

WHITE STAG MONTEREY YOUTH LEADER INFORMATION

JOIN THE 2025-2026 LEADERSHIP TEAM

Community Service Hours & Experience for College Applications



"To enhance the quality and character of individuals and empower them to influence their communities and environment in a positive manner."

Vision Statement, White Stag Leadership Development Academy, Inc.

White Stag Leadership Development Academy, Inc. is an all-volunteer, nonprofit, 501c3 public charity and is the sponsoring organization for Scouting America, Venture Crew 122. White Stag Monterey summer camps are the Super Activity of Crew 122. Youth Leader members will be asked, at additional cost, to join Scouting America so they can be part of the Crew. Current members of Scouting America will be multi-registered at no additional cost.

You are invited to take the next step in your journey in the White Stag Leadership Adventure by applying to be on the Youth Leadership Team. Applicants must be Graduates of Phase 2, Phase 3, or NYLT in Scouting America. Applicants must be 13 years old before December 1st and may not turn 18 years old before Dec. 31st, or have the approval of the Directors. If we offer a NYLT Course, the Youth Leaders may participate until age 21 years old.

Youth Leader members may earn 300-600 Community Service/Service Learning/Volunteer hours that can be used for high school graduation, college applications, and job applications. (The Presidential Volunteer Service Award program is currently **suspended** by the U.S. Government).

The Youth Leader program is a year-long, higher-level learning experience, where each participant continues to learn and develop leadership and outdoor skills while practicing and applying those skills. Youth will receive training that includes planning two summer camp sessions. Youth Leader participation is the natural progression after attending summer training. It is a privilege and a major commitment. In return, youth will have a life changing experience of personal growth by gaining confidence, learning life skills, making a difference in someone else's life, and making new friendships that can last a lifetime. Most families agree that partnering with the White Stag Program is a positive experience.

The youth Leader members learn and train and ultimately plan and execute the next summer's two sessions of leadership camp under the guidance of our trained adult Leaders. It is very important that youth leader members are fully committed. The team members support each other as a group and when there is a lack of commitment by a single member, it affects the whole group. Youth must commit to attending both weeks of camp. Please keep this in mind when planning vacations.

Leadership Development meetings are held monthly either at the Presidio of Monterey Scout Lodge or Piney Creek Camp. In addition, there are mandatory fundraiser weekends in November and April, which are second meetings in those months. Clear your schedule before applying for the Youth Leadership Team. If a conflict arises the youth leader member must contact the adult in charge of their phase ahead of time to determine if the absence will be excused.

Apply online at www.whitestagmonterey.com

Acceptance onto Youth Leader:

- Each applicant will be reviewed for readiness by reviewing camp performance and consulting with camp leadership.
- Returning leader members will be evaluated on past performance, attendance, and commitment to determine eligibility and level placement.
- If chosen for an interview, applicants are required to attend the Youth Leader interviews at INDABA and the Youth Leader Orientation following INDABA.
- Read and discuss the White Stag Expectations on pages 2 – 5 with a parent/guardian. If you agree to the expectations, including attendance and conduct requirements, sign and date the form with a parent and upload it to your online registration account by using the upload link in your confirmation email.
- Installments may be made for the Youth Leader fee, with final payment due December 31th. When applying, pay the first installment of \$299, or pay in full.
- Apply and pay the first installment online no later than September 15th at www.whitestagmonterey.com
- If not chosen to interview or accepted onto the leadership team, the fees will be credited back.

INDABA, Interviews, and Youth Leader Orientation - Mandatory

Youth Leader applicants invited to interview must attend INDABA, starting at 10:00 AM, on Sept. 20th, and stay to Sunday 21st, 3:00 PM. Interviews will be held during INDABA. If there are extenuating circumstances that prevent you from attending the interviews, you must notify us before INDABA to discuss your situation by emailing register@whitestagcamp.org. Each situation will be considered on a case by case basis.

Parent/Guardian Orientation - Mandatory

There will be a mandatory parent-guardian and youth applicant orientation meeting at 2:00 PM on Sunday. There are no makeup meetings. **Failure of at least one parent/guardian to attend the meeting may jeopardize the applicant's placement.**

White Stag Youth Leader Expectations

Youth & Parent/Guardian – Read carefully, and upload the signed page 5 to your online registration account.

