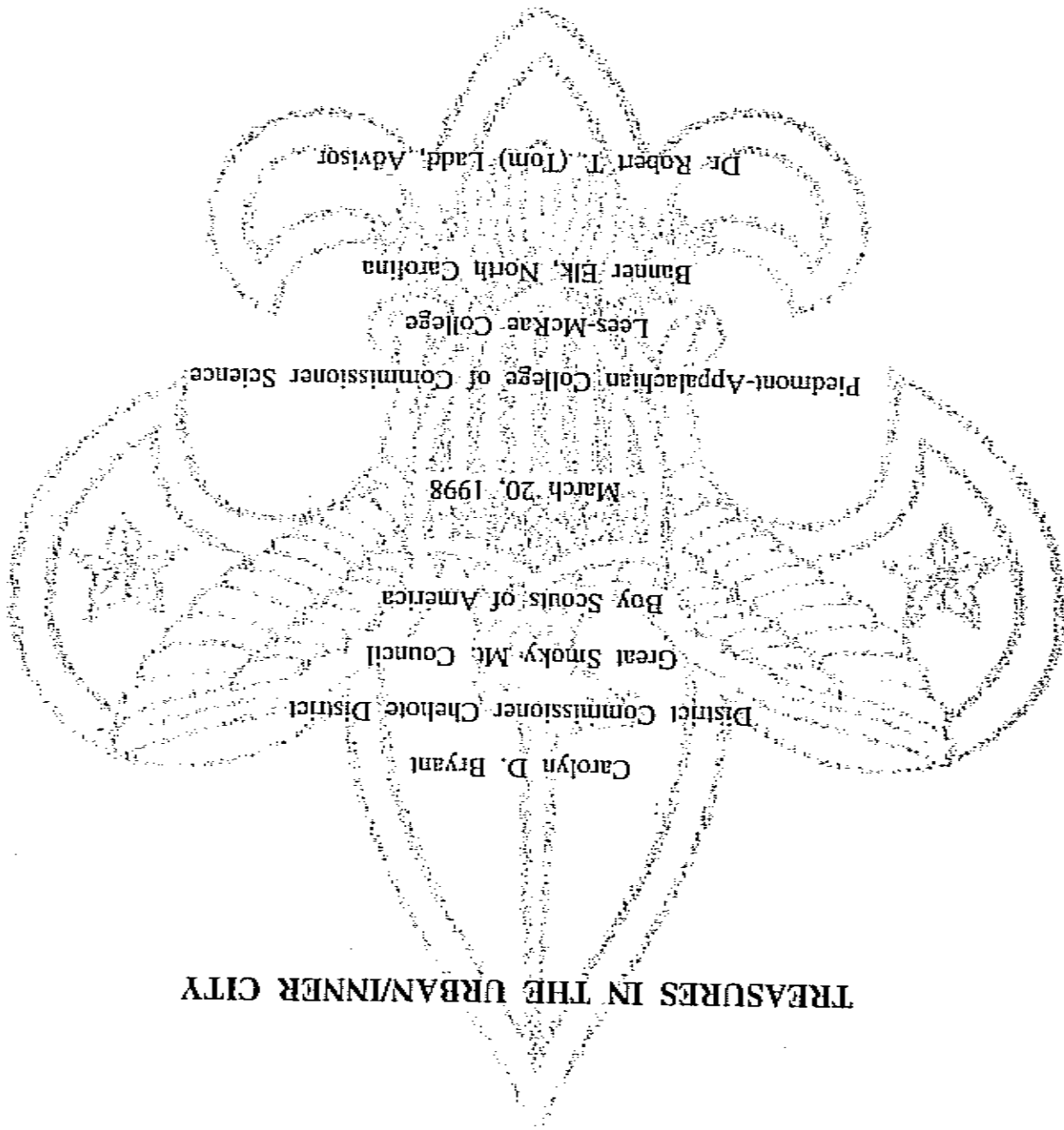


TREASURES IN THE URBAN/INNER CITY



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Lees-McKae College

Piedmont-Appalachian College of Commissioner Science

March 20, 1998

Boy Scouts of America

Great Smoky Mt. Council

District Commissioner Chehoke District

Carolyn D. Bryant

To the Graduate Council:
I am submitting herewith a thesis written by Carolyn D. Bryant entitled "Treasures In The Urban/Inner City". I have examined the final copy of this thesis for form and content and recommend that it be accepted in partial fulfillment of the requirements for the degree of Doctor of Commissioner Service.

