



# Exploring the Impact of High Adventure Activities

## BACKGROUND

The Building Evidence in Scouting Together Study is a national research study about Scouting. The goal is to understand how troop leader practices foster the development of Scouts in order to improve the Scouting program for youth and adults. The Boy Scouts of America has partnered with researchers at Montclair State University (MSU) in New Jersey and the American Institutes for Research (AIR) to conduct this study.

## RESEARCH QUESTIONS

1. Do youth who participate in high adventure activities have more positive outcomes than youth who do not participate in high adventure activities?
2. Is participation in high adventure activities associated with recruitment and retention efforts?

In order to answer the research questions, we surveyed youth, interviewed both Scouts and Adult Leaders, and observed Adult Leader trainings. The variety of data sources provided an opportunity to understand the role high adventure activities have in **Scout character and leadership development** across **13 areas of interest**. Additionally, this opportunity was used to examine **two growing areas of interest**. These domains consist of the following:



Communication



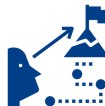
Sense of Purpose:  
Meaningfulness



Cultural  
Humility



Ethical & Moral  
Decision Making



Sense of Purpose:  
Goal-Orientation



Leading at a  
Higher Level



Leadership Skill  
Practice



Sense of Purpose:  
Beyond-the-Self



Commitment to  
Doing One's Duty  
as a Citizen



Emotional  
Well-Being



Overall Sense of  
Purpose



Scout  
Retention



Connection



Joy/Fun



Scout  
Recruitment

*A Collaborative Initiative:*

# GETTING TO KNOW THE DATA

## METHODS & DESCRIPTIVES

**Youth Survey** consisted of **4,084 Scouts**.

- 10% never attended a summer camp
- 72% attended a summer camp only
- 14% had a high adventure experience
- ~4% did not respond

**Qualitative Interviews** were conducted with Scouts and Adult Leaders.

- 110 Adult Leaders
- 109 Scouts

**Observations** of Wood Badge and Scoutmaster Position-Specific Training were conducted at several sites across the country resulting in 900+ pages of field notes.

A youth survey was used as a tool for Scouts to self-report their character attributes. The data was used to identify primary differences (if any) across the three groups of interest: Scouts who (1) have neither participated in a summer camp nor high adventure activity, (2) have only participated in a summer camp, and (3) have participated in high adventure activities. Additionally, interviews with both Scouts and adult leaders, as well as observational field notes, served the dual purpose of (1) triangulating survey findings and (2) exploring any additional outcomes of high adventure activities.

Scout survey responses indicated that participation in high adventure activities is associated with differences in Scout outcomes. **Scout participation in high adventure activities is associated with more positive outcomes** across seven of the 13 areas of Scout character and leadership development. Moreover, the **Scouts that did not attend or participate in summer camp or high adventure activities reported lower scores than their counterparts** who participated in summer camps and/or high adventure activities. Both Scouts who have done summer camping and Scouts who have done high adventure reported higher scores than the group that did neither activity. However, it was ultimately the high adventure group that had the highest average scores.

- = We are confident differences exist between Scouts with High Adventure experiences and those without.
- = We are not confident differences exist between Scouts with High Adventure experiences and those without.

### Areas of Development

### High Adventure

- Communication
- Ability to Make Ethical and Moral Decisions
- Practice Leadership Skills
- Emotional Well-Being
- Connection
- Commitment to Doing One's Duty as a Citizen
- Sense of Purpose
- Sense of Purpose: Meaningfulness
- Sense of Purpose: Goal Orientation
- Sense of Purpose: Beyond-the-Self
- Joy/Fun
- Cultural Humility
- Leading at a Higher Level



When differences between the three groups of Scouts were examined, those who **experienced high adventure activities demonstrated significantly higher averages** across more than half of the areas of development. Specifically, these areas include (1) Communication, (2) Practice Leadership Skills, (3) Commitment to Doing One's Duty as a Citizen, (4) Sense of Purpose: Overall, (5) Sense of Purpose: Goal Orientation, (6) Sense of Purpose: Beyond-the-Self, and (7) Leading at a Higher Level. Although participation in High Adventure activities was related to many positive outcomes, many outcomes were just as high among Scouts who only participated in the basic scouting activities. Between the three groups, there was **not a difference** in average scores in (1) Ability to Make Ethical and Moral Decisions, (2) Emotional Well-Being, (3) Connection, (4) Sense of Purpose: Meaningfulness, (5) Joy/Fun, and (6) Cultural Humility.

## KEY TAKEAWAY

*Engaging in high adventure activities (versus summer camp or no additional activities) is associated with additional benefits to Scouts; this is specifically tied to higher scores across seven areas of development. However, these differences were found in a little over half of the 13 areas of development examined.*

# DIGGING DEEPER

Do high adventure experiences matter in the same way across different groups of Scouts? After a closer examination, the same analyses were conducted but took into account **years in Scouting** and their associated **Troop region**. This allowed researchers to control for these two variables and identify whether the significance findings of the ANOVA were being affected by either of them. Even when accounting for time Scouts were in Scouting and troop region, the relationship between **attending summer camp and/or high adventure was associated with positive youth outcomes**.



- = We are confident differences exist between Scouts with High Adventure experiences and those without.  
-OR- indicates significant score variability when examining the additional variables.
- = We are not confident differences exist between Scouts with High Adventure experiences and those without.  
-OR- indicates significant score variability does not exist when examining the additional variables.

## Areas of Development

### High Adventure    Years in Scouting    Troop Region

Area of Development	High Adventure	Years in Scouting	Troop Region
Communication	■	□	□
Ability to Make Ethical and Moral Decisions	□	■	□
Practice Leadership Skills	■	□	■
Emotional Well-Being	□	□	□
Connection	□	□	■
Commitment to Doing One's Duty as a Citizen	■	■	■
Sense of Purpose	■	□	□
Sense of Purpose: Meaningfulness	□	□	□
Sense of Purpose: Goal Orientation	■	□	□
Sense of Purpose: Beyond-the-Self	■	■	□
Joy/Fun	□	■	□
Cultural Humility	□	■	■
Leading at a Higher Level	■	■	■

After comparing Scouts across different regions, and grouping together those who had spent more time versus less time in Scouts, some differences emerged. Specifically, **Scouts who had spent more years in Scouting had more positive outcomes**. However, attending high adventure (and summer camp to a lesser extent) was related to more positive development, independent of years in scouting. Further, Scouts from the Central region had the lowest scores for Practice Leadership Skills, Commitment to Doing One's Duty as a Citizen, Cultural Humility, and Leading at a Higher Level. Scouts from the Western region demonstrated the highest scores in Practice Leadership Skills, Connection with Adults, and Cultural Humility. Scouts from the Northeast region scored highest in Commitment to Doing One's Duty as a Citizen and Leading at a Higher Level.

