

Doctorate Thesis for College of Commissioner Science

By

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**SHAPED FOR SERVICE
IN THE
BOY SCOUTS OF AMERICA**



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Preface

The purpose of this paper is to help Scout leaders understand that the role that they fill in the Boy Scouts of America is not intended to be “perfect for them”, but one that the Scouter is created to fill. That is not to say that there is a perfect role for every Scouter and if it is not available, they should not be a part of the organization.

I grew up believing that God has a plan for each of us. In 2002, I read a book that was written by Dr. Rick Warren, “The Purpose Driven Life”, which captured me instantly. In the book, my belief in “God has a plan for each of us”, became more of a reality as I read that we are created by God for a specific Purpose. I read further to see that Dr. Warren describes in greater detail that we are uniquely SHAPED to serve God. Additionally, my church was using a training series published by Saddleback Ministries, Dr. Warren’s organization, which helped individuals to discover their unique SHAPE.

This document is intended to adapt the concepts that I learned from Dr. Warren and Saddleback Ministries and combine them with a matrix that I developed to help Scouters,

1. Discover their unique SHAPE and,
2. Find the best fit opportunities for an enjoyable and rewarding service to Scouting.

It has been said, "Scouting is a game with a purpose." Scouting is meant to be a fun game that is enjoyable and exciting for youth. To the adults, the reason we want the youth to "play the game" is to "learn by doing", to become men of character, training them to be good citizens. This is the **purpose** of the game.

The mission of the Boy Scouts of America is to prepare young people to make ethical and moral choices over their lifetimes by instilling in them the values of the Scout Oath and Law.

Scout Oath	Scout Law	
A Scout is:		
On my honor I will do my best	Trustworthy	Obedient
To do my duty to God and my country	Loyal	Cheerful
and to obey the Scout Law;	Helpful	Thrifty
To help other people at all times;	Friendly	Brave
To keep myself physically strong,	Courteous	Clean
mentally awake, and morally straight.	Kind	Reverent

(Figure 1)

Their vision statement is, "The Boy Scouts of America will prepare every eligible youth in America to become a responsible, participating citizen and leader who is guided by the Scout Oath and Law." One can easily see how the **purpose** of Scouting is included in the **mission** and **vision** statements.

As Scout leaders, we have a purpose, too, even beyond Scouting. God created us for a purpose; to serve Him. He created us each with a unique shape to be part of His body. We are not all hands, or feet or blood vessels or even a tiny pineal gland. "¹⁴**For the body is not one member,**

but many. ¹⁵If the foot says, “Because I am not a hand, I am not a part of the body,” it is not for this reason any the less a part of the body. ¹⁶And if the ear says, “Because I am not an eye, I am not a part of the body,” it is not for this reason any the less a part of the body.

¹⁷If the whole body were an eye, where would the hearing be? If the whole were hearing, where would the sense of smell be? ¹⁸But now God has placed the members, each one of them, in the body, just as He desired. ¹⁹If they were all one member, where would the body be? ²⁰But now there are many members, but one body. ²¹And the eye cannot say to the hand, “I have no need of you”; or again the head to the feet, “I have no need of you.” ²²On the contrary, it is much truer that the members of the body which seem to be weaker are necessary; ²³and those members of the body which we deem less honorable, on these we bestow more abundant honor, and our less presentable members become much more presentable, ²⁴whereas our more presentable members have no need of it. But God has so composed the body, giving more abundant honor to that member which lacked, ²⁵so that there may be no division in the body, but that the members may have the same care for one another. ²⁶And if one member suffers, all the members suffer with it; if one member is honored, all the members rejoice with it.” (1 Corinthians 12:13-26 (New American Standard Bible)).