Jan Watson - Grant Smalley
Robert T. Ladd

We have read this thesis and recommend its acceptance:

Jacques R. Koppman
V. Roy Smith
Sequoyah Caldwell

Accepted for the Council:

Joseph W. Smith
Dean of the Doctoral Program

ACKNOWLEDGMENTS

My family has been the greatest resource and support of my Scouting career. They have encouraged me in many ways to continue to influence and encourage young people in my community to reap the benefits of belonging to the Boy Scouts of America movement.

I also want to thank my church, Mount Zion Baptist Church, for their

continued role in supporting the Scouting program in our church.

And lastly, a big thanks to Anthony Hancock who has made many strives to

promote Scouting in the Urban/Inner City. I enjoyed working with him.

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INTRODUCTION

No one ever said that procuring vital information that can benefit a community was an easy task; especially when the community has little knowledge of the

information that can benefit them.

The Scouting movement in the Knoxville urban/inner community has strived to create East to Northwest, seven years of Scouting in public assisted housing and

urban communities.

This thesis will explore methods used and undeveloped ideas for boosting the relationship between the Boy Scouts of America and the urban/inner city community.

Highly untapped sources in the Northwest end of town have been the churches

obtainable to the schools, churches, and business in these neighborhoods.

visit the lakes. So, the scouting district must work at making itself visible and

Scouting. Some have never been out of their neighborhood to see the mountains or

challenging. Many low-income people have never seen nor experienced any kind of

Reaching youth and adults from East to Northeast Knoxville has proved to be

produced a diverse group not like any other council area.

Central District. Targeting housing communities as well as suburban communities has

District Executive, Anthony Hancock, the Inner/Urban City was developed out of the

While the existing program council has developed under the direction of

needs to capture all the youth that could benefit from this organization.

history, but knowledge of our existing program does not have the high visibility it

One would think that Scouting is bursting at the seams with such a long

is still active in Scouting after sixty years of experience.

Scouters still exist in the city, especially one outstanding veteran, J. R. Ross, Jr., who

separate entity from the main white division of Scouting. Many black veteran

Knoxville since the 1930s; during that era until the late 1960s, black Scouting was a

The Boy Scouts of America Scouting Program has been in the Inner City of

COMMUNITY RELATIONSHIPS

and businesses. Scouts have participated in the Lonsdale Homecoming festivities,

Learning for Life has been implemented into Maynard Elementary School, Pond Gap

Elementary is attempting to start a Cub Scout program, but many elementary schools

have yet to adopt a program even though Boy Scouts of America's "School Night"

has been presented at their schools on Open House nights.

Overall, scouting's visibility can be improved by placing signs on our

transportation vans and in front of chartered organization buildings, and by wearing

red jackets or our uniforms, tee-shirts, etc. If possible, volunteers should wear Scout

tee shirts to work, I have found this method highly effective for recruiting purposes.

All district volunteers can promote Scouting by putting the Scouting emblem on their

car windows.

Some of our best supporters of Scouting are family and friends. Get this

group of people involved in Scout activities such as chaperons, Scout show assistants,

networkers, invite them to Scout activities, such as banquets, camping trips, unit

meetings and field trips. Not all adults wish to play key roles in Scouting, but they

are willing to support and help the units.

