

# FOSM LEADER GUIDE

PLAN AND LEAD YOUTH OUTINGS

By Lou Romero

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# 1. PURPOSE AND BACKGROUND

The purpose of this first edition, 2023 FOSM Leader Guide, is to provide guidance to any FOSM Volunteer or Forest Service staff person willing to organize and lead youth outings.

In recognizing increasing requests for FOSM support, Lou Romero (FOSM) and Julie Padilla (SRD Deputy District Ranger) initiated action to create a more consistent and organized pattern for planning and leading such outings. In a January 18, 2023 meeting, Julie requested that FOSM specify its preferred “niche” or “focusing framework” for its immediate future (Appendix 1). This draft plan responds to that request.

During the last 4+ years FOSM has received increased publicity about its purpose and activities from Gov-TV; KOB TV Channel 4; U-Tube; and the Albuquerque Journal. News coverage started to increase in 2019-20 when Sam Beard and Bob Lowder were recognized as Volunteers of the Year by Mayor, Tim Keller. Additional coverage surrounded the annual Snowshoe Classic events, the Watermelon run by Matt Thompson and Challenge trail construction.

That publicity combined with the dramatic increase in visits to the Sandias during 2020 -21 Covid years, introduced more of the general public to the treasure in their “backyard”. Families, schools, scout troops and clubs took notice and began tapping into our upgraded FOSM Website and making inquiries about volunteer opportunities.

In 2021 FOSM and AMIGOS hosted and led a youth outing for the Digital Academy of Technological Arts (DATA) on Oso Corredor Trail (Appendices 2-4). This led to another successful outing hosted by FOSM October 31, 2022. Rio Rancho Boy Scout Troop 9 also enjoyed a FOSM led outing in 2022 (Appendices 5 and 6). We currently have several more requests on hold for 2023. So far, FOSM Volunteers who have organized and led these outings are Sam Beard, Cliff Giles, Rene Archer, Dan Benton, Jerry Carroll, Michael Arndt and Lou Romero (Appendix 7).

## 2. SANDIA RANGER DISTRICT YOUTH/VOLUNTEER PROGRAM GUIDE (AS OF MARCH 2023)

**OBJECTIVE:** *By clarifying details embedded in these four main topics, we can create a FOSM notebook “GUIDE” that any member can follow when planning, organizing, or leading a youth work or educational/orientation project.*

*RESPONSES IN BLUE ITALICS FROM JULIE PADILLA, ACTING DEPUTY DISTRICT RANGER, TO THE FOUR MAIN TOPICS COVERED IN JANUARY 18, 2023 MEETING (Appendix 1)*

1. For 2023, what will constitute an established, funded SRD Youth Program of work? What activities will be included? What organizational structures will be in place? Will there be oversight or interface from Cibola NF and Regional Office levels? Who should be the central SRD contact with FOSM regarding Youth/Volunteer programs?
  - a. Youth Educational Booklet (Junior Ranger)*
  - b. Every Kid Outdoor classroom presentations and field trips*
  - c. Development of a structured Interpretive hike program*
  - d. Guided forest therapy hikes*
2. What specific administrative requirements does SRD have to address potential liabilities or other vulnerabilities when conducting activities for Youth under age 18 or 18+? (work projects; educational orientations; other?) What specific paperwork is necessary in all cases? What specific forms do we need to use and have signatures?
  - a. Educational programs – any age*
    - i. Risk Assessment – discussion before program or with teachers on how to prepare for field trip*
    - ii. FS review of content delivered*
    - iii. Possible background check*
    - iv. Photo release consent*
    - v. NICE database form*
    - vi. Volunteer work report for leaders*

- b. *Volunteer programs – under 18*
    - i. *Volunteer agreement form for leader (Scout troop, school, etc)*
    - ii. *Brief statement of work to be performed*
    - iii. *Individual agreement forms signed by parents for minors*
    - iv. *JHA/RA for activity (minors do not need to sign but it should be reviewed day of event)*
    - v. *Ensure emergency contacts are on hand with group leader*
    - vi. *Evidence of insurance if possible (needs further discussion)*
3. What support, if any, does SRD need from FOSM in planning and conducting Youth program activities? Through our website, FOSM has been receiving random inquiries from individuals and groups asking about volunteer opportunities. Should FOSM continue to be a “gateway” for such inquiries and subsequent responses, or should SRD be the initial contact point?
- a. *Consider guiding situations – does it make sense to fit within the FOSM framework or does it fall outside?*
4. What are the roles of the following individuals relative to SRD Youth/Volunteer Programs?
- *Crystal Powell-SRD.*
    - *Overall approval and awareness of any activity on the district*
  - *Julie Padilla-SRD.*
    - *Assistance connecting resources*
    - *Conduit for DR approval*
    - *Assistance with forms and regulations*
    - *Overall forest educational goals and programs*
  - *Antonio Garcia-SRD*
    - *Tracking of volunteer hours*
    - *Assistance with forms*
  - *Megan Lemcke-SRD*
    - *Educational idea resource*
  - *Katherine Haveman, Cibola Volunteer and Partnership Coordinator*