Every youth and parent must commit and agree to the Expectations, including attendance and conduct. There are no refunds of Leader fees unless you are not accepted as a youth leader member. It is detrimental to the group when a youth leader member drops from the program. Arrange your calendar before applying to be on the youth leader team.

Youth must be fully engaged, and always ready to give their best. Parents/guardians must fully support their efforts. Advisors will assess each youth leader member on an ongoing basis for continued participation.

Attendance, Recruiting, Fundraising

1. Attendance will be taken. Youth Leader members are expected to fully attend:
 - a. All Leadership Development weekends
 - b. Both fundraiser weekends.
 - c. Both sessions of camp.

Youth must communicate with their Adult Advisor about all attendance issues. Missing leadership developments puts the individual and group at a disadvantage and negatively impacts the program. Attendance issues may result in dismissal. Doing projects from home to help the phase is not a substitute for in person meetings.

2. Youth Leader members will arrive and depart at scheduled times.
3. Phases may agree to hold extra meetings to benefit the group. Efforts must be made to attend these meetings, but will not count against your attendance if missed. Youth only meetings are NOT ALLOWED, an Advisor must be present at all times.
4. The fundraisers help keep leader fees low. A \$100 fee is charged for non-attendance of a fundraiser to help offset the loss in revenue received by the program. This is not a "buy-out." All hands are needed at the fundraisers to complete our jobs. Encourage friends and family to come help at the fundraisers. If you cannot attend, a family member may attend in your place. You must get pre-approval from a Director.
5. Each youth is required to recruit 4 new Candidates for the summer training sessions. Additionally, all youth are expected to attend and participate in local evening and weekend group recruiting presentations called "pitches." Recruit Candidates for camp by telling others about the program whenever possible. Tell the Directors about recruitment opportunities and ideas, and help set them up. If the combined goal is not met an additional \$100. food fee may be charged to all youth to cover food costs at camp and help offset the loss of not hitting the membership recruiting goals.
6. Attend "work-parties" at camp to help develop the camp, phase sites, and trails in preparation for summer. Dates will be announced.

Conduct

1. No negative speech, foul language, detrimental behaviors, or failure to embrace and follow program requirements.
2. "Hands off policy." No Public Displays of Affection – PDA. Youth are encouraged to "bond" with others in their group, and often become very close. Occasional short hugs between youth are permissible, however, PDA with each other beyond this is not allowed.

3. Topics like race, politics, religious creed, ancestry, citizenship, primary language, immigration status, sex, gender sexual orientation, and suicide, are a distraction and not appropriate topics of discussion. If you have a legitimate concern about the health and safety of another youth. Let an adult know, or talk to your parents to seek guidance.
4. Romantic relationships must be kept away from all White Stag activities.
5. Absolutely no tent sharing or entering another person's tent. Tents are considered personal space.
6. No peer pressure, bullying, teasing, or any forms of harassment.
7. ZERO tolerance policy for age restricted and illegal substances. These are contrary to our Vision and illegal for persons under 21 years of age. Violations will result in immediate dismissal, parental involvement, and possible law enforcement involvement.
8. Electronics free at all times. Special permission may be given to use electronics to access our Google Drive or other APPs during Leader development weekends. Youth are encouraged to plan ahead and complete school assignments early, before Leader development. There is no internet access at our meeting locations.
9. Youth are responsible to keep parents informed of program activities, and their own needs as they come up. When planning unscheduled "meet-ups," including Google Meet, Zoom, etc., a Phase Advisors must approve and attend.
10. Parents to stay informed and get your questions answered, ask your youth first. If concerns or questions are not being answered, parents should email register@whitestagcamp.org or contact the Program Director/s. Contact info will be given to participants and families.
11. Program approved communication methods, APP's, and electronic programs only. Phase adults must be included in all White Stag communications. Negative and inappropriate communications on social media and communication sites will not be tolerated.
12. When a youth electronically messages, texts, or calls an adult, they must include another adult or their parent in order to follow Youth Protection Guidelines.
13. Youth should consult phase adults when needing help, coaching, or mentoring. White Stag adults volunteer their time to help youth be successful.
14. Youth Leader members not able to maintain behavior appropriate for leading and teaching others, display behavior that may be detrimental to themselves or others, or are showing signs of immaturity and are not yet ready for a leadership role, may be asked to participate in summer camp as a Candidate instead of continuing on the leadership team, or may be dismissed for the current year.