THE MEDIA RESOURCES

Local community publications are available and always looking for good

community news. There are two resource papers in our neighborhood: "The

Enlightener" and "The Tennessee Timesaver"; these are distributed in all the grocery

stores and some businesses. The urban district needs to appoint a Public Relations

Chairperson to keep the media informed of our Urban/Inner City Scout activities.

Within the last year, the Chehote District participated in some highly visible

projects that benefited the city.

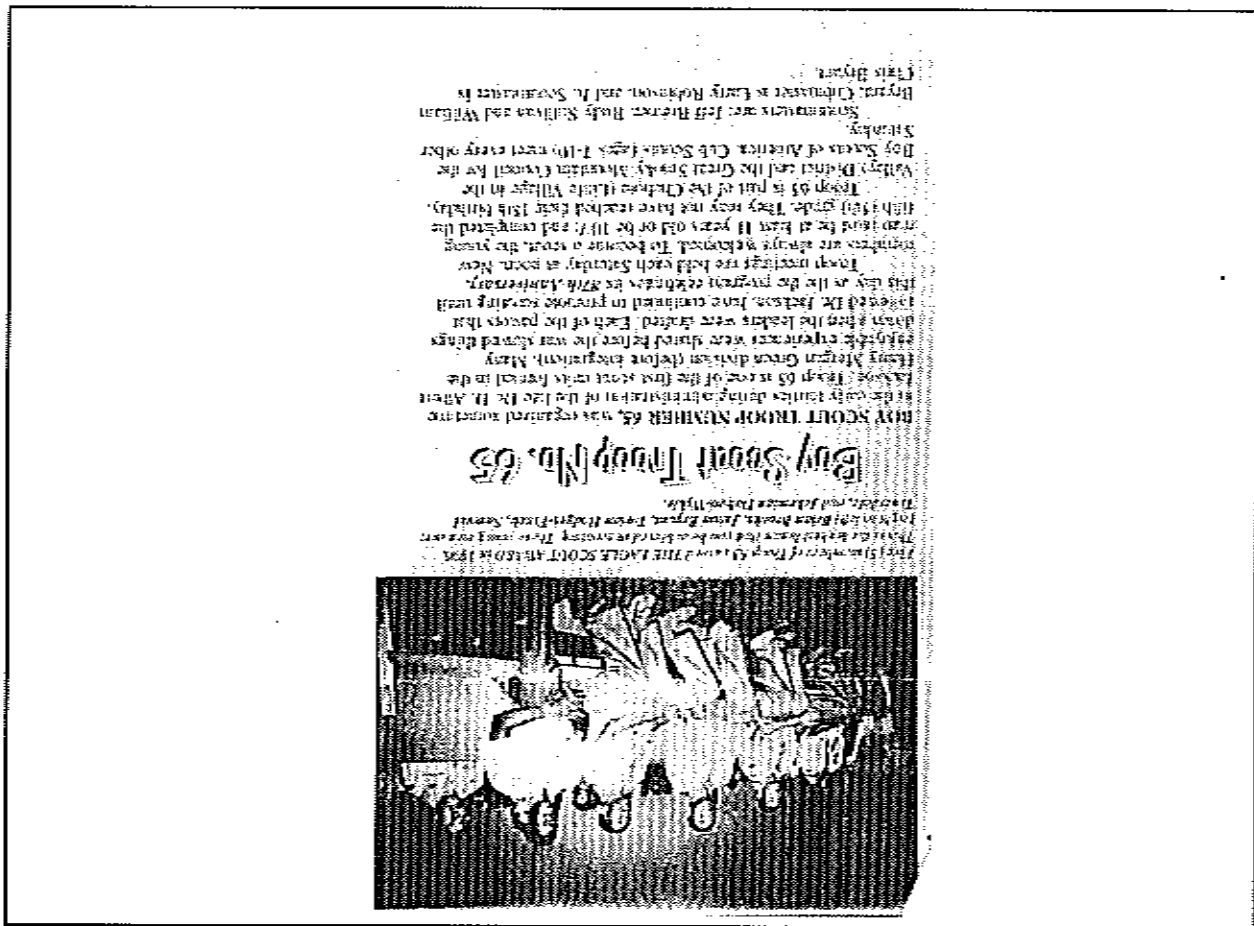


Fig 1. Picture Eagle Ceremony

In 1966, five Eagle Scouts from Mount Zion Baptist Church not only celebrated their accomplishments together, but were televised on WATE-TV. The video has been utilized by the Great Smoky Mountain Council for its United Way funding campaign.