## KEY TAKEAWAY

*Independent of Scouts' number of years in Scouting or respective region, average scores among Scouts engaging in High Adventure activities were higher than those who only attended summer camp (or who did not experience either).*

# HIGH ADVENTURE EXPERIENCES

To further understand Scout and Adult Leader experiences, interviews with Scouts and Adult Leaders were analyzed. From these interviews, **themes reinforcing** several of the areas of development measured in the survey were identified. **Emergent outcomes** associated with Scout and Adult Leader engagement with high adventure activities were also captured. Additionally, when researchers reviewed their field notes from their observational study, references to high adventure were identified. This is notable because these references may not have been as susceptible to self-selection or social desirability. Instances, where observational findings overlap with interview findings, are denoted with an 👁️

...they [**high adventure activities**] are very impactful. They teach the Scouts how to endure physical challenges, I know they're strong enough to do it, and how to be leaders even when they're exhausted and tired, and just dealing with life in general. -Adult Leader

Philmont was the **greatest experience** ever between the youth and adults. -Adult Leader

...We did BMX biking which I had never done before which was a **lot of fun**. We did mountain biking which I hadn't really done a whole lot of. Doing it there, there were a lot of good mountain bike trails. -Scout

## REINFORCING CHARACTER & LEADERSHIP



**Practice Leadership Skills**



**Connection**



**Sense of Purpose: Goal Orientation**



**Joy/Fun**

## EMERGENT THEMES



**Scout Retention**



**Scout Recruitment**



**Adult Training, Learning, & Leadership**



**Confidence**



**Positive Adult Experience**



**New Experiences for Scouts**

*I'll tell you, these girl troops, Oh my goodness, they're so into it!...I mean, nothing compares to what you can do as a Scout, right? The **high adventure**, the camping, the outdoor stuff, the core part of our program and doing that, getting that word out to people, in an age where we've become electronic and stuck behind our phones and screen, that's what needs to get out there and that's what's going to keep the program alive. -Adult Leader*

I mean the big draw for us is, we do a lot of **High Adventure**. We do a lot of cool things. -Adult Leader

As they get older you have to keep them engaged with activities that are age appropriate, that are exciting, that are more **high adventure** than things that they've done as younger Scouts. -Adult Leader

Within a year's time I figured out what it was like to be living in the Arctic, and then living in the tropics... those **high adventures** were very fun. I enjoyed it. -Scout

## APPENDICES

Additional statistical information is included in Appendices A & B.

For more excerpts from Youth and Adult Leader interviews and observation notes, review Appendices C & D.

# Appendix A

## ANOVA Tables

*One-Way Analysis of Variance of Communication by Scouting Experience*

	<i>df</i>	<i>SS</i>	<i>MS</i>	<i>F</i>	<i>p</i>
Between Groups	2	13.44	6.72	15.98	< 0.0001
Within Groups	3987	1675.77	0.42		
Total	3989	1689.21			

*One-Way Analysis of Variance of 'Practice Leadership Skills' by Scouting Experience*

	<i>df</i>	<i>SS</i>	<i>MS</i>	<i>F</i>	<i>p</i>
Between Groups	2	3.75	1.88	3.90	0.02
Within Groups	3980	1914.33	0.48		
Total	3982	1918.07			

*One-Way Analysis of Variance of 'Commitment to Doing One's Duty as a Citizen' by Scouting Experience*

	<i>df</i>	<i>SS</i>	<i>MS</i>	<i>F</i>	<i>p</i>
Between Groups	2	17.38	8.69	13.63	< 0.0001
Within Groups	3927	2503.75	0.64		
Total	3929	2521.14			

*One-Way Analysis of Variance of 'Sense of Purpose – Goal Orientation' by Scouting Experience*

	<i>df</i>	<i>SS</i>	<i>MS</i>	<i>F</i>	<i>p</i>
Between Groups	2	11.003	5.50	10.37	< 0.0001
Within Groups	3907	2072.67	0.53		
Total	3909	2083.67			

*One-Way Analysis of Variance of 'Sense of Purpose – Beyond the Self' by Scouting Experience*

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	<i>df</i>	<i>SS</i>	<i>MS</i>	<i>F</i>	<i>p</i>
Between Groups	2	9.07	4.53	7.70	< 0.001
Within Groups	3901	2295.73	0.59		
Total	3903	2304.80			

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*One-Way Analysis of Variance of 'Total Sense of Purpose' by Scouting Experience*

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	<i>df</i>	<i>SS</i>	<i>MS</i>	<i>F</i>	<i>p</i>
Between Groups	2	6.17	3.08	7.213	0.001
Within Groups	3927	1679.21	0.43		
Total	3929	1685.38			

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*One-Way Analysis of Variance of 'Leading at a Higher Level' by Scouting Experience*

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	<i>df</i>	<i>SS</i>	<i>MS</i>	<i>F</i>	<i>p</i>
Between Groups	2	88.02	44.01	51.31	< 0.0001
Within Groups	3827	3282.91	0.86		
Total	3829	3370.93			

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# Appendix B

## ANCOVA Tables

### Pairwise Comparisons

Dependent Variable: Communication

(I) Scouting Experience	(J) Scouting Experience	Mean Difference (I-J)	Std. Error	Sig. <sup>b</sup>	95% Confidence Interval for Difference <sup>b</sup>	
					Lower Bound	Upper Bound
0 <sup>†</sup>	1	-.069*	0.035	0.049	-0.137	0.000
	2	-.211*	0.043	0.000	-0.296	-0.126
1	0	.069*	0.035	0.049	0.000	0.137
	2	-.143*	0.030	0.000	-0.201	-0.085
2	0	.211*	0.043	0.000	0.126	0.296
	1	.143*	0.030	0.000	0.085	0.201

Based on estimated marginal means

\*. The mean difference is significant at the .05 level.

b. Adjustment for multiple comparisons: Least Significant Difference (equivalent to no adjustments).

†. 0 = neither summer camp nor high adventure; 1 = summer camp only; 2 = any high adventure.

