

Youth Leadership Mentorship Program

Program Overview for Adult Volunteers and Committee Members

WHAT WE'RE DOING AND WHY

Every youth leader in Troop 221 — SPL, ASPL, Patrol Leaders, and appointed positions — is paired with an adult mentor for their term. The mentor's job is not to run the program for them, but to **coach** them: help them understand their role, plan how to execute it, and reflect on what they're learning.

This program exists because youth leadership positions are powerful development opportunities — but only if Scouts have the support to actually grow into them. Without guidance, many leaders struggle silently, underperform, or don't run again. With a mentor, they learn faster, lead better, and build real confidence.

"Never do for a Scout what they can do for themselves." The mentor's role is coach, not player. Scouts lead; adults guide.

HOW IT WORKS

- 1 Job Cards** — Each leadership position has a one-page job card outlining responsibilities, expectations, time commitment, and what success looks like. Distributed before elections so candidates know what they're signing up for.
- 2 Mentor Assignment** — After elections, each position is assigned an adult mentor — typically an ASM or experienced committee member. Mentors review the job card together with their Scout at a first meeting and set 2–3 goals for the term.
- 3 Regular Check-Ins** — Mentors connect with their Scout weekly (5–10 min at troop meetings) and monthly or quarterly (20–30 min deeper conversation). Check-in templates are provided. All meetings follow YPT two-deep leadership requirements.
- 4 Feedback Loop** — At the end of each term, mentors and Scouts complete an end-of-term reflection. Feedback is collected from both sides and reviewed by the Scoutmaster and program coordinator to improve the next cycle.

CURRENT POSITIONS AND MENTOR ASSIGNMENTS

Position	Current Scout	Assigned Mentor	Status
Senior Patrol Leader			Pending

Asst. Senior Patrol Leader			Pending
Asst. Senior Patrol Leader			Pending
Patrol Leader			Pending
Patrol Leader			Pending
Quartermaster			Pending
Den Chief			Pending
Den Chief			Pending
Scribe			Pending

CHECK-IN CADENCE

Type	Frequency	Format	Template
Weekly check-in	Every meeting	5–10 min conversation at the troop meeting. How's it going, what's coming up, what went well.	Template 1
Monthly check-in	Monthly or quarterly	20–30 min deeper session. Reviews job card progress, challenges, goal-setting, and looking ahead.	Template 2
First meeting	Start of term	30–45 min. Sets the foundation: review job card together, set 2–3 goals, establish check-in routine.	Template 3
Event debrief	After campouts / events	5–10 min. Three magic questions: what went well, what to do differently, what did you learn.	Template 4
Problem-solving	As needed	Structured coaching conversation when a Scout brings a specific challenge or conflict.	Template 5
End-of-term reflection	End of term	30–45 min. Reviews goals, accomplishments, learning, and advice for the next leader.	Template 6

ANNUAL PROGRAM REVIEW AND UPDATES

The mentorship program follows the troop's election cycle. At the end of each term, the program coordinator reviews outcomes and updates materials as needed before the next cycle begins.

After each election cycle:

- Collect end-of-term reflections from all Scouts and mentors

Program materials include:

- Job Cards (all positions)
- Mentor Training Guide

- Review what worked and what didn't with the Scoutmaster
- Update job cards if responsibilities changed or were unclear
- Refresh mentor assignments for new term
- Brief incoming mentors and distribute materials

- Mentor Quick Reference Card
- Check-In Templates (6 types)
- This overview document

All materials are maintained in the troop's document system and reviewed annually alongside the Troop Program Operating Manual.

Annually (aligned with program manual review):

- Review all job cards against current BSA standards
- Update check-in templates based on mentor feedback
- Assess which positions need more/less mentor support
- Report outcomes to the committee
- Adjust program structure if needed

KEY CONTACTS

SCOUTMASTER

Jeff Martin

Program questions, Scout concerns, mentor coaching issues

COMMITTEE CHAIR

Nick Dodson

Volunteer recruitment, committee support, structural questions

PROGRAM COORDINATOR

Michael Smith

Materials, mentor assignments, program review, feedback