Morningside Park was the scene of our Fall Campout. It is the first time we have ever camped in the inner city at a beautiful park. We also guarded the

Hayley Heritage Square
at Morningside Park
Community Playground
at Morningside Park

Ribbon Cutting
Sunday, September 21, 1997
3:30 p.m.

Welcome by
Masters of Ceremony
Colvin Idol and Cassandra McGee

Invocation
Reverend James E. Jackson
Lennon-Seney Methodist Church

Victor Ashe, Mayor
City of Knoxville

Bruce Olson, Vice President
Kimberly-Clark Corporation


Darell Hammond, CEO
KABOOM!

Evon Milton, Project Director
AAA, Inc.
Citizens for Haley Heritage Square

Fig 2. Ribbon Cutting Ceremony

materials used for the playground; escorted children to the daycare center provided for workers; help direct traffic into the various parking lots, and cooked for over a thousand people on the last day of the project. All Scouters eighteen and up worked on the playground all three days. The Chehore District Scout units received a beautiful patch designed by the Kimberly-Clark Corporation.

A Four Year Success Story
"Learning for Life"
Program
Austin-East High School



WHAT IS TEENWORK?

TEENWORK is an employment orientation program offered exclusively to Austin-East High School Juniors. It is a partnership between the Knoxville Utilities Board and Austin-East High School. The goal of TEENWORK is to help bridge the gap between school and work.

The concept of TEENWORK is attributed to Clifford Ross, former Austin-East Basketball Coach and current Commissioner of KUB, and Larry Fleming, President and CEO of Knoxville Utilities Board.

Now in its fourth year, TEENWORK continues to aid our youth in their understanding of how the classroom relates to the world of work. Through employment orientation sessions, KUB offers guidance in selecting a career, resume preparation, applying for a job and interviewing techniques. In addition to KUB presenters, TEENWORK will be assisted by the Boy Scouts of America and other local organizations.

Upon completion of the twelve week core program, students will be offered opportunities to interview for available summer internships. The number of students hired will be based on the number positions available at KUB. If hired, transportation to and from work is the sole responsibility of the student.

Enclosed is a brief outline of the TEENWORK program and guidelines for participation. If you have any questions please do not hesitate to contact Janice Nichols at (423)558-2451.

Fig 3. TeenWork, Learning For Life, Austin-East High School

The Smoky Mountain Council has recently appointed a Marketing Director, Don Dare of WATE-TV. He is an asset to all districts. His experience as a journalist and veteran Scouter secures the promotion of Scouting throughout the county.

Radio talk news can be used to promote, say a Neighborhood Scouting Fair that would be sponsored by the Chehote District. A representative from the district could appear on air to promote and answer questions about our Urban/Inner City activities.

The active and visible participation of district scouters in the annual Dr. Martin Luther King, Jr. commemoration continues to be an important tie to the community.

(Fig. 4. King Week, booklet, attached)

Sales of popcorn has improved over the last three years in our district. Many troops pick a spot at a area grocery store or Wal-Mart's, etc. This not only sells the product, but insures visibility for promoting and recruiting purposes.

ROUNDTABLES, A SOURCE OF INFORMATION

The District Key 3 plays an important role in promoting the vital programs

and community support necessary to reach the District's goals. These three, the

District Executive, District Chairperson, and the District Commissioner form the

networking system of the Scouting program. Their contacts in the community help to

provide funding resources, community awareness and adult recruitment at the highest

level to ensure that the units will be successful.