### Tests of Between-Subjects Effects

Dependent Variable: Ethical and Moral Decision Making

Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Partial Eta Squared
Corrected Model	2.992 <sup>a</sup>	4	0.748	1.360	0.245	0.001
Intercept	6666.794	1	6666.794	12120.430	0.000	0.753
Region	0.062	1	0.062	0.113	0.737	0.000
Years in Scouting	2.707	1	2.707	4.921	0.027	0.001
Scouting Experience	0.098	2	0.049	0.089	0.915	0.000
Error	2188.633	3979	0.550			
Total	72914.167	3984				
Corrected Total	2191.625	3983				

a. R Squared = .001 (Adjusted R Squared = .000)

### Tests of Between-Subjects Effects

Dependent Variable: Practice Leadership Skills

Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Partial Eta Squared
Corrected Model	8.751 <sup>a</sup>	4	2.188	4.558	0.001	0.005
Intercept	5661.358	1	5661.358	11795.269	0.000	0.748
Region	4.929	1	4.929	10.270	0.001	0.003
Years in Scouting	0.208	1	0.208	0.434	0.510	0.000
Scouting Experience	3.387	2	1.694	3.529	0.029	0.002
Error	1909.315	3978	0.480			
Total	65905.078	3983				
Corrected Total	1918.066	3982				

a. R Squared = .005 (Adjusted R Squared = .004)

### Pairwise Comparisons

Dependent Variable: Practice Leadership Skills

(I) Scouting Experience	(J) Scouting Experience	Mean Difference (I-J)	Std. Error	Sig. <sup>b</sup>	95% Confidence Interval for Difference <sup>b</sup>	
					Lower Bound	Upper Bound
0 <sup>†</sup>	1	-0.019	0.037	0.610	-0.092	0.054
	2	-.100*	0.047	0.032	-0.191	-0.009
1	0	0.019	0.037	0.610	-0.054	0.092
	2	-.081*	0.032	0.011	-0.143	-0.019
2	0	.100*	0.047	0.032	0.009	0.191
	1	.081*	0.032	0.011	0.019	0.143

Based on estimated marginal means

\*. The mean difference is significant at the .05 level.

b. Adjustment for multiple comparisons: Least Significant Difference (equivalent to no adjustments).

†. 0 = neither summer camp nor high adventure; 1 = summer camp only; 2 = any high adventure.



### Tests of Between-Subjects Effects

Dependent Variable: Connection with Adults

Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Partial Eta Squared
Corrected Model	3.350 <sup>a</sup>	4	0.837	1.700	0.147	0.002
Intercept	7427.428	1	7427.428	15076.599	0.000	0.793
Region	2.120	1	2.120	4.303	0.038	0.001
Years in Scouting	0.569	1	0.569	1.156	0.282	0.000
Scouting Experience	0.536	2	0.268	0.544	0.580	0.000
Error	1937.577	3933	0.493			
Total	85787.618	3938				
Corrected Total	1940.927	3937				

a. R Squared = .002 (Adjusted R Squared = .001)

### Tests of Between-Subjects Effects

Dependent Variable: Commitment to Doing One's Duty as a Citizen

Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Partial Eta Squared
Corrected Model	39.073 <sup>a</sup>	4	9.768	15.447	0.000	0.015
Intercept	6187.645	1	6187.645	9784.808	0.000	0.714
Region	2.945	1	2.945	4.658	0.031	0.001
Years in Scouting	19.867	1	19.867	31.417	0.000	0.008
Scouting Experience	8.320	2	4.160	6.578	0.001	0.003
Error	2482.063	3925	0.632			
Total	76222.500	3930				
Corrected Total	2521.136	3929				

a. R Squared = .015 (Adjusted R Squared = .014)

### Pairwise Comparisons

Dependent Variable: Commitment to Doing One's Duty as a Citizen

(I) Scouting Experience	(J) Scouting Experience	Mean Difference (I-J)	Std. Error	Sig. <sup>b</sup>	95% Confidence Interval for Difference <sup>b</sup>	
					Lower Bound	Upper Bound
0 <sup>†</sup>	1	-0.044	0.043	0.304	-0.129	0.040
	2	-.168*	0.054	0.002	-0.273	-0.062
1	0	0.044	0.043	0.304	-0.040	0.129
	2	-.123*	0.037	0.001	-0.195	-0.051
2	0	.168*	0.054	0.002	0.062	0.273
	1	.123*	0.037	0.001	0.051	0.195

Based on estimated marginal means

\*. The mean difference is significant at the .05 level.

b. Adjustment for multiple comparisons: Least Significant Difference (equivalent to no adjustments).

†. 0 = neither summer camp nor high adventure; 1 = summer camp only; 2 = any high adventure.

### Pairwise Comparisons

Dependent Variable: Sense of Purpose – Meaningfulness

(I) Scouting Experience	(J) Scouting Experience	Mean Difference (I-J)	Std. Error	Sig. <sup>b</sup>	95% Confidence Interval for Difference <sup>b</sup>	
					Lower Bound	Upper Bound
0 <sup>†</sup>	1	-0.064	0.049	0.197	-0.161	0.033
	2	-.122*	0.062	0.048	-0.243	-0.001
1	0	0.064	0.049	0.197	-0.033	0.161
	2	-0.058	0.042	0.165	-0.141	0.024
2	0	.122*	0.062	0.048	0.001	0.243
	1	0.058	0.042	0.165	-0.024	0.141

Based on estimated marginal means

\*. The mean difference is significant at the .05 level.

b. Adjustment for multiple comparisons: Least Significant Difference (equivalent to no adjustments).

†. 0 = neither summer camp nor high adventure; 1 = summer camp only; 2 = any high adventure.

### Pairwise Comparisons

Dependent Variable: Sense of Purpose – Goal Orientation

(I) Scouting Experience	(J) Scouting Experience	Mean Difference (I-J)	Std. Error	Sig. <sup>b</sup>	95% Confidence Interval for Difference <sup>b</sup>	
					Lower Bound	Upper Bound
0 <sup>†</sup>	1	-0.018	0.040	0.656	-0.096	0.060
	2	-.166*	0.049	0.001	-0.263	-0.069
1	0	0.018	0.040	0.656	-0.060	0.096
	2	-.148*	0.034	0.000	-0.214	-0.082
2	0	.166*	0.049	0.001	0.069	0.263
	1	.148*	0.034	0.000	0.082	0.214

Based on estimated marginal means

\*. The mean difference is significant at the .05 level.

b. Adjustment for multiple comparisons: Least Significant Difference (equivalent to no adjustments).

†. 0 = neither summer camp nor high adventure; 1 = summer camp only; 2 = any high adventure.