Be Prepared – Youth Leader members will:

1. Come to each meeting prepared and with necessary items; ready to learn and fully participate. Practice and use the 11 leadership competencies.
2. Practice what is learned, complete assigned work between Leader developments, and fulfill agreements so to be ready for the next meeting and summer training sessions.
3. Have proper equipment, including a walkie-talkie and extra batteries for camp.
4. Be ready and prepared in your knowledge for summer training sessions, including giving high quality sessions, knowing and teaching outdoor skills, knowing and teaching songs and yells properly, and having ceremony and Legend lines memorized.

Uniform and Dress Code

1. The uniform consists of a green shirt, jacket, and khaki - tan pants. Hiking boots with ankle support and tennis shoes that can get wet, are required. The Leader fee includes 2 shirts and other uniform items. The program blue jacket must be purchased. Wearing a full uniform during Leader Development meetings is expected and required. Program jackets must be worn over all other jackets, including phase made jackets. Non-uniform clothing worn under Leader jackets should be the zip-up type or open neck so neckerchiefs are visible. Shorts must not be shorter than the wearer's finger-tips with arms extended down the legs. No modifications to uniform shirts are allowed.
2. Dress appropriately for the situation. Always wear modest, White Stag appropriate clothing.
3. Swimming suits should be one-piece or tankinis for females and jammers or trunks for males; no skimpy type racing suits, or bikinis. No open toed shoes allowed, except in the shower or at the pool.

Phase Assignments

Phase 1- Graduate of Phase 2, Phase 3, or NYLT and 13 years by December 1st, or the approval of the Director.

Phase 2 -Graduate of Phase 2, Phase 3, or NYLT, or Graduate of Phase 1 Leader (Level 4) and 14 years, by December 31st, or the approval of the Director.

Phase 3 Leader Graduate of Phase 3 and 16 years old by December 1st and not yet 18 years before December 31st, or the approval of the Director.

NYLT Leader Graduate of Phase 2, Phase 3, or NYLT, and under 21 years at the time of the course.

Additional costs:

Leader jacket - \$40-\$50. Extra shirts - \$10-\$15. Weekend food approximately \$10-\$20, Session Pad \$20, Scouting America membership \$101. (This may be waived if a registered member of another Scouting unit). The youth will take turns planning and purchasing weekend food for their phase. In conjunction with the Advisors, the youth must arrange reimbursement from the group for purchasing food.

White Stag Program Standard Refund Policy:

Registration fees are NON-REFUNDABLE. This policy applies to all participants and is in effect whether you have an unexpected family/business emergency, have a medical emergency, have a scheduling conflict, are dismissed from the program, or any other reason. Fees collected are used year-round to fund the program. Facilities are paid for and supplies and materials are purchased ahead of time. The White Stag Leadership Development Academy, Inc. is an all-volunteer non-profit 501(c)3 organization. If you have registered for one of our events/programs and cannot participate for any reason, you may be able to take the amount you paid toward your registration as a charitable donation on your income tax return. You may request a letter of donation by emailing the request and participant's name to register@whitestagcamp.org. Credits may be given toward future use if there is a qualified reason.

Non-Discrimination Policy

The White Stag Leadership Development Academy, Inc., BSA Crew and Troop 122/9122 makes decisions in regards to administration of its educational policies, admissions policies, scholarships, and other administered programs without regard to race ,religious creed, color, ethnicity, national origin, ancestry, citizenship, primary language, immigration status, sex, gender, sexual orientation, gender identity (defined as each person's internal understanding of their gender or perception of a person's gender identity, which may include male, female, neither male nor female, a gender different from the person's sex assigned at birth, or transgender), gender expression (defined as a person's gender-related appearance or behavior, or the perception of such appearance of behavior, whether or not stereotypically associated with the person's sex assigned at birth), physical or mental disability, medical condition, genetic information, marital status, or any other basis protected by local, state, or federal laws, and ensures equal access to all the rights, privileges, programs, and activities generally accorded or made available to other youth in the program.