Bringing in guest speakers who are aware of community activities, problems,

and urban environments give the District the advantage of knowing how to target the

Scouting program. Just recently, we invited Captain Randy Lockmiller, a gang expert,

to tell us about the signs and symbols of groups and why young people are involved

in gang activity. This kind of information is very important in helping our adult

leaders cope with units and recruitment activities.

Roundtable also is a good source of providing the Best Methods for District

Volunteers Serving Low-Income Urban Communities: Operation First Class has yet to

be fully implemented in our Council or District! Resources for this program are

available through the Urban Emphasis Division Boy Scouts of America in Irving,

Texas.

A special Scout patch to be earned by young scouts for learning their ethnic

heritage and doing a small project or participating on a historical trail of their ethnic heritage, is another way of creating awareness and pride in the inner city units.

The pioneer of Scouting, Baden Powell, discovered the Zulus Warriors. He

liked their methods of hunting, camping, discipline, etc. and incorporated their ideas

into his Scouting movement. Chehote (Little Village), also means the African concept

of taking care of its own families.

The National Afro-American colors are red, black and green. These colors are

central to Chehote's heritage patch.

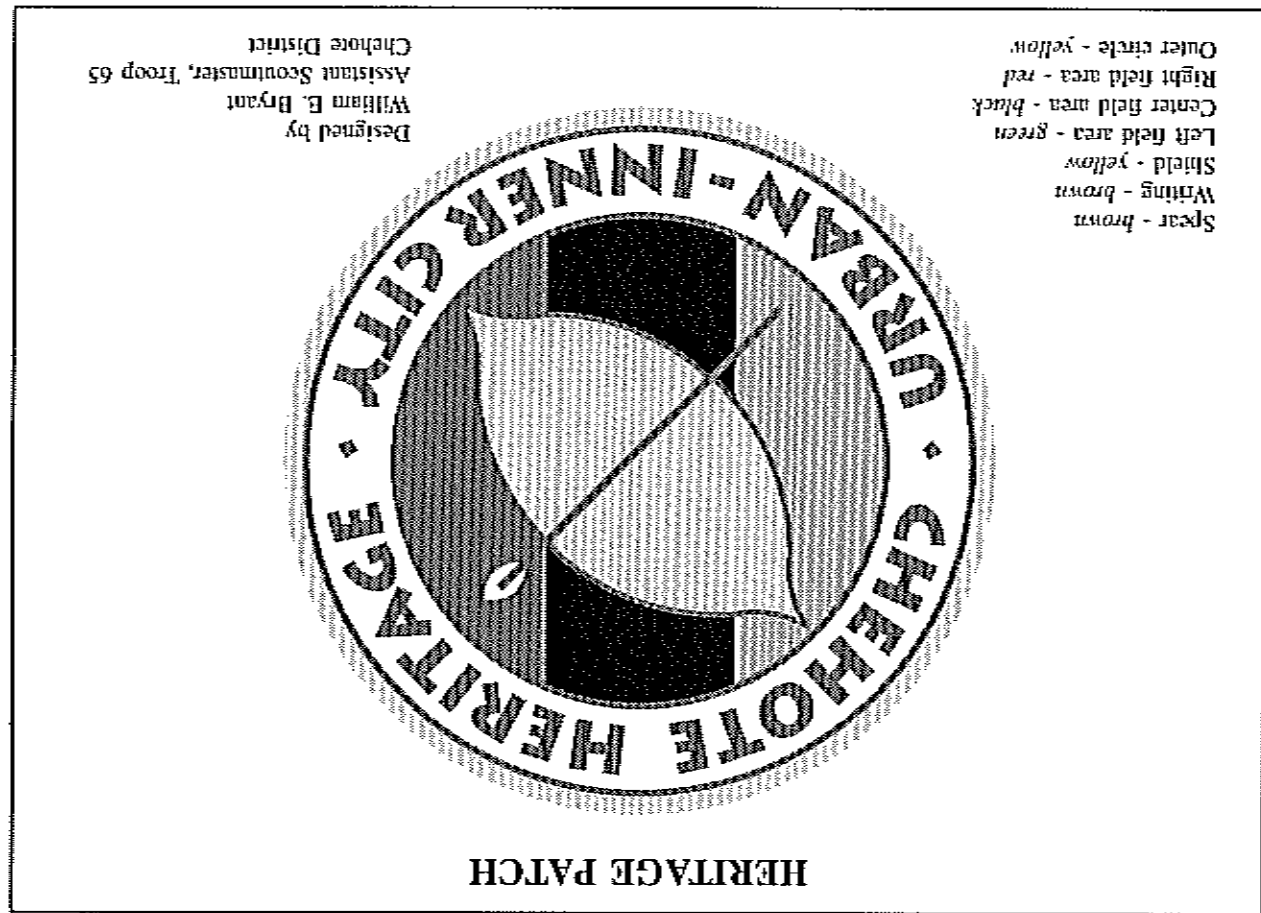


Fig 5. Heritage Patch

SCOUT VISIBILITY

The opinions and thoughts of volunteers whose combined time and experience would equal thousands of hours, speak on how public relations can be improved in our District:

Jason Bryant, Eagle Scout, Troop 65:

"As young Scouters in the urban areas, we need to be seen, heard and participate in more community activities. For example: Troop 65 before it became a member of the Chehote District, functioned under the Sequoyah District. Our troop participated in Cancer runs to parading downtown in the Gulf War Veterans Parade. The Inner City Community does not understand what Scouting is all about. They think it is primarily a white organization."

J. R. Ross, District Chairman of Chehote District:

"We have a tendency in the Urban/Inner City Community to think Scouting is costly, but in the long run its cheaper, because it keeps family members out of trouble. Need to communicate, educate and recruit churches (still strong influences in black community) the