- *Educational idea resource*
- *Thea Garret-Regional Youth Engagement Specialist*
  - *Educational idea resource*
- *Daisy Morgan-Regional Volunteer Coordinator*
  - *Guided forest therapy walks*

### **3. FOSM'S 2023 "NICHE FRAMEWORK" - 3 PRIMARY INTERESTS, CAPABILITY AND FOCUS FOR PLANNING, ORGANIZING AND LEADING YOUTH OUTINGS**

- 1. To work primarily with Educational/Orientation/Outreach youth activity requests that will not require using hand-tools. However, hand-tool demonstrations (such as crosscut saws and Pulaskis) by FOSM leaders, may sometimes be featured.*
- 2. To work primarily with Talking Talons, Middle and High school groups and Girl/Boy Scout troops, and other formally organized clubs or groups up to 18-year-olds.*
- 3. A limited, case by case, provision: Work projects using hand-tools may be arranged for youth up to 18 years old during off-school periods. (Such as trail construction and maintenance by groups such as Talking Talons, Scouts, etc.) However, stricter, specific liability mitigation measures are required for youth under 18.*

*SRD will assume responsibility for specifying those requirements, guiding documentation steps and assuring compliance.*

*Other requests for youth involvement from the District Ranger, will be considered for exception, on a case-by-case basis.*

*Items 1 – 4 below outline FOSM's interest and requirements. Each request will be considered on a case-by-case basis per the following steps/criteria:*

- 1. All incoming requests to FOSM will be screened for compatibility with its "framework" and directed to the District Ranger for approval first.*
- 2. When/if the youth activity is approved by the District Ranger and deemed to favorably align with this framework, it is then returned to FOSM to prepare a final plan along with all necessary forms to be completed.*

3. *Individual youth volunteer requests may be accommodated on a case-by-case basis by including them with other ongoing FOSM work projects, depending on age and other factors.*
4. *FOSM will recruit experienced volunteer members to serve as adult group leaders to plan and lead each activity.*



## 4. ADMINISTRATIVE CONSIDERATIONS FOR YOUTH OUTINGS BY FOSM AND SANDIA RANGER DISTRICT

- a. *Educational programs – any age*
  - i. *Risk Assessment – discussion before program or with teachers on how to prepare for field trip - FOSM*
  - ii. *FS review of content delivered- SRD*
  - iii. *Possible background check-SRD*
  - iv. *Photo release consent - FOSM*
  - v. *NICE database form-FOSM & SRD*
  - vi. *Volunteer work report for leaders -FOSM*
  
- b. *Volunteer programs – under 18*
  - i. *Volunteer agreement form for leader (Scout troop, school, etc)*
  - ii. *Brief statement of work to be performed*
  - iii. *Individual agreement forms signed by parents for minors*
  - iv. *JHA/RA for activity (minors do not need to sign but it should be reviewed day of event)*
  - v. *Ensure emergency contacts are on hand with group leader*
  - vi. *Evidence of insurance if possible (needs further discussion)*

## **APPENDIX 1. - INITIAL COMMUNICATIONS AND GUIDANCE – FOSM AND SRD LEADERSHIP**

### **Summary - Youth Programs meeting - Sandia Ranger District (SRD), January 18, 2023**

*(Julie Padilla, Michael Madden, Cliff Giles and Lou Romero)*

**PURPOSE** -To clarify how we, SRD and FOSM, should be managing Youth Program requests to optimize our respective interests and capability. We need clear guidance for anyone leading a youth initiative, whether a FOSM member or SRD staff person. FOSM and SRD have received increased media coverage and inquiries from potential youth volunteers.

