communicates as such. One additional idea is to REALLY engage the Asst Patrol Leader program at this time. This is for two reasons:

- a) They act as the “backup” if a Patrol Leader is missing
- b) They can gain experience and work towards being the Patrol Leader next time

Mechanisms- Patrol CALLS to the scouts

SUPPORT-

Meetings- Mentors are to be available during Patrol time to clarify what is to happen that night, upcoming events and outings and to check in on advancement. However, the Patrol Leader should be a least Co-Leading this time of the meeting. Again, at this early stage if the Mentor is not to make the meeting then they HAVE to coordinate for a “sub” OR use the Patrol Guide. This second year is solidifying the patrol.

As far as advancement, the Mentor should use either a spreadsheet (attached) OR the Troop online system to track advancement. Sometime in year two, it is possible that some of the Scouts will be getting close to being First Class, which means they will be having to fill out a “Green Sheet”. Now, the mentor can sign off certain items, however it is recommended that it



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be no more than 6-8 items (or one section whichever is smaller), AND it is necessary to incorporate other ASMs into this process.

Outings- IF the mentor is on the outing, then they continue to guide similar to the approach used at meetings, meaning they can sign off on things but should include other ASMs into the mix.

Patrol Meetings- It is STRONGLY encouraged that the patrol continue to have several "outside the meeting patrol meetings" during the second year. The purpose is threefold-

- a) An opportunity for the boys to get to know each other better
- b) An opportunity to work on simple advancement outside the hectic meeting (get other ASMs to help)
- c) An opportunity for the boys to learn more about the mentor to solidify the relationship.

They can last 1-2 hours and be done during the week OR weekends. They can incorporate any or all of the above reasons (and in fact not all of them should be advancement).

Another bonus is that the parents get a chance to touch base outside the meeting in case the development of "Scout communication" is slow. (HOWEVER it is wise to NOT have parents stay...except so as to have 2-Deep).



Year 3-

COMMUNICATIONS –

Scout- By now, most of the Patrol will be moving into their third year. Therefore, mentors should start REALLY being “mentors” meaning they are available, however the impetus is on the Scouts ASKING for help if they need it.

***IF a new boy comes into the patrol during this year or beyond, it is recommended that the mentor select a “peer mentor” from the patrol to help the new member get acclimated and speed up advancement to “catch up.”

Mechanisms- Patrol CALLS weekly including to the Mentor. As for the Patrol Calls done weekly, although CALLS are recommended, in reality it should be up to the Scouts as to how to best get the info. THEY are to use the method that has the best chance of success.

Parent- By now, all parents should have it in their minds that the patrol is run BY THE SCOUTS. Therefore if there is a communication challenge, it needs to be worked out by the Scout. At the same time, it is recommended that major events (COH or Week log trips) be communicated to the parents (in a way that they ask the Scout what is up.)

Mechanism- Preferred method (email, text, etc.) to the parents including direction to the troop website and calendar.

Troop- The Patrol leader is the representative to the Troop from the Patrol and is the one who communicates as such. One additional idea is to REALLY engage the Asst Patrol Leader program at this time. This is for two reasons:

- a) They act as the “backup” if a Patrol Leader is missing
- b) They can gain experience and work towards being the Patrol Leader next time

Mechanisms- Patrol CALLS to the scouts

SUPPORT-

Meetings- In “patrol time” the Patrol leader can run those meetings. They also understand fully now that if there is an issue or question, they go straight to the ASPL or SPL. At this stage, if the Mentor is not able to make the meeting then they should communicate this to the Patrol Leader. Getting a sub is not as important, but communication is courteous.

As far as advancement, the Mentor should continue using a spreadsheet (attached) OR the Troop online system to track advancement. By now everyone in the Patrol is either First Class or getting close to being First Class, which means they will be having to fill out a “Green Sheet”. Now, the mentor can sign off certain items, however it is recommended that it be no more than 6-8 items (or one section whichever is smaller), AND it is necessary to incorporate other ASMs into this process.