"More public awareness programs are needed with emphasis on Scouting

Rudy Sullivan, Scoutmaster Troop 65, Mount Zion Baptist Church:

two young men obtaining their rank of Eagle."

produce a quality unit from 1995 until present; with enduring results of

start a troop in Montgomery Village, with disadvantage young men, and

"Nothing breeds success like success! People were amazed that we could

Cathedral, and First Presbyterian Church sponsors:

Larry Russell, Scoutmaster Troop 5, Montgomery Village, St. John's Episcopal

economic barrier to kids or adults who desire to join the movement."

a Urban friendly way. Scouting should not be presented as a social or

today's issues, etc. The messenger should tailor his or her recruitment in

offered to young people as a survival package as their lives experience

"Need Operation First Class Outreach. Traditional ways need to be

Rev. Larry Mathis, Urban Youth Minister, New Mt. Calvary Baptist Church:

is crucial to the Scouting programs."

importance of choosing representatives and chartering new organizations

in the Urban/Inner City. The Northwest emphasis in churches is vitally needed to produce Scouting in the Mechanicsville, Lonsdale, Beaumont, and Westview areas."

George White, Troop 65 Committee Chairman, Mount Zion Baptist Church: "Why doesn't the Council have more minority representation in its higher ranks? A provocative notion observed by contributors to the 'S.M.E. Campaign,' 1998. Better representation would mean more minority interest and participation in Inner City activities, etc."

INSTITUTIONAL HEADS, KEY NETWORKING

Chartered Organizations, especially the Institutional Head, should be kept

informed of all Scouting activities on the District level. They should be invited to

participate in a Scouting activity such as:

1. Boy Scout camping trips or other functions
2. Viewing the latest videos on Scouting
3. Taken to lunch or dinner with the District Key 3
4. Visitations to other chartered organizations' (e.g., church service) or a special program function the organization is sponsoring
5. Visit at least one roundtable during the year
6. Speak at a major function, such as a District Banquet, etc.

I once read that an endorsement from a minister in the pulpit would be worth more than any media endorsement the Inner City Community could receive.

Texas: 1995, No. 11006.