### Tests of Between-Subjects Effects

Dependent Variable: Sense of Purpose Beyond the Self

Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Partial Eta Squared
Corrected Model	12.021 <sup>a</sup>	4	3.005	5.111	0.000	0.005
Intercept	3384.841	1	3384.841	5756.121	0.000	0.596
Region	0.269	1	0.269	0.458	0.498	0.000
Years in Scouting	2.809	1	2.809	4.777	0.029	0.001
Scouting Experience	6.885	2	3.442	5.854	0.003	0.003
Error	2292.776	3899	0.588			
Total	40355.354	3904				
Corrected Total	2304.797	3903				

a. R Squared = .005 (Adjusted R Squared = .004)

### Pairwise Comparisons

Dependent Variable: Sense of Purpose – Beyond the Self

(I) Scouting Experience	(J) Scouting Experience	Mean Difference (I-J)	Std. Error	Sig. <sup>b</sup>	95% Confidence Interval for Difference <sup>b</sup>	
					Lower Bound	Upper Bound
0 <sup>†</sup>	1	-0.004	0.042	0.931	-0.086	0.078
	2	-.124*	0.052	0.017	-0.226	-0.022
1	0	0.004	0.042	0.931	-0.078	0.086
	2	-.121*	0.035	0.001	-0.190	-0.051
2	0	.124*	0.052	0.017	0.022	0.226
	1	.121*	0.035	0.001	0.051	0.190

Based on estimated marginal means

\*. The mean difference is significant at the .05 level.

b. Adjustment for multiple comparisons: Least Significant Difference (equivalent to no adjustments).

†. 0 = neither summer camp nor high adventure; 1 = summer camp only; 2 = any high adventure.

### Pairwise Comparisons

Dependent Variable: Total Sense of Purpose

(I) Scouting Experience	(J) Scouting Experience	Mean Difference (I-J)	Std. Error	Sig. <sup>b</sup>	95% Confidence Interval for Difference <sup>b</sup>	
					Lower Bound	Upper Bound
0 <sup>†</sup>	1	-0.026	0.035	0.461	-0.096	0.043
	2	-.133*	0.044	0.003	-0.219	-0.046
1	0	0.026	0.035	0.461	-0.043	0.096
	2	-.106*	0.030	0.000	-0.166	-0.047
2	0	.133*	0.044	0.003	0.046	0.219
	1	.106*	0.030	0.000	0.047	0.166

Based on estimated marginal means

\*. The mean difference is significant at the .05 level.

b. Adjustment for multiple comparisons: Least Significant Difference (equivalent to no adjustments).

†. 0 = neither summer camp nor high adventure; 1 = summer camp only; 2 = any high adventure.

### Tests of Between-Subjects Effects

Dependent Variable: Joy/Fun

Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Partial Eta Squared
Corrected Model	15.649 <sup>a</sup>	4	3.912	5.768	0.000	0.006
Intercept	5994.594	1	5994.594	8838.344	0.000	0.694
Region	0.038	1	0.038	0.056	0.814	0.000
Years in Scouting	14.912	1	14.912	21.986	0.000	0.006
Scouting Experience	3.457	2	1.729	2.549	0.078	0.001
Error	2639.065	3891	0.678			
Total	64388.840	3896				
Corrected Total	2654.714	3895				

a. R Squared = .006 (Adjusted R Squared = .005)

### Pairwise Comparisons

Dependent Variable: Joy/Fun

(I) Scouting Experience	(J) Scouting Experience	Mean Difference (I-J)	Std. Error	Sig. <sup>b</sup>	95% Confidence Interval for Difference <sup>b</sup>	
					Lower Bound	Upper Bound
0 <sup>†</sup>	1	-0.079	0.045	0.078	-0.167	0.009
	2	-.126*	0.056	0.024	-0.236	-0.016
1	0	0.079	0.045	0.078	-0.009	0.167
	2	-0.047	0.038	0.217	-0.122	0.028
2	0	.126*	0.056	0.024	0.016	0.236
	1	0.047	0.038	0.217	-0.028	0.122

Based on estimated marginal means

\*. The mean difference is significant at the .05 level.

b. Adjustment for multiple comparisons: Least Significant Difference (equivalent to no adjustments).

†. 0 = neither summer camp nor high adventure; 1 = summer camp only; 2 = any high adventure.

### Tests of Between-Subjects Effects

Dependent Variable: Cultural Humility

Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Partial Eta Squared
Corrected Model	11.931 <sup>a</sup>	4	2.983	4.665	0.001	0.005
Intercept	3811.560	1	3811.560	5961.632	0.000	0.612
Region	7.008	1	7.008	10.962	0.001	0.003
Years in Scouting	3.104	1	3.104	4.855	0.028	0.001
Scouting Experience	3.532	2	1.766	2.762	0.063	0.001
Error	2417.376	3781	0.639			
Total	46974.123	3786				
Corrected Total	2429.308	3785				

a. R Squared = .005 (Adjusted R Squared = .004)

### Pairwise Comparisons

Dependent Variable: Cultural Humility

(I) Scouting Experience	(J) Scouting Experience	Mean Difference (I-J)	Std. Error	Sig. <sup>b</sup>	95% Confidence Interval for Difference <sup>b</sup>	
					Lower Bound	Upper Bound
0 <sup>†</sup>	1	.102*	0.044	0.021	0.015	0.190
	2	0.077	0.055	0.164	-0.031	0.185
1	0	-.102*	0.044	0.021	-0.190	-0.015
	2	-0.026	0.037	0.493	-0.099	0.048
2	0	-0.077	0.055	0.164	-0.185	0.031
	1	0.026	0.037	0.493	-0.048	0.099

Based on estimated marginal means

\*. The mean difference is significant at the .05 level.

b. Adjustment for multiple comparisons: Least Significant Difference (equivalent to no adjustments).

†. 0 = neither summer camp nor high adventure; 1 = summer camp only; 2 = any high adventure.

### Tests of Between-Subjects Effects

Dependent Variable: Leading at a Higher Level

Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Partial Eta Squared
Corrected Model	163.907 <sup>a</sup>	4	40.977	48.873	0.000	0.049
Intercept	3637.194	1	3637.194	4338.060	0.000	0.531
Region	3.578	1	3.578	4.268	0.039	0.001
Years in Scouting	74.449	1	74.449	88.795	0.000	0.023
Scouting Experience	43.250	2	21.625	25.792	0.000	0.013
Error	3207.025	3825	0.838			
Total	51805.382	3830				
Corrected Total	3370.932	3829				

a. R Squared = .049 (Adjusted R Squared = .048)

### Pairwise Comparisons

Dependent Variable: Leading at a Higher Level

(I) Scouting Experience	(J) Scouting Experience	Mean Difference (I-J)	Std. Error	Sig. <sup>b</sup>	95% Confidence Interval for Difference <sup>b</sup>	
					Lower Bound	Upper Bound
0 <sup>†</sup>	1	-.148*	0.051	0.004	-0.247	-0.048
	2	-.415*	0.063	0.000	-0.539	-0.292
1	0	.148*	0.051	0.004	0.048	0.247
	2	-.267*	0.043	0.000	-0.351	-0.184
2	0	.415*	0.063	0.000	0.292	0.539
	1	.267*	0.043	0.000	0.184	0.351

Based on estimated marginal means

\*. The mean difference is significant at the .05 level.

b. Adjustment for multiple comparisons: Least Significant Difference (equivalent to no adjustments).