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***It is possible that one or more Scouts will be at least Star if not Life by now (VERY fast track). The Scoutmaster will probably have a conversation if this is the case, and it is still early in the process for them to consider the Eagle project or process, however from here on, a value that the mentor can bring is encouraging the Scout to start thinking about an Eagle Mentor to help them through that last pathway. (The Eagle Mentor CAN be the Patrol mentor, however it is VERY advantageous to have another ASM.)

Outings- IF the mentor is on the outing, then they continue to guide similar to the approach used at meetings, meaning they can sign off on things but should include other ASMs into the mix.

Patrol Meetings- Although many of the Scouts will see each other at outings, it is still encouraged that the patrol continue to have several "outside the meeting patrol meetings" during the year. The purpose is now really twofold-

- a) An opportunity for the boys to hang out with each other
- b) An opportunity to work on similar advancement outside the hectic meeting (get other ASMs to help)

They can last 1-2 hours and be done during the week OR weekends. (They should NOT all be advancement).



Year 4-

COMMUNICATIONS –

Scout- By now, most of the Patrol will be moving into their fourth year. Therefore, mentors should continue being “mentors” meaning they are available, however the impetus is on the Scouts ASKING for help if they need it. From here on out, the mentors should be focused on helping the patrol members reach the level they want and connect them with other ASMs to do this.

***IF a new boy comes into the patrol during this year or beyond, it is recommended that the mentor select a “peer mentor” from the patrol to help the new member get acclimated and speed up advancement to “catch up.”

*** IF it hasn’t happened already, the patrol may lose some of the boys in the next few years. Although disappointing, this IS a natural product of the process. Mentors should keep eye on this hand keep the remaining boys focused on what they are getting from Boy Scouts and keep them moving forward.

Mechanisms- Patrol CALLS weekly including to the Mentor. As for the Patrol Calls done weekly, although CALLS are recommended, in reality it should be up to the Scouts as to how to best get the info. THEY are to use the method that has the best chance of success.

Parent- Again, all parents should have it in their minds that the patrol is run BY THE SCOUTS. Therefore if there is a communication challenge, it needs to be worked out by the Scout. At the same time, it is recommended that major events (COH or Week log trips) be communicated to the parents (in a way that they ask the Scout what is up.)

Mechanism- Preferred method (email, text, etc) to the parents including direction to the troop website and calendar.

Troop- The Patrol leader is the representative to the Troop from the Patrol and is the one who communicates as such. One additional idea is to REALLY engage the Asst Patrol Leader program at this time. This is for two reasons:

- a) They act as the “backup” if a Patrol Leader is missing
- b) They can gain experience and work towards being the Patrol Leader next time

Mechanisms- Patrol CALLS to the scouts

SUPPORT-

Meetings- In “patrol time” the Patrol leader WILL run those meetings. They also understand fully now that if there is an issue or question, they go straight to the ASPL or SPL. At this stage, if the Mentor is not able to make the meeting then they should communicate this to the Patrol Leader. Getting a sub is not as important, but communication is courteous.

As far as advancement, the Mentor should continue using a spreadsheet (attached) OR the Troop online system to track advancement. By now everyone in the Patrol should be beyond



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First Class, which means they will be having to fill out a "Green Sheet". Now, the mentor can sign off certain items, however it is recommended that it be no more than 6-8 items (or one section whichever is smaller), AND it is necessary to incorporate other ASMs into this process.

***It is probable that one or more Scouts will be at least Star or Life by now AND might even be in the "Eagle Pipeline." (Road to Eagle process). The Scoutmaster will probably have a conversation if this is the case, and a value that the mentor can bring is encouraging the Scout to either start thinking about an Eagle Mentor OR work with the one they chose to help them through that last pathway. (The Eagle Mentor CAN be the Patrol mentor, however it is VERY advantageous to have another ASM.)

Outings- IF the mentor is on the outing, then they continue to guide similar to the approach used at meetings, meaning they can sign off on things but should include other ASMs into the mix.

Patrol Meetings- Although many of the Scouts will see each other at outings, it is still encouraged that the patrol continue to have several "outside the meeting patrol meetings" during the year. The purpose is now really twofold-

- a) An opportunity for the boys to hang out with each other
- b) An opportunity to work on similar advancement outside the hectic meeting (get other ASMs to help)

They can last 1-2 hours and be done during the week OR weekends. (They should NOT all be advancement).