#### **KEY CONSIDERATIONS:**

1. SRD does not currently have a formalized Youth Program in its annual program of work. Youth activities have been occurring on a case by case basis, depending on the incoming requests and capacity to respond.
2. SRD leadership welcomes FOSM support to plan, organize and lead Youth Program activities in response to requests from organized groups and individuals such as schools, clubs, scout troops, etc.
3. Julie Padilla, Recreation Staff Officer and currently Acting Deputy Ranger, will continue to serve as the main conduit to facilitate approvals and other details regarding youth activities.
4. FOSM's Strategic Plan, Goal # III, Objective A, states, "Engage youth, young adults, families"
5. FOSM's Mission Statement states in part "...Friends of the Sandia Mountains is a non-profit corporation dedicated to working in partnership with the United States Forest Service and other groups and individuals..."
6. Since the Sandia District Ranger assumes any and all liability, the Ranger is the local, on-the-ground, decision maker, and has the ultimate accountability to approve any activity occurring on land managed by the Forest Service. Incoming requests for approval of youth outings need to provide the following minimum, conceptual information:
  - *The intended purpose, objectives and desired experience from the outing;*
  - *The kind of insurances they have;*
  - *Ages of youth to be participating and familiarity with the Sandia Mountains;*
  - *Adult supervision & parental permissions;*
  - *How transportation and related insurance will be handled;*
  - *Preferred dates; hours during the day of the outing.*
7. During 2021 and 2022, FOSM planned, organized and led 3 "pilot" Youth outings and learned a great deal about administrative and other details required for success. We now have some documentation available to serve as "templates" for planning future activities.

8. Specific liability mitigation forms are required when planning youth activities. These forms should be included in the documentation package issuing the Ranger's approval of the activity. SRD has several references such as "4<sup>th</sup> Grade, Every Kid Outdoors"; Junior Forest Ranger; and Regional FS Specialists that can assist in planning and leading youth activities.
9. Educational/Forest Orientation Youth activities that do NOT require the use of hand-tools are significantly simpler to organize since hardhats, safety-glasses, gloves and other PPE are NOT required.
10. When FOSM and SRD meet to list annual work projects, we should identify those that could be performed by Youth Groups.
11. FOSM currently has a few inquiries "on hold" for youth projects. There is little opportunity during the next 3 winter months and allows time for SRD leadership to review the FOSM "Niche Framework" and related processes and procedures.
12. **Action Items: SRD leadership requests a "niche framework" from FOSM outlining its interest and scope of capability to help the District plan, organize and lead Youth Program activities. Based on this, SRD leadership will determine if the current Volunteer Agreement, dated \_\_\_\_\_, needs to be modified. FOSM is to continue to put new inquiries on hold until a SRD Youth Program is formalized.**

## **APPENDIX 2. - SAMPLE DATA AGENDA/LESSON PLAN – DIGITAL ARTS & TECH ACADEMY FOREST TRAIL MAINTENANCE OUTING WITH FRIENDS OF THE SANDIA MOUNTAINS**

### **OSO CORREDOR TRAIL - THURSDAY, JUNE 3, 2021**

#### **9:00 AM – PROMPTLY ARRIVE AT DOC LONG PICNIC AREA**

- Student Introductions: how well do they know each other? How familiar are they with the Sandia Mountains? What motivated them to sign up for this outing? Level of experience doing manual labor with sharp hand-tools?
- FOSM members introduce themselves: Why do we volunteer? What kind of work we do as volunteers? What skills do we rely on working in the mountain year round?
- Issue hard hats; board cars and drive to Tree Spring Trail head parking lot

#### **9:45 AM – AT TREE SPRING TRAILHEAD**

- DESCRIBE THE TRAIL MAINTENANCE WE WILL BE DOING THIS DAY
- DESCRIBE THE USE OF THE TOOLS; ISSUE A TOOL TO EACH STUDENT; DEMONSTRATE PROPER WAY OF CARRYING AND HANDING TOOLS TO SOMEONE ELSE
- CONDUCT A SAFETY BRIEFING; ENCOURAGE THE BEST USE OF THE EXPERIENCE BY PARTICIPATING WITH ENTHUSIASM; ASK QUESTIONS; BE SAFE AND RESPECTFUL...
- SOME EDUCATIONAL TOPICS: ELEVATIONS ; ECOSYSTEMS; TREE SPECIES; TREE MORTALITY; DROUGHT; INSECT INFESTATIONS; RECREATIONAL USE ON THE MOUNTAIN; PREVENTION OF SOIL EROSION; MISTLETOE; USING GPS; FOREST SERVICE MISSION; MULTIPLE USE MANAGEMENT; FOREST SERVICE CAREERS; FOREST FIRE FIGHTING; AND MUCH, MUCH MORE...START HIKING UP TREE SPRING TO OSO CORREDOR...