†. 0 = neither summer camp nor high adventure; 1 = summer camp only; 2 = any high adventure.

# Appendix C

## Interview Excerpts

Interview transcripts from 110 adult leaders and 109 youth were read and references to high adventure and the four BSA high adventure bases (Philmont, Northern Tier, Summit Bechtel and Sea Base) were analyzed for themes. The following table includes the themes which emerged from this analysis, as well as exemplary quotes from the interviews which best demonstrate each of the themes. Unless otherwise noted, all quotes are from interviews with Scoutmasters and Assistant Scoutmasters.

<i>Theme</i>	<i>Quotes</i>
<i>Training/learning experience for adult leaders</i>	<ul style="list-style-type: none"> <li>● So, well, I did, I guess I would say the camp outs we went on, some of, I did the High Adventures, the Northern Tier, the Philmont and the Sea Base camp outs. And so those weren't really training, per se, but yet, I had to go to some training in order to do those camp outs.</li> <li>● And even going on those camp outs was a learning experience in itself, that I can fall back on and use skills that I learned at those places, that I can carry forward in youth skills. So, the experience itself was sort of a training.</li> <li>● Oh, actually, I've flown to Philmont Training Center...Most people know it for the backpacking expeditions, but they take a lot of adults. I did a health, safety, and risk management class, which is more geared towards district and council level folks. It's more about here's how we do safety inspections, here's what you need to look for.</li> <li>● I can just go and I can do it from home or for instance, last year when we went to Sea Base, we had to kind of update all of our outdoor training. There was a bunch of like PowerPoints and stuff. I can kind of do that piecemeal. That was great. But then the other thing we knew for the Sea Base, it was we needed to do wilderness first aid. That was perfect on site.</li> <li>● I think the High Adventure training for the wilderness first aid is phenomenal. It's a requirement to have that training every two years as well, before you can take a group to any of the High Adventure bases. Learning what to do, what if this happens, how do you...You're remote. You're out in the middle of nowhere. What if somebody has a heart attack or somebody's bitten by a snake or what do you do? Because you don't have much time to think in a lot of cases, and your training has to take over, or somebody can get in bad shape real quick.</li> <li>● I mean, I guess I've done Philmont and Northern Tier. To the extent that I learned how to be a better backpacker and things like that and have that experience. It's not officially a training, but certainly helped with passing along those tips and tools to the kids.</li> <li>● The Philmont leadership challenge that was an incredible experience. I think that helps again, not only in my Scouting but in my career, just in leadership skill development. So that one was really good.</li> <li>● All the troop leaders, pretty much most of them all attended that Powder Horn. [...] You go, and they give you experiences of the actual events, of what you can do in a High Adventure troop. It's basically to gear you up.</li> </ul>



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- The first weekend was cycling, hiking, basically outdoor cooking, rocketry, Frisbee golf, stuff like that, and SCUBA diving; and the second weekend was climbing, canoeing, kayaking, sailing. Mainly we did a lot of the water sports, motorized jet skis, wet bikes, and stuff like that. And then the other thing was, we did COPE.

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*Build leadership skills in youth*

- And so it was, I think, a good experience for me because in that kind of situation, I was no different than they were inside. They were awesome leading with the crew leader more often than I was. And so it was a great experience to kind of really just be led by them and kind of share a totally new experience that neither of us had had.
- They are, they are very impactful. They teach the Scouts how to endure physical challenges, I know they're strong enough to do it, and how to be leaders even when they're exhausted and tired, and just dealing with life in general.
- It ended up being a white-water canoeing experience but only because there was like a flash flood. So, you know, the things that always don't go quite right end up being some of the biggest bonding experiences and we had kids from other troops who were also out on this and our guys were all able to help them. They did it in a nice way. I was so proud of them. They knew I was proud of them. They were proud of themselves.
- So, the boys again, the boys lead, but you're there to help out and guide. But you're dependent on each other. So, they, one, you see them grow into that position of responsibility. Don't get me wrong, there were days where the position of responsibility was overwhelming to them and they break a little and you say, "Okay. Let's push the reset button here. Everything's cool. Everybody's good. How are we going to go forward from here? Okay. No problem." Blah, blah, blah, blah, blah. By the end, it's like, oh, they climbed a 14,000 foot peak out there called Baldy [...] So, the kid who was our crew leader at Philmont, he had had some leadership roles in the troop and wasn't always...I think they taught him a lot more about himself than they did about the other Scouts. He left Philmont knowing a lot more about what he was capable than just the running the crew out there. I think it really motivated him to become more proactive in his future and to doing other things. So, that was another one that was pretty good.  
*Interviewer: So, you say he learned more about himself.*  
Through the challenges that he faced as the crew leader, I think he learned what he was actually capable of. Not so much physically, but let's say mentally capable of. Overcoming little challenges during the day and just moving past them.
- You're there 12 days. The kids...Boy Scouts, the kids run the show. But when you're out there for a 12-day trip in a row, you're dealing with everybody one-on-one every day, you kind of learn a lot of things about yourselves and them both, and what works as far as your leadership stuff. What works on a weekend campout may not work at all out there.
- So, we did a High Adventure trip to Florida during scuba week, and all of the young men that went down there, needed to take a little bit more ownership, a little bit more leadership, because we were traveling across the country. And we were doing a more technical activity for multiple days.

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*Confidence*

- Then when you go through some of the high adventure experiences with them, they really see that they can be a man, where a lot of them, when they're a boy, don't think they can ever actually reach that or think that they'll fail trying.
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- I think there's more confidence because they go on these high adventure trips where they're challenged physically and mentally, and they figure out they can do a lot more things than they think they're capable of.

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*Strengthen relationships*

- I can tell you every kid who went on that trip, it was kind of a bonding experience for them and there was one thing in particular where we ended up being able to take canoes.
- Northern Tier, we battled some fierce wind conditions and choppy waters. And just being able to overcome that together is extremely satisfying [...] It's an opportunity, especially on the High Adventure trips or even long weekend hiking, camping activities, it allows you to get to know more about the boys than just seeing them at a meeting every week.
- Philmont. Philmont was the greatest experience ever between youth and adults.
- Leading the Adirondack trip was pretty special. You don't go on a High Adventure backpacking trip without making some really good friends, and without the crew coming together and having its own language and jokes. It's a great experience.
- It lets them see some of the adventure, if you will, that can be part of Scouting. So then you're able to build experiences with them. So as a leader, actually doing some of the experiences with them is critical, because then they see you enjoying it as well. So that kind of combined experience of everybody, from leaders to Scouts throughout those programs is a really important component to Scouting.
- I would say the highest one is that the trek that we had to Philmont. We had six boys go on the trek and it was a lot of fun and a lot of hard work [...] Yes, and we developed I would say closer relationship, better understanding for those who were on the trek. They understand where I'm coming from more. I think and I understand them a little bit better. So I got to know each other better.
- I'd probably say it has been when I have been one of the adult leaders on a high adventure trip, because that's a smaller group of people that you go on those trips with and you really form the connections when you're with somebody in the woods for 12 days without distractions of work, television, cell phones.
- I think when you address Scouts in that environment, when they see that everybody's been through something, I think you break down some barriers as far as oh, he's just an adult, he doesn't know what he's talking about. I think it breaks down some barriers when you're just sitting around after a day like that, and you're talking about issues, and you really have a close open conversation, especially if you can be honest with your past too. What I mean by that is saying, "Yeah, I had that experience as a kid" or whatever it was. There's a lot of things you can talk about in that environment especially because when you're camping, you're there together for a few days as opposed to just an hour so a meeting. It does make a difference.