¹ B.S.A. publication, Organizing Your Council Urban Emphasis Committee.

needs of these populations; to secure the participation of other community based to develop a comprehensive plan of Scouting approaches that effectively meets the understand the environment and folkways of populations living in low-income areas; ¹ booklet. The purpose would be: to help local council Scouters and others

Committee: taken directly from Organizing Your Council Urban Emphasis Committee

Considerable effort should be involved in formulating the Urban Emphasis

"At Risk Youth" areas.

need to implement as many Cub Packs and Scout Troops as we can handle in the youth) in the city. No longer can we as a District walk this trail again alone. We credibility, providing funding and innovative ideas to reach our treasures (minority Some individuals in our District have been on a one-man campaign to build

never succeed unless it has full commitment from the council.

Council Boy Scouts of America has never been implemented. Urban emphasis will

implementation of "Operation First Class" in the Great Smoky Mountain

COUNCIL: OPERATION FIRST CLASS

organizations in the Scouting program; and to locate and develop funding sources to support the local council's outreach in these urban areas.

Those who serve on this committee should have high visibility and influence within the community. They should comprise the top leadership from such fields as public housing, city planning, urban development, juvenile justice, urban school systems, urban clergy, human services, Urban League, NAACP, business people exhibiting a genuine interest in the target area, municipal government officials, and college personnel in the social sciences. Leadership from the Scouting ranks also would be an excellent resource in analyzing Scouting needs.

Miami, Florida - Best Methods For Urban Scouting Growth

² Glendon E. Johnson, Chairman & C.E.O., John Alden Financial Corporation,

community.
“A successful Scouting program is based on a partnership between the adults and the young men in a particular neighborhood. Inner City Scouting means building new ties with businesses, churches and other organizations in a cooperative manner. That process, in turn strengthens the bonds of a community.”²

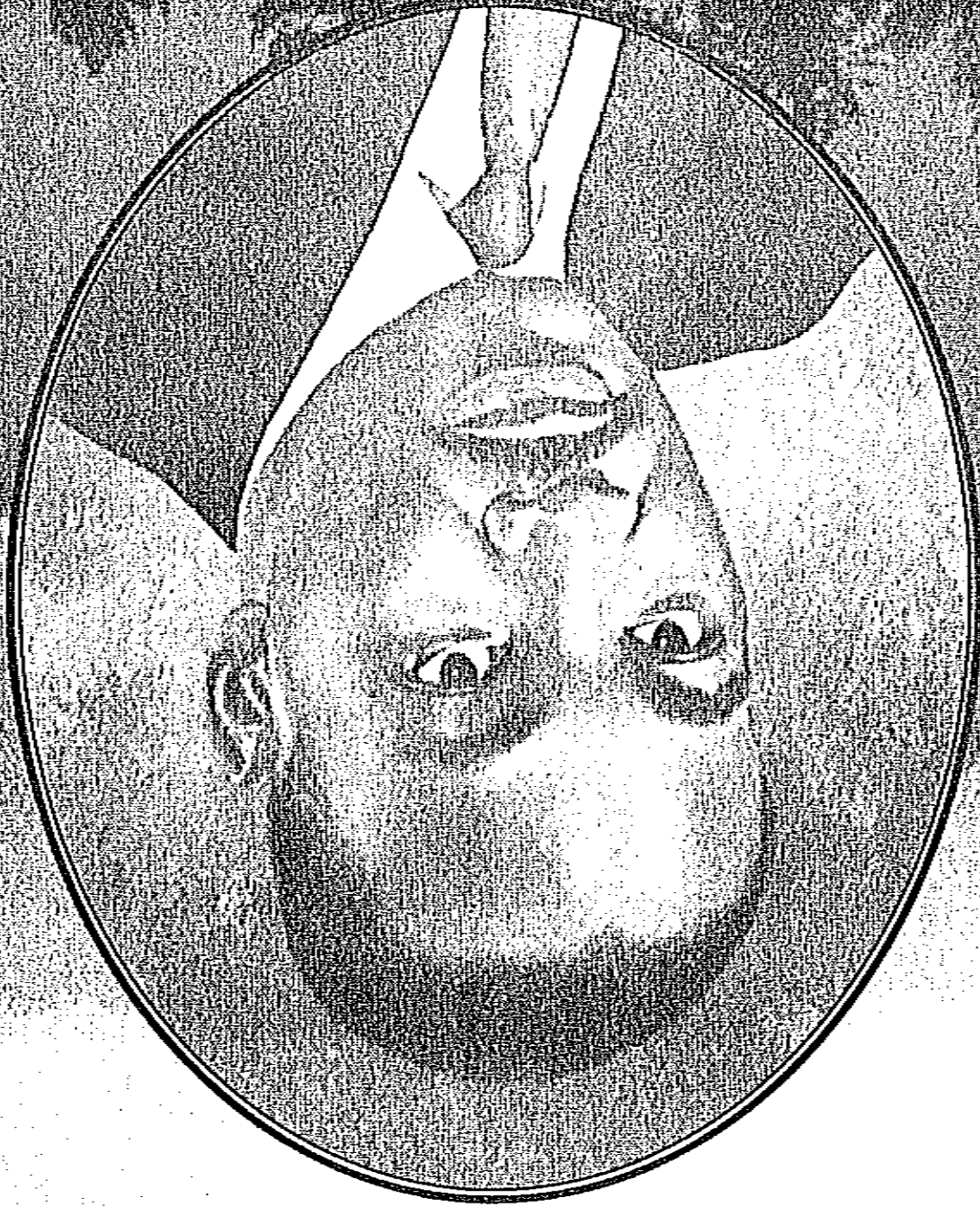
people will no doubt booster our image, education and activities in the entire Public Relations efforts on behalf of the Council, city, business, and community assist in escalating the Scouting program through “Operation First Class?”