God's purpose involves how we Worship Him, how we have Fellowship with others, the method of Discipling or training new members and providing enhanced training to existing members, the way we Minister or meet the needs of one another and our plan for Evangelism or getting people excited about God's plan so that all may hear. Our Scouting purpose is not all that different. We still worship through our “duty to God” and give honor to Him in many different ways and in all aspects of Scouting. Scouts and Scout leaders continually fellowship through our units, District and Council activities, Jamborees, and many others. There is never a shortage of training,

discipleship, opportunities. As with our walk with God, we may pass on too many of the opportunities for one reason or another. Scouts minister through community service projects, Eagle projects and simply visiting the elderly to sing songs during the holidays. Every Membership Chairman is an evangelist and the Commissioner staff are an evangelistic team.

In 2002, Dr. Rick Warren's book, "The Purpose Driven Life", became an instant success. In this book, Dr. Warren tells us that we are uniquely shaped and describes a way of creating a S.H.A.P.E. profile. I believe that when God made us, we were not only created with a unique shape to serve Him in our worship, but also in our daily lives, our work, our family life and yes, even our Scouting life. Your S.H.A.P.E. profile is the same in every avenue of life with the exception of your experiences. Our life experiences are unique. You may discover that the good experiences happen because of your S.H.A.P.E. as do bad experiences. God made us with one unique S.H.A.P.E. to serve Him in everything we do. "**With good will render service, as to the Lord, and not to men**" (**Ephesians 6:7 (New American Standard Bible)**)

The acronym S.H.A.P.E., as described in Warren's work is broken down as follows: S is for Spiritual Gifts, H is for Heart's desire, A is for abilities, P is for Personality and E is for Experiences. I will show you how to discover your S.H.A.P.E. and by the end of this paper, you should begin to see how you can apply your unique S.H.A.P.E. in the Boy Scouts of America to be a more effective Scout Leader.

For our purposes, we will refer to the S as Scouting gifts, though they are gifts from God. To discover your Scouting gifts you will need to record your initial impression of how each of the following statements applies to you, **Yes** this is me, **No** it is definitely not me, or **Maybe** it could be me.

1. I like to oversee plans from a high level, watching for possible roadblocks or potholes in the way, and developing alternatives. Y__ M__ N__

2. I enjoy helping new units get started and develop their program. Y__ M__ N__

3. I like to create things and teach others to express themselves through their creations.

Y__ M__ N__

4. I can generally tell if a person is leading by example or for personal gain.

Y__ M__ N__

5. I believe in BSA and enjoy telling others how it makes me a better person.

Y__ M__ N__

6. I have a knack for bringing out the best in others by helping them to challenge themselves, a motivator. Y__ M__ N__

7. I believe in the ideals of the Boy Scouts of America and proudly support it financially. Y__ M__ N__

8. I enjoy having a responsibility to give back to the community and individual families.

Y__ M__ N__

9. I enjoy coordinating activities that help people feel welcome and appreciated so they may get to know others better. Y__ M__ N__

10. I believe that God is a fundamental part of Scouting and pray for members privately and publicly. Y__ M__ N__

11. I have the ability to collect information from multiple sources, comprehend it and use it for effective decision making. Y__ M__ N__

12. I easily see the hurt that families face due to personal hardship and have a desire to help. Y__ M__ N__

13. I enjoy singing and like to teach others new songs. Y__ M__ N__

14. I effectively set goals for myself and others that I easily communicate and others are eager to help accomplish. **Y_ M_ N_**

15. I like to explain the benefits of BSA to new organizations and other communities that do not normally participate. **Y_ M_ N_**

16. I enjoy “helping other people at all times” without a need for recognition.

Y_ M_ N_

17. I like to take responsibility for small groups of people and help meet their needs.

Y_ M_ N_

18. I seem to have the ability and desire to teach and train others to be more effective leaders. **Y_ M_ N_**

19. I understand the goals of the BSA, live by the Scout Oath and Law and can easily explain the practical application to our daily lives. **Y_ M_ N_**

Next we need to explore the **H** from our S.H.A.P.E. This stands for Heartbeat. Just as we received a unique combination of “Scouting” gifts from God, we also have a unique emotional “Heartbeat” that “races when we encounter activities, subjects or circumstances that interest us. We instinctively feel good about some things and not so much about others.” (Ministry 301, C.L.A.S.S. Materials, Saddleback Church)

To understand our heartbeat, we need to look at our past accomplishments. You will need to list 3-4 accomplishments or more, that you recall and feel good about from:

1. Your preteen years.
2. As a teenager.
3. Your early 20's.
4. The “30 something’s”.
5. Up to current time.

Now, try to find repeated themes from your accomplishments that may match the following list.