**10:15 AM** – DEMONSTRATE PROPER USE OF TRAIL MAINTENANCE TOOLS; CONTINUE HIKING SOUTH STOPPING TO WORK ON ROLLING DIPS AS WE GO...STUDENTS ASKING QUESTIONS AS WE GO; STOPPING TO DISCUSS TOPICS SHOWN ABOVE...WATER BREAKS AS NEEDED...

**12 NOON – LUNCH BREAK** – PERHAPS A BRIEF QUIZ ABOUT TOPICS COVERED TO THIS POINT

**12:45** – START HIKE BACK NORTH TO CARS; MORE TOPICAL DISCUSSIONS AND SURVEY THE WORK WE DID ON THE WAY SOUTH; MAYBE WE WILL NEED TO DO SOME TOUCH UP WORK ON THE WAY BACK..

**APPROXIMATELY 2:30 PM** – ARRIVE AT TREE SPRING PARKING LOT; DEBRIEF THE EXPERIENCE AND GOODBYES...

## **APPENDIX 3. - PRELIMINARY PLANNING DATA/FOSM YOUTH FIELD OUTINGS – JUNE 2 & 3, 2022**

**PURPOSE:** To provide a fun, motivating outdoor experience for DATA High School students that stirs interest in the many inter-relationships involved in managing the care and uses of natural resources in the Sandia Mountains.

**PAYOFF:** To enhance classroom academics by integrating “field” subject matter about nature, leadership, management, politics, economics, organizational structures, volunteerism, etc.

**PROCESS:** June 1, Friends of the Sandia Mountains (FOSM) Volunteers, together with DATA teachers, will provide a classroom Orientation and Overview of the field trips for approximately 20 DATA students and 3-4 Teachers. June 2 & 3 will be separate field trips with 10 students (2 teams of 5). We will meet at Doc Long Picnic Shelter to begin the day’s activities; then proceed to Tree Spring Trailhead parking lot for the first interpretive, “Imagineering” exercise. Then we will drive to Capulin Picnic Area for quiet reflections and notetaking...maybe snacks or lunch. Next we will hike to the Bird Log and watch variety of birds drinking and bathing. From there we will follow the trail to Capulin Peak (mining exploration & Lookout tower location) and Overlook into Las Huertas Canyon. (approximately 1.5 miles one way)

Throughout the hikes we will have brief stops for interpretive discussions and Q&A about a wide variety of inter-related subject matter. Students will be encouraged to record new, interesting information learned and at least 2-3 questions about subjects they want to learn more about. Time permitting, we will debrief these notes at the end of the day.

### **PARTICIPANTS:**

FOSM – Depending on availability, some or all of these volunteers will participate one or all of the 3 days - Lou Romero, Rene Archer, Sam Beard, Cliff Giles, Joe Meade & Dan Benton

DATA – Sue Cote & teachers to be named; 10 students in small teams of 5 for each field day.

**POLICIES:** Evidence of Liability Insurance by DATA; High School age students only; No Hard Hats required; Suggest appropriate clothing and other personal gear; provide NICE Outreach Field Data Sheet to Julie Padilla after the field trips; (NICE = Nature Watch, Interpretation, & Conservation Education Database) When necessary, obtain signed “Minor Release Forms for Photo and/or Video” usage.

**PREWORK:** Students and teachers review FOSM and Forest Service websites; Decide if Photo/Video Release forms will be necessary; distribute a list of potential topics to FOSM volunteers with assigned lead roles.

## **APPENDIX 4. - SAMPLE TEMPLATE OF TOPICS THAT CAN/MAY BE COVERED**

**JUNE 2 & 3, 2022**

**9:00 AM – ARRIVE PROMPTLY AT DOC LONG PICNIC AREA**

**SOME BROAD EDUCATIONAL TOPICS TO CONSIDER:**

*SANDIA RANGER DISTRICT GEOGRAPHY; ELEVATIONS ; ECOSYSTEMS; TREE MORTALITY; WATERSHED; RECREATIONAL USE ON THE MOUNTAIN; FOREST SERVICE MISSION; MULTIPLE USE MANAGEMENT; FOREST SERVICE CAREERS; FOREST FIRE PREVENTION & SUPPRESSION; STRUCTURES & FACILITIES AND MORE...*