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*Retain/recruit Scouts*

- And so, when my son was transitioning to another troop, I did my homework this time, and we went to four or five troops, and try to get... what I was looking for was, which was one that did a lot of High Adventure trips, and one was very well run and was going to be around until the end, and I had a very welcoming experience, and so forth.
  - Unfortunately, as the boys progress through the program, obviously school changes, their interest change. We had two boys drop out this year. Two of those older boys, they dropped out, because they became bored. To them, for them, the program became stale. And it's not necessarily BSA's fault. The program's a program. It's been around for 100 plus years and it works. But as a leader in my own unit, I have to recognize the fact that while they're all Scouts,
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they're all varying in age. And the abilities of that 11-year old Scout are going to be much different than the abilities of a 13 or 14 or, I should say 14 or 15, 16-year old Scout. They'll be much more seasoned. They'll be much more self-sufficient. That older Scout won't need as much direction. [...] You want them to stay active and involved and engaged, and one of the ways to do it is, you offer a little something extra. [...] But in the spring, when there's nothing else going on, we're going to plan this high adventure type activity. And this is going to be for you five, six, eight boys, Scouts that are, of that older age, that seasoned ability that I can take them on a white water rafting trip, or I can take them on a canoe trip where we're going to have to maybe get out and portage a bit. A 10, 15, 20-mile canoe trip and camp along the shore.

- So, I would say, how do you keep them? You just keep doing your courts of honor, you get the kids to summer camp or to a high adventure and or Order of the Arrow, summer camp staff, something that's beyond your troop and leadership that would keep themselves on fire for Scouts.
- I mean the big draw for us is, we do a lot of High Adventure. We do a lot of cool things.
- As they get older you have to keep them engaged with activities that are age appropriate, that are exciting, that are more high adventure than things that they've done as younger Scouts [...] We've tried to create more high adventure type activities that are exciting, a little bit adventurous. We've done scuba diving, we've done whitewater rafting and we've done mountain climbing, we've done rock climbing. Things that would engage an older Scout in high school and give them a sense of, "Hey, I can't go rock climbing on the soccer team, but that's something that's cool I can do in Scouting." So we're trying to think of things that are sort of outside the ordinary that provide a little bit of excitement and adventure than things that they had experienced when they were younger Scouts."
- Now the thing that I think that entices the older Scouts is high adventure, or outings that we go to that are not really Scout skill-based. For instance, we have a big trip in February to go snow skiing. We have a large group already signed up for that. We have an outing. We are actually traveling from the Atlanta area to Orlando, to take the Scouts to Universal Studios. So, the older Scouts, those are the things that they'd like to go on, the high adventure, the Philmont, the Sea Base during the summer. The things that we have maybe locally for some of the new Scouts to learn some of the new Scout skills, the knot tying, the first aid, the cooking. The older Scouts typically don't want to attend those type of events.
- I do a pretty good job of keeping, once my kids get into high school, actually, they stay pretty well, because we got two High Adventure programs every summer, and we have our summer camp that they want to be part of the staff. So we've got many targets for them up there that the kids want to participate in. So that kind of keeps them.

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*Recruit girls*

- I'm glad to see [girls joining BSA]. I wish it would have come earlier. My daughter wanted to be involved with the program and couldn't until she was 14, so I'm glad to see it opened up and offered to girls.

*Interviewer: Okay. All right, and why do you feel that way?*

The Girl Scouts of America has a program and it's a solid program, there's nothing wrong with it. But at the same time, it is very narrow in scope and doesn't offer the opportunities that Scouts BSA has to offer. The biggest thing is the outdoor opportunities, the high adventure opportunities. The Girl Scouts just lacks that, as does most other youth organizations, whereas Scouts BSA seems to thrive on that and that's a big part of what they have to offer.

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- I'm all about equality. I was a Girl Scout myself for a long time, but then there wasn't Boy Scouts available. So, I did the Girl Scout thing. My daughter was also a Girl Scout and now she says, well I wish there would've been Boy Scouts when I was going through because she likes the Boy Scout program more than the Girl Scout program.

*Interviewer: And do you know why that is?*

The boys do more fun, high adventure, outdoor things and I think now as an adult, that I'm more aware of troops and things that happen. I think that Girl Scouts, some Girl Scouts do also some high adventure things. It's just not a lot in the area that we live in. So I think for girls joining Boy Scouts, it can be a good thing if... If a Girl Scout program isn't available. The kind of Girl Scout program that girls want to get into with more outdoors and more high adventure stuff, if that's not available in the area that they're in then they're able to join Boy Scouts and be able to do the things that they want to do.

- Girls coming to the program, it hasn't decimated the program like everybody predicted it would. If anything, it's made it a little bit stronger and a lot more exciting. I'll tell you, these girl troops, Oh my goodness, they're so into it! It's amazing to see because the girls are starving for a program that has some meat to it. My girls have been Girl Scouts. They've been American Heritage Girls. I mean, nothing compares to what you can do as a Scout, right? The high adventure, the camping, the outdoor stuff, the core part of our program and doing that, getting that word out to people, in an age where we've become electronic and stuck behind our phones and screen, that's what needs to get out there and that's what's going to keep the program alive.