1. Design / Develop – I love to make things from scratch, or starting new idea.
2. Pioneer – I love to test new concepts and am not afraid to fail.
3. Organize – I love bringing order from chaos, organizing existing things.
4. Operate / Maintain – I love to efficiently operate organized material.
5. Serve / Help – I love to help others succeed in their area of responsibility.
6. Acquire / Possess – I love to collect things and get the best price.
7. Excel – I love to be the best and make my team the best, setting the standard.
8. Influence – I love to shape the way others think, converting them to my way.
9. Perform – I love to be on stage, in the limelight, the center of attention.
10. Improve – I love to make things better, even if someone else created them.
11. Repair – I love to fix what is broken and replace what is outdated.
12. Lead / Take Charge – I love being the leader, deciding how things are done.
13. Persevere – I love to see things through to completion, persistence.
14. Follow Rules – I love organization, rules to follow, expectations to meet.
15. Prevail – I love to fight for right, to overcome injustice.

Our motivated Abilities represent the A in S.H.A.P.E. We may feel as though we have tried unsuccessfully to perform certain tasks and have resolved to the idea that “we just do not have the ability for doing that task”. We all have many God-given abilities. Our challenge is to match our abilities to the tasks that they should be used to accomplish. It is a fact that we can learn “skills” that we do not naturally have if we are naturally motivated to do so.

So how can we identify our motivated abilities? Review the following list of specialized abilities.

1. Entertain – Perform, dance, speak, sing
2. Recruit – Enlist and motivate people to get involved
3. Interview – Question others to find out what they really like
4. Research – Read, gather data, collect information
5. Artistic – Conceptualize, draw, paint or photograph
6. Graphics – Lay out, design or create visual displays
7. Evaluate – Analyze data and draw conclusions
8. Plan – Strategy, design and organization for program or event
9. Manage – Supervise people to accomplish task or event and coordinate details
10. Counsel – Listen, encourage and sensitively guide
11. Teach – Explain, demonstrate, tutor or train
12. Write – Write articles, letters or books
13. Edit – Proofread or rewrite
14. Promote – Advertise events or activities
15. Repair – Fix, restore or maintain
16. Feed – Prepare meals for large groups
17. Recall – Good memory for names and faces
18. Mechanical Operation – Operate equipment, tools or machinery
19. Resourcefulness – Find inexpensive materials to meet needs
20. Count – Work with numbers, data or money
21. Classify – Filing books, data etc. for easy retrieval
22. Public Relations – Handle complaints with care and courtesy
23. Welcome – Make others feel comfortable
24. Compose – Write music or lyrics

25. Landscape – Gardening

26. Decorate – Beautify for special event

Now let's go back to our list of accomplishments and circle the verbs denoting the action performed in the accomplishment. You should note the similarities between the abilities shown and those in the list. These may be your motivated abilities.

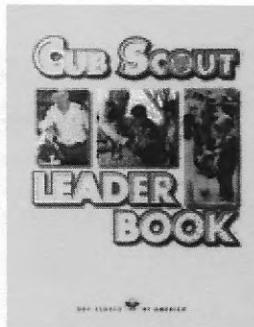
Personality is the next component, **P**, in our unique S.H.A.P.E. Personality plays a major role in the type of position we are suited to fill. A person with an unbending, "my way or the highway" type of personality would probably not be a very effective Cubmaster, but would make a pretty good person to have in charge of safety in high-adventure camps. On the contrary, a meek and mild-mannered individual may be very easy to get along with, but if they won't make a decision, for fear of hurting someone's feelings, they would probably not be the best Committee Chairperson.