**EXAMPLES OF SPECIFIC TOPICS THAT CAN BE COVERED THROUGHOUT THE OUTING**

1. Drought and tree mortality – (Lou)
2. Using GPS for mountain navigation (Cliff)
3. 8 Tree Species at different elevations in the Sandias (Sam)
4. Estimating tree ages and diameters and heights – (Lou)
5. Network and multiple uses of trails in the Sandias; (Cliff)
6. Wildlife and their habitat in the Sandias – (Dan)
7. Forest Service Mission – Caring for the Land and Serving People – (Lou)
8. Forest Fire Suppression – “what you don’t see in TV news coverage” – (Lou)
9. What are Wildlife Drinkers? – (Sam & Dan)
10. The Laws that Designated Wilderness Areas; The purpose of Wilderness and how they are managed differently; restrictions, etc.– (Dan)
11. Community service projects; Leadership when working with volunteers; Church wood ministry; Snowshoe event – (Sam & Lou)
12. Partnerships supporting Forest Service Mission – (Joe Meade)
13. Leadership – earning trust with individuals and teams (Lou & Joe)
14. Search & Rescue in the Sandias (Rene)
15. Careers in the Forest Service – (Rene)
16. Forest Service Organizational Structure (Joe & Rene)

***OTHER KEY INFORMATION:***

- Student names; ages; name tags?
- Names of adults/teachers that accompany youth; key phone numbers
- FOSM Volunteers committed for each day
- Clothing and gear to bring
- Transportation and parking passes

**APPENDIX 5. - ALBUQUERQUE BOY SCOUT TROOP 9 – DONATION FIREWOOD  
PROJECT PLAN  
SATURDAY, SEPTEMBER 10, 2022 (BACKUP DATE – SEPTEMBER 24)**

**By Lou Romero**

**PURPOSE:**

Boy Scout Troop 9 will load and haul a trailer load of wood to the Mountain Christian Church woodlot for distribution by the Ministry to East Mountain families needing this kind of support.

**PROCESS:**

1. September 9 or 10, 2-3 FOSM sawyers will buck 2-3 White Fir trees into 12 inch rounds at the Lower Capulin Picnic Area behind the locked gate. Sam Beard will assign sawyers and saws. (Michael Arndt; \_\_\_\_\_; \_\_\_\_\_.) Maybe sawyers can start earlier and get a head start bucking.
2. September 10, 9am, Boy Scouts and their adult leaders will meet me and Sam (and other FOSM Volunteers) at the parking lot next to the locked gate to Lower Capulin PA.
3. Chris Weil, Scoutmaster, will bring his dump trailer for hauling the firewood. (size of trailer for estimating cords –L, W, and H?) One trip or more to be determined that day.
4. Transportation for the scouts will be arranged by the Troop with 3 vehicles; Parking passes will not be needed. We will be parked and working below the locked gate.
5. I will haul my power splitter in my trailer and position the splitter where the first rounds will be split.
6. Sam and I will discuss a Job Hazard Analysis before any actual splitting and loading occurs.
7. FOSM will provide hardhats and hearing protection for 8 scouts and 3 adults. The Scoutmaster will insure they all wear sturdy work shoes; leather gloves; long sleeves and pants; bring lunch and plenty of water.
8. The Scoutmaster will assign scouts teams/pairs to carry the rounds to the splitter and to load the trailer with adult supervision. The splitter will be operated by myself, Sam Beard or other assigned adult.
9. Rest/Hydration breaks will be called by the Scoutmaster.
10. Alert Church Wood Ministry (Paul) about wood delivery; ask for gate to be unlocked and dogs secured; Deliver/dump the load of wood from Chris Weil's trailer around 3pm 9/10.

**PAYOFF:**

This project accomplishes at least 3 fulfilling purposes: 1) Dead, woody fire hazard material is cleared leaving a cleaner forest floor; 2) Firewood is made available to the larger East Mountain community and

3) The scouts can earn credits for individual merit objectives in a healthy outdoor environment and learn some leadership and teamwork lessons.