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*Adult enjoyment*

- I have more fun than the kids do. It's stuff that I did, it's stuff that I've always done, like hiking and just doing all the high-adventure stuff. I mean, my kids and I were doing that before they became old enough to become Scouts.
  - Given, I did just go to Sea Base with the troop, but it does take a lot of time. It takes a lot of my personal vacation, but I do it because I enjoy it.
  - I speak from experience, because as a youth, my troop, that was one of the things that my troop was able to do. I actually was able to go to Philmont when I was 16. So, that was a worthwhile experience.
  - And Scouting has, you know, well, and I backpacked with people that I meet 40 years later, and all that, that two weeks at Philmont comes up and you hug and you just, that experience, that experienced challenge together, and all that went into it, why, you know...that's a friendship you just never, never lose a piece of.
  - It's a way to make a connection with somebody that you wouldn't otherwise get from your hour and a half long meeting. When you're basically living with somebody for an extended period of time, like on a high adventure trek, I mean, you just have the ability to really engage, talk...I mean, we tell ridiculous stories and everybody opens up and those are just...The reason why I'm going back, because I just really enjoy that.
  - Just that I really...I have enjoyed it, the varying things that I have done with BSA, whether that's working at a high adventure base, or going on trek at high adventures bases, or being a leader with the troop. I see a great deal of benefit for you to stay involved, and as well as parents being involved with their youth, and learning what it is that they're doing.
  - I like the high adventures and the backpacking and I do a 15 mile afloat every year. That is probably the highlight of my year from...just to get out on the river and kayak for five or six days; four or five days with all the kids.
  - I took a crew to Philmont this summer. I'd say that's probably the highlight of the summer.
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Scout new  
experiences

- It sounds like a lot of work to Scouts for the first time until they go out and do a short hike and realize, "Oh, this isn't so bad. And Oh, by the way, we're learning new things and we're having fun doing it." [...] We leverage the resources that are made available to us in that training, and sometimes we don't know what those resources are because it's coming by way of an instructor to us, and that may be part of their experience too, but we try to leverage everything we can to keep it relevant, but change it up too because Scouts don't want to continue doing the same things over and over again.
  - We've tried to create more high adventure type activities that are exciting, a little bit adventurous. We've done scuba diving, we've done whitewater rafting and we've done mountain climbing, we've done rock climbing. Things that would engage an older Scout in high school and give them a sense of, "Hey, I can't go rock climbing on the soccer team, but that's something that's cool I can do in Scouting." So we're trying to think of things that are sort of outside the ordinary that provide a little bit of excitement and adventure than things that they had experienced when they were younger Scouts.
  - Scout: This summer, three weeks from now, I'm getting to go to Sea Base, and I never thought that I'd actually be getting to sail on an 80-foot boat, and –  
*Interviewer: Oh wow. That sounds exciting.*  
Scout: It is, it really is.
  - Scout: Like camp, I don't think I'd ever be able to go camping with my family or by myself as many times as I did in Scouting. And then at the camps, there was so many things to do like learning how to tie knots, going on high adventure. Definitely something at the camps, I would have never done is go to some of the ceremonies there. They were really awesome. Especially when they're at night - it's somewhat formal because it's Boy Scouts. but whatever they do up there is really cool
  - Scout: Because we have access to many areas that the regular person can't really go to. And in the future, we'll have High Adventure things and do ordinary people might not...do those things.
  - Scout: I have gone to Sea Base, but not this particular adventure. At the Sea Base there are many different adventures you can do. I did the snorkeling, but I want to go back and do the scuba adventure, and then also the adventure where you go to the island for the week. It sounds like a lot of fun. These are called high adventure camps, and they're called this because instead of going to just like a normal summer camp, this is your really intense summer camp. It's like summer camp times three. You do a lot more intense stuff than just going do a merit badge thing every day and going to play [gaga 00:22:07] ball. You're actually in there in the elements having fun.
  - Scout: It's just really cool all the things I get to do. Last summer, I went to the High Adventure Base in West Virginia. They had so much stuff that I hadn't done before. We did BMX biking which I had never done before which was a lot of fun. We did mountain biking which I hadn't really done a whole lot of. Doing it there, there were a lot of good mountain bike trails. That was fun. The quarter mile zipline there was also really fun, too. All these experiences that I hadn't done any other place that I don't think I would have if I wasn't part of the Scouts [...] Our troop is going to Florida Sea Base in June, so in the next couple of months. We're going to Florida Sea Base and we're going to scuba diving there. I'd never done scuba diving before. It gave me the chance to get my diver certification. I can go scuba diving on my own. That is something that seems really fun to me that I want to do more of, outside of Scouts.
  - Scout: Yeah, within the troop we've gone places like the jamboree and we tried out different things and some things, like archery or shooting, those things
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normally a lot of people don't really go out and shoot up here. And things like we went to the jamboree and we went to Sea Base and Sea Base was a totally different environment than here, and it really shows hey, over here you can do this and this, and then you get to go out and you get to try those things and you really don't the opportunity to do that a lot, so you've got to-

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*Build adult leadership skills*

- Well yeah I took Scouts down to one of the National High-Adventure bases. And that was definitely one of those things where we learned a lot about being a leader, both through practical experience and dealing with some adversity in the program.  
*Interviewer: Right. You're saying it was helpful because you and the people that you went with learned how to be a leader?*  
We learned how to lead. We also... It forced people to step up, and step out of their... In all of those instances, it forced people to step up out of their comfort zones, and do things that they might not have been considered themselves capable of.
  - But when you're out there for a 12-day trip in a row, you're dealing with everybody one-on-one every day, you kind of learn a lot of things about yourselves and them both, and what works as far as your leadership stuff. What works on a weekend campout may not work at all out there.
  - The Philmont leadership challenge that was an incredible experience. I think that helps again, not only in my Scouting but in my career, just in leadership skill development. So that one was really good.
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*Parent-child relationship*

- And so, and to this day, we're much closer, very close now, but y'know to this day we talk about how Scouting really held us together. We went on the High Adventure stuff, we went to Northern Tier, we went to Sea Base, and monthly camp outs. And it was a way that we stayed connected really, as a father and son. So our best memories come from Scouting somewhat.
  - Probably the most important thing is that I got to share them with my sons.
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*Scout overcoming challenge*

- As far **as the** one relative experiences of the Scouts goes, the fact that there were a lot of mental and physical struggles on both of those trips, and seeing them push through and stick it out and overcome those obstacles. Then, the joy at their completion of the trip.
  - But when we were done, they were like, "Yeah. It seems like an insurmountable task. But once you break it down and just start after it and if everybody helps out, carries their weight, etc., etc., it's no problem."
  - He was actually...he was one of my Boy Scouts that turned 18 the year we were going to Philmont. So he joined the venturing crew, just so he could go ahead and go with us, because you've got to be a registered...otherwise, you have to go as an adult.  
*Interviewer: So he didn't think he could make it up the mountain?*  
No, he knew he couldn't. I wasn't really sure he could either, but we got it.  
*Interviewer: How did you guys overcome that?*  
We set goals, was the biggest thing. We'd pick out a rock that was 30 yards away or 15 yards away, and that was our next goal. We got to there, and then we picked another one. We just did it in a whole lot of little short steps.
  - I took a group-I like to canoe. I've canoed my whole life, my trip when I was a kid, and I took a group of really young, really-how can I say it? Not very good swimmers to a high adventure trip in Canada, and that group overcame more in a week than I saw kids overcome in – I saw them be scared when they were at a point where the water got real rough, and that – You just take them and calm
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them down, and then you see them grow to the end of the week that they overcome a lot in that whole week.