We will judge ourselves based on five personality aspects. On a scale of 1 to 5, are you more:

1. Extroverted – interact with many people(1) or Introverted interact with few(5)?
2. A Thinker – idea person(1) or A Feeler - test the ideas(5)?
3. Like a Routine – clear expectations(1) or Like Variety – multi-task with surprises(5)?
4. Self-Controlled – keep opinions to self(1) or Self-Expressive – share opinions(5)?
5. Cooperative – like team effort(1) or Competitive – like personal victory(5)?

The final part of the S.H.A.P.E. comes from your Experiences. In the movie, "The Natural", Glenn Close says, "...we have two lives the lives we learn with and the life we live with after that." It has also been said that, "experience is the best teacher." I believe that if we discover our

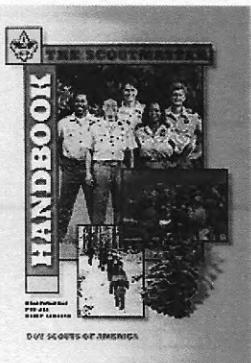
S.H.A.P.E., we will discover many options that may seem to fit. It is our experiences, good or bad, that will help us fine tune our next successful opportunity. For this reason, I will introduce a “SHAPE Matrix” that I have developed to help us get a feel for the S.H.A. and P. portions to enable us to match with those Experiences to nail down the best fitting options.



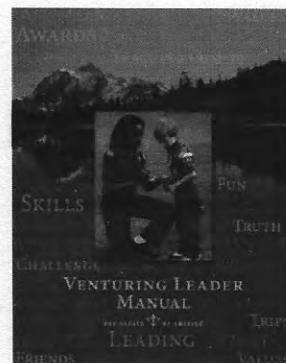
Cub Scout Leader Book



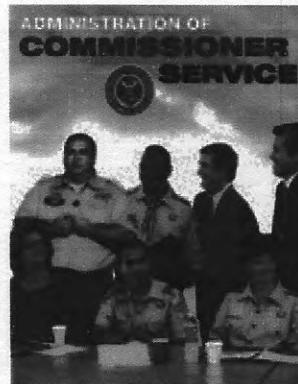
Varsity Scout Guidebook



Scoutmaster Handbook



Venturing Leader Manual



Commissioner Administrator of Service Pamphlet

Figure 2

Using leadership manuals from several of the programs of Scouting and Commissioner resources, I constructed a matrix of simplified Scouting positions with a set of likely matches to the SHAPE characteristics that we have discussed to this point. One could easily create a more detailed list of Scouting opportunities and further develop the relationship to the SHAPE characteristics.

S.H.A.P.E	TIGER LEADER	CUB LEADER	WEBELO LEADER	CUBMASTER	BOY SCOUT LEADER	SCOUTMASTER	VARSITY LEADER	COACH	VENTURE LEADER	ADVISOR / SKIPPER	OUTDOOR	TRAINING	COMMITTEE MEMBER	FINANCE	MEMBERSHIP	ADVANCEMENT	DC	ADC	UC	CUB RTC	RTC	
ADMINISTRATION			X		X		X		X				X	X	X	X	X	X	X			
APOSTLESHIP													X					X	X			
ARTS & CRAFTS	X	X																				X
DISCERNMENT	X	X	X	X	X	X	X	X	X													
ENCOURAGEMENT					X	X		X	X					X	X	X	X	X	X	X	X	X
EVANGELISM													X	X			X	X	X	X	X	X
GIVING	X	X	X			X		X	X		X		X									
HELPING						X		X	X				X	X			X	X	X	X	X	X
HOSPITALITY	X	X	X																			
INTERCESSION	X	X	X	X		X		X		X			X									
KNOWLEDGE					X	X		X		X							X	X	X	X	X	X
LEADERSHIP	X	X	X	X		X		X		X								X	X	X	X	X
MERCY	X	X	X			X		X	X				X	X			X	X	X	X	X	X
MISSIONS														X				X	X	X	X	X
MUSIC	X	X	X										X	X								X
SERVICE						X		X	X		X		X					X	X	X	X	X
SHEPHERDING					X	X		X	X									X	X	X		
TEACHING	X	X	X		X		X						X				X	X	X	X	X	X
WISDOM					X	X		X		X			X				X	X				