Year 5-

COMMUNICATIONS –

Scout- By now, most of the Patrol will be moving into their fifth year. Therefore, mentors should continue being “mentors” meaning they are available, however the impetus is on the Scouts ASKING for help if they need it. From here on out, the mentors should be focused on helping the patrol members reach the level they want and connect them with other ASMs to do this.

*** IF it hasn’t happened already, the patrol may lose some of the boys in the next few years. Although disappointing, this IS a natural product of the process. Mentors should keep eye on this hand keep the remaining boys focused on what they are getting from Boy Scouts and keep them moving forward.

Mechanisms- Patrol CALLS weekly including to the Mentor. As for the Patrol Calls done weekly, although CALLS are recommended, in reality it should be up to the Scouts as to how to best get the info. THEY are to use the method that has the best chance of success.

Parent- Again, all parents should have it in their minds that the patrol is run BY THE SCOUTS. Therefore if there is a communication challenge, it needs to be worked out by the Scout. At the same time, it is recommended that major events (COH or Week log trips) be communicated to the parents (in a way that they ask the Scout what is up.)

Mechanisms- Preferred method (email, text, etc) to the parents including direction to the troop website and calendar.

Troop- The Patrol leader is the representative to the Troop from the Patrol and is the one who communicates as such. One additional idea is to REALLY engage the Asst Patrol Leader program at this time. This is for two reasons:

- a) They act as the “backup” if a Patrol Leader is missing
- b) They can gain experience and work towards being the Patrol Leader next time

Mechanisms- Patrol CALLS to the scouts

SUPPORT-

Meetings- In “patrol time” the Patrol leader WILL run those meetings. They also understand fully now that if there is an issue or question, they go straight to the ASPL or SPL. At this stage, if the Mentor is not able to make the meeting then they should communicate this to the Patrol Leader. Getting a sub is not as important, but communication is courteous.

As far as advancement, the Mentor should continue using a spreadsheet (attached) OR the Troop online system to track advancement. By now everyone in the Patrol should be beyond First Class, which means they will be having to fill out a “Green Sheet”. Now, the mentor can sign off certain items, however it is recommended that it be no more than 6-8 items (or one section whichever is smaller), AND it is necessary to incorporate other ASMs into this process.



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***It is probable that all of the remaining Scouts will be at least First Class and should be Star or Life by now AND might even be in the "Eagle Pipeline." (Road to Eagle process). The Scoutmaster will probably have a conversation if this is the case, and a value that the mentor can bring is encouraging the Scout to either start thinking about an Eagle Mentor OR work with the one they chose to help them through that last pathway. (The Eagle Mentor CAN be the Patrol mentor, however it is VERY advantageous to have another ASM.)

****ALSO, you hopefully have some who are either Eagle or finishing up Eagle process. The big thing here is to attempt to "recruit" those boys into being even bigger "peer mentors" to the other patrol members AND engage the completed Eagle to stay involved (give back) not only to his patrol, but to the younger patrols also.

Outings- IF the mentor is on the outing, then they continue to guide similar to the approach used at meetings, meaning they can sign off on things but should include other ASMs into the mix.

Patrol Meetings- Although many of the Scouts will see each other at outings, it is still encouraged that the patrol continue to have several "outside the meeting patrol meetings" during the year. The purpose is now really twofold-

- a) An opportunity for the boys to hang out with each other
- b) An opportunity to work on similar advancement outside the hectic meeting (get other ASMs to help)

They can last 1-2 hours and be done during the week OR weekends. (They should NOT all be advancement).



Year 6-

COMMUNICATIONS –

Scout- By now, most of the Patrol will be moving into their sixth year. The mentors should be focused on helping the patrol members reach the level they want and connect them with other ASMs to do this.

*** IF it hasn't happened already, the patrol may lose some of the boys in the next few years. Although disappointing, this IS a natural product of the process. Mentors should keep eye on this hand keep the remaining boys focused on what they are getting from Boy Scouts and keep them moving forward.

Mechanisms- Patrol CALLS weekly including to the Mentor. As for the Patrol Calls done weekly, although CALLS are recommended, in reality it should be up to the Scouts as to how to best get the info. THEY are to use the method that has the best chance of success.