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*Scout learning experience*

- Well, one of the things I do is I lead a lot of our high adventure. And I sort of look at that as the pinnacle of a Scout's career. There are lots of things that you can learn on a weekend camp out. But, there are different and deeper lessons that you learn when you put a backpack on and disappear into the woods for a week.
  - Scout: And you get to learn about...In Northern Tier, you can learn about dogsledding and ice-skating, which you wouldn't be able to do here in Alabama. And then in the Florida Sea Base you got to learn about sailing and boating and snorkeling and scuba diving. And then there's also adventure that they just added recently that I want to try where you are taken to an island and dropped off for the week, where you have to find your own way to survive.
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*Youth enjoyment*

- Scout: Last summer, we were going to go to Philmont and one of the shakedown that was over 100 degrees, we were doing the hiking. And, I barely remember the actual hiking. I just remember we got back to where we were going to camp, and instead of setting everything up immediately we all just laid down on the ground and sweated and just completely relaxed. And then we went to the lake to swim and everything. And then, when we got back from the lake we finally did set up camp. And, I remember just thinking, this was fun.
- Scout: And then at the camps, there was so many things to do like learning how to tie knots, going on high adventure. Definitely something at the camps, I would have never done is go to some of the ceremonies there. They were really awesome. Especially when they're at night-- it's somewhat formal because it's Boy Scouts. but whatever they do up there is really cool.
- Scout: Within a year's time I figured out what it was like to be living in the Arctic, and then living in the tropics. I went to Northern Tier which is up in the border of Canada and Minnesota, and it was very cold the time we went. It got down to -35 degrees Fahrenheit. And then that summer, I went to Florida Sea Base in the keys, and it got up to 90 to 100 degrees. But those high adventures were very fun. I enjoyed it.
- Scout: It's just really cool all the things I get to do. Last summer, I went to the High Adventure Base in West Virginia. They had so much stuff that I hadn't done before. We did BMX biking which I had never done before which was a lot of fun. We did mountain biking which I hadn't really done a whole lot of. Doing it there, there were a lot of good mountain bike trails. That was fun. The quarter mile zipline there was also really fun, too. All these experiences that I hadn't done any other place that I don't think I would have if I wasn't part of the Scouts.

# Appendix D

## Field Notes

The following are excerpts from observer field notes of Wood Badge training. One excerpt is from Scoutmaster Position Specific Training and is noted with an asterisk.

<i>Term or Topic</i>	<i>Type of Reference</i>	<i>Observation</i>
<b>Philmont</b>	Adult references personal experience	[In session on Problem Solving and Decision Making] With a slide titled Making Decisions, he covered four strategies (brainstorming, consensus, multivoting, and parking lot). He also gave a very quick example of how he used multivoting for his Philmont trip.
	Used as a credential for individual or troop success or expertise	He ended up starting a troop in a particularly poor area, going to the Salvation Army and purchasing all the uniform parts they had available, which he sold to his Scouts for \$1/piece. Five years ago, that very troop celebrated its 40th anniversary. In the time it had operated they had been to Philmont, gone from a handful of members to a strong following, and been successful overall.
	Discussion of an adult leadership training named after the camp (since renamed)	He wants to make sure that the adults know about and have access to local trainings, resources and support. He talks about the Leadership Challenge next. This used to be the Philmont Leadership challenge, but it changed names because it was not location specific.
	Held up as hallowed place or experience	To our left was a small Philmont display--what I have above is not proportional--which was basically the size of a three-panel poster for a conference, on top of a table. While there were several posters and papers on Philmont, there were also a number of Christian religious texts--not Bibles, but prayer books, and I think one book or pamphlet with the Ten Commandments and other readings. [I'm not sure how this fit in with Philmont, exactly. Also, the presence of these readings contrasts T3's [Trainer 3's] verbal statements later in the training to avoid being excessively religious. He did mention how much he liked Philmont, so I assumed the choice of these religious books and pamphlets was his, since the display was apparently his contribution, or at least something he asked for.] The area was partially separated by a wood paneled wall that extended perhaps two-thirds of the room's width, leaving a large opening to pass through into the middle section.



	Seemingly unloaded reference to location or existence	[From module on Leave No Trace] Minimize Campfire Impacts (e.g. bring small stove, use existing fire rings, put fires out properly). He also referenced the recent California and Philmont fires.
<b>Sea Base</b>	Used as a credential/badge of honor (similar to Philmont)	T2 [Trainer 2] described T1 [Trainer 1] as very involved in Scouting, with an array of experiences across different program elements in Scouting. He had visited at least two of the high adventure bases, at Philmont and the Florida Seabase.
	Seemingly unloaded reference to location or existence	At other tables, or near them, the conversations didn't always have something to do with the presentations, or even Wood Badge. One of the Scouters at Patrol 5 was talking to the T18 [Trainer 18] about the sea base (which the observer took to mean the Florida High-Adventure Sea Base), a conversation that included other high adventure destinations and topics as well.
	Said in the context of a joke about the locale of the training	He talks more about venturing saying that it is youth led/driven; adults serve as advisors. He also reminded adults that venturing adds that being dual registered is okay (that youth can do both should they choose to). Then he talked about "the sea base thing" (people laughed), we are in Colorado and don't have water).
<b>Summit Bechtel</b>	Referenced as a location a training can take place	T1 [Trainer 1] named Leadership Challenge was among his favorite trainings, which occurred at one of the high adventure bases like Philmont or Bechtel Summit, providing an opportunity for Scouters to practice the skills of leadership, and have fun, within a training environment; he emphasized fun here, saying it at least twice.
<b>Northern Tier</b>	N/A	N/A
<b>High Adventure</b>	Umbrella term to describe four properties (only one instance and used by observer)	T2 [Trainer 2] described T1 [Trainer 1] as very involved in Scouting, with an array of experiences across different program elements in Scouting. He had visited at least two of the high adventure bases, at Philmont and the Florida Seabase.
	Used to describe types of units (possibly dated terminology or conflation with Venturing)	*T1 [Trainer 1] explains adventure or high adventure patrol, which is also known as an "honors patrol", an upper level patrol that often focuses on more advance outings and skill sets. A problem for adventure patrols is that they are prone to being a clique.
	Used to describe locations or activities not included in the four properties	The camp we attended for the CO Wood Badge had the term "High Adventure" in its name.

**Note.** \*From field notes for Scoutmaster Position Specific Training