Figure 3

S.H.A.P.E	TIGER LEADER	CUB LEADER	WEBELO LEADER	CUBMASTER	BOY SCOUT LEADER	SCOUTMASTER	VARSITY LEADER	COACH	VENTURE LEADER	ADVISOR / SKIPPER	OUTDOOR	TRAINING	COMMITTEE MEMBER	FINANCE	MEMBERSHIP	ADVANCEMENT	DC	ADC	UC	CUB RTC	RTC	
DESIGN / DEVELOP	X	X									X			X	X						X	X
PIONEER	X					X	X	X	X	X											X	X
ORGANIZE	X	X	X	X		X		X		X			X	X	X	X						
OPERATE / MAINTAIN					X	X		X		X			X	X	X			X	X	X	X	X
SERVE / HELP						X		X	X	X			X	X	X			X	X	X	X	X
ACQUIRE / POSSESS	X	X	X										X	X	X							X
EXCEL					X	X	X		X	X							X	X				
INFLUENCE						X		X		X			X									
PERFORM	X	X	X			X		X		X			X									
IMPROVE						X		X	X				X				X					
REPAIR													X	X			X					
LEAD / BE IN CHARGE						X		X	X	X							X	X				
PERSEVERE							X	X	X	X						X		X	X	X		
FOLLOW THE RULES	X	X											X	X			X	X	X			
PREVAIL			X	X	X	X	X	X	X	X							X					

Figure 4

S.H.A.P.E

	TIGER LEADER	CUB LEADER	WEBELO LEADER	CUBMASTER	BOY SCOUT LEADER	VARSITY LEADER	COACH	VENTURE LEADER	ADVISOR / SKIPPER	OUTDOOR	TRAINING	COMMITTEE MEMBER	FINANCE	MEMBERSHIP	ADVANCEMENT	DC	ADC	UC	CUB RTC	RTC
ENTERTAIN	X	X	X	X											X				X	
RECRUIT																X	X	X	X	X
INTERVIEW			X	X		X		X						X	X	X	X	X	X	
RESEARCH								X	X	X	X									
ARTISTIC	X	X	X																	X
GRAPHIC					X	X	X	X	X	X	X									X
EVALUATE					X	X	X	X	X	X	X									X
PLAN					X	X	X	X	X	X	X			X	X	X	X	X	X	
MANAGE					X	X	X	X	X	X	X			X	X	X	X	X	X	
COUNSEL					X	X	X	X	X	X	X			X		X	X	X	X	
TEACH					X	X	X	X	X	X	X				X	X	X	X	X	
WRITE					X	X	X	X	X	X	X			X	X	X	X	X	X	
EDIT																				X
PROMOTE						X										X	X	X	X	X
REPAIR																				
FEED																				
RECALL	X	X	X	X	X		X	X	X								X	X	X	X
MECHANICAL										X				X						
RESOURCEFUL	X	X	X			X		X		X	X		X							X
COUNT												X								X
CLASSIFY												X	X	X	X					
PUBLIC RELATIONS						X	X	X	X	X	X	X	X	X	X					
WELCOME	X	X	X	X	X		X	X	X	X	X	X	X	X	X		X	X	X	X
COMPOSE	X	X																		X
LANDSCAPE						X	X	X	X	X	X	X	X	X						
DECORATE	X	X	X			X		X		X	X	X	X	X						X