Parent- Again, all parents should have it in their minds that the patrol is run BY THE SCOUTS. Therefore if there is a communication challenge, it needs to be worked out by the Scout. At the same time, it is recommended that major events (COH or Week log trips) be communicated to the parents (in a way that they ask the Scout what is up.)

Mechanisms- Preferred method (email, text, etc) to the parents including direction to the troop website and calendar.

Troop- The Patrol leader is the representative to the Troop from the Patrol and is the one who communicates as such. One additional idea is to REALLY engage the Asst Patrol Leader program at this time. This is for two reasons:

- a) They act as the "backup" if a Patrol Leader is missing
- b) They can gain experience and work towards being the Patrol Leader next time

Mechanisms- Patrol CALLS to the scouts

SUPPORT-

Meetings- In "patrol time" the Patrol leader WILL run those meetings. Most of the time, these meetings will be to focus on what things need to be completed OR working with their Eagle mentors. At this stage, if the Mentor is not able to make the meeting then they should communicate this to the Patrol Leader. Getting a sub is not as important, but communication is courteous.

As far as advancement, the Mentor should continue using a spreadsheet (attached) OR the Troop online system to track advancement. It is probable that all of the remaining Scouts will be at least First Class and should be Star or Life by now AND might even be in the "Eagle Pipeline." (Road to Eagle process). The "Green Sheet" will still be an "item" and although it is recommended that a mentor sign off no more than 6-8 items (or one section whichever is smaller), it is necessary to incorporate other ASMs into this process.



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Several of the Scouts SHOULD be in the Eagle process (only 24 months to go). The Scoutmaster will probably have a conversation if this is the case, and a value that the mentor can bring is reminding the Scout to work with the Eagle Mentor they chose to help them through that last pathway. (The Eagle Mentor CAN be the Patrol mentor, however it is VERY advantageous to have another ASM.)

****ALSO, you hopefully have some who are either Eagle or finishing up Eagle process. The big thing here is to attempt to "recruit" those boys into being even bigger "peer mentors" to the other patrol members AND engage the completed Eagle to stay involved (give back) not only to his patrol, but to the younger patrols also.

Outings- IF the mentor is on the outing, then they continue to guide similar to the approach used at meetings, meaning they can sign off on things but should include other ASMs into the mix.

Patrol Meetings- Although many of the Scouts will see each other at outings, it is still encouraged that the patrol continue to have several "outside the meeting patrol meetings" during the year. The purpose is now really twofold-

- a) An opportunity for the boys to hang out with each other
- b) An opportunity to work on similar advancement outside the hectic meeting (get other ASMs to help)

They can last 1-2 hours and be done during the week OR weekends. (They should NOT all be advancement).



Year 7-

COMMUNICATIONS –

Scout- By now, most of the Patrol will be moving into their last year (getting on to 18). The mentors should be focused on helping the patrol members make the final push to reach the level they want and connect them with other ASMs to do this.

Mechanisms- Patrol CALLS weekly including to the Mentor. As for the Patrol Calls done weekly, although CALLS are recommended, in reality it should be up to the Scouts as to how to best get the info. THEY are to use the method that has the best chance of success.

Parent- Again, all parents should have it in their minds that the patrol is run BY THE SCOUTS. Therefore if there is a communication challenge, it needs to be worked out by the Scout. At the same time, it is recommended that major events (COH or Week log trips) be communicated to the parents (in a way that they ask the Scout what is up.)

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Mechanisms- Patrol CALLS to the scouts

SUPPORT-

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As far as advancement, the Mentor should continue using a spreadsheet (attached) OR the Troop online system to track advancement. It is probable that all of the remaining Scouts will be at least First Class and should be Star or Life by now AND might even be in the “Eagle Pipeline.” (Road to Eagle process). The “Green Sheet” will still be an “item” and although it is recommended that a mentor sign off no more than 6-8 items (or one section whichever is smaller), it is necessary to incorporate other ASMs into this process.

Most of the Scouts SHOULD be in the Eagle process (only 24 months to go). The Scoutmaster will probably have a conversation if this is the case, and a value that the mentor



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