**PARTICIPANTS:**

- 1 SCOUTMASTER – CHRIS WEIL
- 2-3 SCOUT PARENTS/SUPERVISORS – BRIAN CESSOP; SCOUT OKLEBERRY
- 3 -5 FOSM VOLUNTEERS – LOU ROMERO; SAM BEARD; MICHAEL ARNDT; \_\_\_\_\_; \_\_\_\_\_.
- 8 BOY SCOUTS – WILLIAM; IAN; CALUB; TREVOR; ETHAN; RICHARD; LUKE; SANTOS

**POLICIES/PARTNERSHIP:**

- THE TROOP IS RESPONSIBLE FOR HAVING PARENT PERMISSION FOR THE BOY’S PARTICIPATION
- THE TROOP IS INSURED BY BSA
- SAM BEARD AND I WILL BE ULTIMATE DECISION-MAKERS REGARDING ANY SAFETY ISSUES AND/OR WORK PRACTICES.

**PREWORK:**

- SAM - CHECK AVAILABILITY AND ASSIGN FOSM SAWYERS TO BUCK 2-3 TREES AT LOWER CAPULIN EITHER THE DAY BEFORE OR THE DAY OF THE PROJECT.
- ARRANGE FOR OPERATIONAL CHAINSAWS; CANT HOOKS; PRY BAR; OIL AND FUEL
- PURCHASE FUEL FOR SPLITTER
- ANSWER ANY QUESTION THE SCOUT OR THEIR LEADERS MAY HAVE BEFOREHAND.
- SCOUTS ARRANGE THEIR CARPOOLING; INSURE DRIVERS KNOW WHERE CAPULIN PICNIC AREA IS LOCATED; MEET AT THE LOCKED GATE ON THE FAR EAST SIDE OF THE LARGE PARKING LOT.
- CHECK WEATHER FORECAST 2 DAYS BEFORE THE PROJECT



**APPENDIX 6. - LOS RANCHOS BOY SCOUT TROOP 9**  
**COMMUNITY SERVICE AND EDUCATIONAL PROJECT – SEPTEMBER 10, 2022**  
**AFTER ACTION REVIEW – OBSERVATIONS AND LESSONS LEARNED**

**Lou Romero, September 12, 2022**

Sam Beard and I were Co-Leaders of this project and were very satisfied with accomplishments and overall success. Following are a few detailed observations and lessons I learned from this outing that will inform other future youth outings.

- All participants arrived and assembled very close to the 9am planned time and location. The 6P's in the Plan worked very well to communicate Purpose; Process; Payoff; Participants; Policies/Partnership and Pre-work.
- All my communication prior to the event were with Mr. Chris Weil. He first reached out to me through FOSM website. I assumed he was the Scoutmaster and I always addressed him as such in emails. He never corrected me and it turned out he is not the Scoutmaster. He is one of the parents and a committee member furnishing the truck/trailer.
- The Sandia Ranger District required 2 documents for this project: 1) Parental Consent for Volunteer Under Age 18 OMB #1093-0006 and 2) VOLUNTEER EMERGENCY CONTACT INFORMATION. I forwarded the two required Forest Service documents to Chris Weil and asked that he forward to parents for signatures. He did so. In hindsight I wish I had met Chris and/or the Scoutmaster in person to insure mutual understanding. I received all the documents at the project site and did not have time to review paperwork. Not all the parents completed both documents.
- Chris Weil had furnished me the names of 8 Boy Scouts who planned to participate, however of the original 8 names, only 2 showed up. (Trevor and Luke) The other 4 were new names. (Carson, Carter, Joseph, Taegen)
- Unexpectedly, 4 additional youths also came with parents that were either siblings or friends of some of the Boy Scouts and eagerly expected to participate. Fortunately we were only one hard hat short and I decided to include all 10 youths ...it would have been awkward not to. The 6 adults did an outstanding job of helping Sam, Jerry, Michael and me supervise all 10.
- Even though our plan reminded participants to bring lunch, they only brought snacks and drinks. We finished the project by 12 noon and everybody left. It would have been more educational and "celebratory" to have enjoyed lunch together and "de-briefed" how the Boy Scouts internalized the experience.
- All adults and Scouts followed me to the Mountain Christian Church woodlot to watch the trailer dump the load of wood. They concluded by forming a circle and reciting the Boy Scout Law.

**APPENDIX 7. - LIST OF CURRENT FOSM VOLUNTEERS - PLANNING AND LEADING  
YOUTH OUTINGS**

1. Rene Archer
2. Michael Arndt
3. Sam Beard
4. Dan Benton
5. Jenny Blackmore
6. Silke Bletzer
7. Jerry Carroll
8. Sim Cook
9. Cliff Giles
10. Joelle Hertel
11. Lou Romero