Figure 5

S.H.A.P.E

	TIGER LEADER	CUB LEADER	WEBELO LEADER	CUBMASTER	BOY SCOUT LEADER	VARSITY LEADER	COACH	VENTURE LEADER	ADVISOR / SKIPPER	OUTDOOR	TRAINING	COMMITTEE MEMBER	FINANCE	MEMBERSHIP	ADVANCEMENT	DC	ADC	UC	CUB RTC	RTC
EXTROVERTED	X	X	X	X		X	X	X	X		X	X		X	X	X	X	X	X	
INTROVERTED					X					X			X							
THINKER			X		X	X	X	X	X	X	X		X		X	X	X	X	X	
FEELER	X	X	X																X	
ROUTINE			X		X	X													X	
VARIETY	X	X	X			X	X	X	X		X	X							X	
SELF-CONTROLLED			X	X	X	X	X	X			X	X		X	X	X	X	X	X	
SELF-EXPRESSIVE	X	X												X					X	
COOPERATIVE	X	X	X	X						X	X		X	X		X	X	X	X	
COMPETITIVE						X	X	X	X		X	X		X	X					

Figure 6

So for example, let's assume that your Scouting gifts seem to be Teaching, Wisdom and Helping, your Heartbeat points to Excel, Serve / Help and Improve, the indicated Abilities

are Welcoming, Recall and Evaluation and your Personality tends toward Extroverted, Thinker that likes Routine, Self-controlled and Cooperative. Your Shape Matrix, without Experiences would look like this:

S.H.A.P.E	TIGER LEADER	CUB LEADER	WEBELO LEADER	CUBMASTER	BOY SCOUT LEADER	SCOUTMASTER	VARSITY LEADER	COACH	VENTURE LEADER	ADVISOR / SKIPPER	OUTDOOR	TRAINING	COMMITTEE MEMBER	FINANCE	MEMBERSHIP	ADVANCEMENT	DC	ADC	UC	CUB RTC	RTC	
HELPING					x	x	x	x	x	x	x	x	x		x	x	x	x	x	x	x	
TEACHING	x	x	x		x	x					x		x		x	x	x	x	x	x	x	x
WISDOM				x	x	x	x	x	x	x	x	x	x		x	x	x	x	x	x	x	
SERVE / HELP					x	x	x	x	x	x	x	x	x		x	x	x	x	x	x	x	x
EXCEL				x		x	x	x	x	x	x	x	x		x	x	x	x	x	x	x	x
IMPROVE					x	x	x	x	x	x	x	x	x		x	x	x	x	x	x	x	x
EVALUATE					x	x	x	x	x	x	x	x	x		x	x	x	x	x	x	x	x
RECALL	x	x	x	x		x	x	x	x	x	x	x	x		x	x	x	x	x	x	x	x
WELCOME	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
EXTROVERTED	x	x	x	x		x	x	x	x	x	x	x	x		x	x	x	x	x	x	x	x
THINKER			x		x	x	x	x	x	x	x	x	x		x	x	x	x	x	x	x	x
ROUTINE			x		x	x					x	x			x	x	x	x	x	x	x	x
SELF-CONTROLLED			x	x	x	x	x	x			x	x			x	x	x	x	x	x	x	x
COOPERATIVE	x	x	x	x					x	x			x	x	x	x	x	x	x	x	x	x
	5	5	8	8	7	9	7	8	6	8	4	9	5	8	3	9	14	13	8	7	10	

Figure 7

Based on simply counting the common characteristics between the example S.H.A.P.E. and the characteristics that one might have in the Scouting positions, we see that the best fit, or greatest number of occurrences are for the example person to consider being a Scoutmaster, a Training team member, an Advancement team member or a Roundtable Commissioner for either Boy Scout, Varsity or Venture Leaders. With this valuable information, we can now add the person's Experiences to see if we can better understand the S.H.A.P.E. and find our best match.

To understand how our Experiences can help, we must first recall and list them. Try to identify at least 3 of your most memorable Scouting Experiences, as a youth or an adult and write them down. Next list 3 of your most Painful Experiences from which you learned something. Now recall your 3 most memorable Educational Experiences and finally your 3 most meaningful Religious Experiences or decision times.