White Stag Youth Leader Expectations Agreement

2025 – 2026 Leadership Development Calendar		Arrival		Departure	
Occasionally it may be necessary to make changes to dates and times, but we will try to adhere to those published below.					
Dates	Activity	Day	Time	Day	Time
Sept 20 – 21, 2025	INDABA and 2026 Leader Interviews Presidio Scout Lodge, Monterey, CA	Saturday	10:00 AM	Saturday	3:00 PM
Sept 20 – 21, 2025	Leader Orientation Overnighter	Saturday	3:00 PM	Sunday	3:00 PM
Sept 21, 2025	Parent/Youth Meeting (Mandatory for both)	Sunday	2:00 PM	Sunday	3:00 PM
Oct 3 – 5, 2025	Leadership Development – Piney Creek Camp	Friday	7:00 PM	Sunday	3:00 PM
Oct 24 – 26, 2025	Leadership Development – Piney Creek Camp	Friday	7:00 PM	Sunday	3:00 PM
Nov 7 – 9 , 2025	Marathon- Mandatory – Scout Lodge	Friday	7:00 PM	Sunday	2:30 PM
Dec 5 – 7, 2025	Leadership Development – Scout Lodge	Friday	7:00 PM	Sunday	12:30 PM
Jan 9 – 11, 2026	Leadership Development – Scout Lodge	Friday	7:00 PM	Sunday	12:30 PM
Feb 6 – 8, 2026	Leadership Development – Scout Lodge	Friday	7:00 PM	Sunday	12:30 PM
Mar 6 – 8, 2026	Leadership Development – TBA	Friday	7:00 PM	Sunday	12:30 PM
April 3 – 5, 2026	Leadership Development – TBA	Friday	7:00 PM	Sunday	TBA
April 24 – 26, 2026	Marathon- Mandatory – Scout Lodge	Friday	7:00 PM	Sunday	2:30 PM
May 15–17, 2026	Leader Development – C Day - Scout Lodge	Friday	7:00 PM	Sunday	12:30 PM
June 5 – 7, 2026	Leadership Development – Piney Creek Camp	Friday	7:00 PM	Sunday	3:00 PM
June 18 – 28, 2026	Pre Camp / Camp Week – Piney Creek Camp	Thursday	1:00 PM	Sunday	5:00 PM
July 17 – 26, 2026	Pre Camp / Camp Week – Piney Creek Camp	Friday	9:00 AM	Sunday	5:00 PM
Sept 19 – 20, 2026	INDABA (last 2026 Leadership Commitment) Scout Lodge, Monterey	Friday	7:00 PM	Saturday (Sunday new staff orientation)	3:00 PM
There may be FUNDRAISER opportunities that everyone will be expected to take part in and will be announced as separate dates. In addition, there may be some extra virtual meetings and marketing/promotional meetings added to this schedule.					

831-204-7574 (Connie) register@whitestagcamp.org www.whitestagmonterey.com

Location of Scout Lodge Google maps: POM Boy Scout Lodge, Monterey, CA

Corporal Ewing Rd & Pvt. Bolio Rd., Monterey, CA

Location of Piney Creek Camp Google maps: White Stag Piney Creek, Greenfield, CA

44870 E Carmel Valley Rd, Greenfield, CA 93927

Location of Camp Pico Blanco Google maps: White Stag Pico Blanco, Carmel, CA

41523 Palo Colorado Rd, Carmel, CA 93923

By signing below, We have read, understand, and agree to the program requirements, including attendance, all fees, and refund policy stated in the Youth Leader Standards and Expectations Agreement in its entirety. We have checked our calendar commitments and agree to attending the leadership meetings listed above. We understand that not meeting expectations or requirements at any time, may result in dismissal from Youth Leader for the current year, no Leader fee refunds given. In addition, we understand that rules and expectations may change based on program needs.

Parents/Guardians: Parents should question your youth Leader member about any activities not listed on this form to ensure adult supervision. You may contact the Program Director/s if you need more information.

Print Youth Leader Name

Youth Leader Signature

Date

Print Parent/Guardian Name

Parent/Guardian Signature

Date

***Upload this signed agreement to your online registration account**