As we add these to the matrix, they may seem to match our impressions of what a Scouter in the position would be responsible for. If you can't get a match, ask a trusted friend to help or just move to another experience. Any help that we get from our experiences is potentially one less learning lump. The completed matrix will look like the one below.

S.H.A.P.E	TIGER LEADER	CUB LEADER	WEBLO LEADER	CUBMASTER	BOY SCOUT LEADER	SCOUTMASTER	VARSITY LEADER	COACH	VENTURE LEADER	ADVISOR / SKIPPER	OUTDOOR	TRAINING	COMMITTEE MEMBER	FINANCE	MEMBERSHIP	ADVANCE MENT	DC	ADC	UC	CUB RTC	RTC
HELPING					x		x		x			x	x			x	x	x	x	x	x
TEACHING	x	x	x		x		x					x	x			x	x	x	x	x	x
WISDOM			x	x	x		x		x	x	x	x	x	x		x	x		x	x	x
SERVE / HELP					x		x		x		x	x	x				x	x	x	x	x
EXCEL				x	x	x	x			x	x	x	x			x	x				
IMPROVE				x	x	x	x				x	x	x		x	x	x	x	x	x	x
EVALUATE				x	x	x	x			x	x	x	x		x	x	x	x	x	x	x
RECALL	x	x	x	x		x		x		x		x				x	x	x	x	x	x
WELCOME	x	x	x	x		x	x		x		x	x	x	x	x	x	x	x	x	x	x
EXTROVERTED	x	x	x	x		x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
THINKER		x			x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
ROUTINE		x			x	x						x	x	x	x	x	x	x	x	x	x
SELF-CONTROLLED		x	x	x	x	x	x	x			x	x	x	x	x	x	x	x	x	x	x
COOPERATIVE	x	x	x	x					x	x		x	x	x	x	x	x	x	x	x	x
SCOUTING 1																					
SCOUTING 2																					
SCOUTING 3																					
PAINFUL 1																					
PAINFUL 2																					
PAINFUL 3																					
EDUCATIONAL 1																					
EDUCATIONAL 2																					
EDUCATIONAL 3																					
RELIGIOUS 1																					
RELIGIOUS 2																					
RELIGIOUS 3																					

Figure 8

We may see that we have tried something similar to one of the Scouting positions that we identified in the "SHAPE Matrix." If that was something that we really enjoyed, we might wish to try to get involved in that capacity as a Scout leader. You may become the happiest and most effective Scouter in your area. On the other hand, if it doesn't work out, you have other choices from the matrix that might be a better fit.

Conclusions

Don't waste time and effort trying to be a "square peg into a round hole".

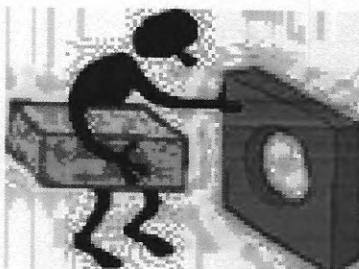


Figure 9

From the material presented, we should understand that we are all created by God and uniquely SHAPED to serve Him. Whether we are at our place of worship, at home, at work, on the golf course, or anywhere else life may take us, our roles and responsibilities are all different, but our SHAPE is always the same. To be most effective in all we do, we must try to understand how God has SHAPED us. After we understand our SHAPE, we will begin to understand why we are so happy doing some things and dread doing others.

If others that we spend our time with are also aware of their SHAPE, we can begin to realign our activities and responsibilities to be a more productive group. Just imagine being a part of a Scout unit that is composed of individuals who all believe that they are uniquely "SHAPED for Service in the Boy Scouts of America!"

Additional Materials

- **Function**
 - **Administrative Team**
 - **Activities Team**
 - **Training Team**
 - **Scout Unit Service Team**
 - **Membership Team**
- **Program**
 - **Cub Scouts - Boys 6-10 yrs**
 - **Boy Scouts – Boys 11-17 yrs.**
 - **Varsity Scouts – Boys 14-17 yrs.**
 - **Venturers and Sea Scouts - Young men and women 14-20 yrs.**

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