City’s awareness of the Scouting program? How will Council make a joint effort to treasures can be obtained more successfully. What does that mean for the Urban/Inner newly (central) organized Inner City District. Now that the trail has been cleared, our Approximately eight-years ago, Anthony Hancock was a trailblazer for the

CONCLUSION

KING WEEK

“CPR: Community Pride Revitalization”



January 8-19, 1998

The Dr. Martin Luther King, Jr.

Commemoration Commission of Greater Knoxville, Inc.

Dr. Martin Luther King, Jr.

for

12th Holiday Celebration

and the

Celebrates the 69th Birthday

Community

The Knoxville/Knox County

RE: CHEHOPE DISTRICT
PAGES 14 and 17





DR. MARTIN LUTHER KING, JR.
MEMORIAL SERVICE PROGRAM



Sunday, January 18, 1998
 Greater Warner Tabernacle AME Zion Church

Co-Presiders Mr. Bobby Hargis, Northwest Middle School
 Ms. Jessica Watson, Austin-East High School

Recognition of Parade Marshal Mr. Raleigh Wynn, Sr., Parade Chairman

Response & Greetings The Honorable Joseph Armstrong, Member, TN General Assembly

Congregational Hymn "Lift Every Voice and Sing"

Invocation Rabbi Shomo Lavine, Knoxville Ministerial Association

The Occasion Mr. Sherman Wilson, Chairman Knoxville Area Urban League

Greetings Dr. Barbara Hutton, President, Knoxville College
 The Honorable Victor Ashe, Mayor, City of Knoxville
 The Honorable Thomas Shumper, Knox County Executive

Musical Performance Genesis & Agape

Offertory Appeal Elder Alfred E. Williams
 Knoxville Interdenominational Christian Ministerial Alliance

Presentation of Community Service Award Mrs. Margaret Gatter, M.L.K. Commission
 Recipient Chehote District Volunteers, B.S.A.

Presentation of Distinguished Service Awards Mr. Thomas Strickland, City of Knoxville
 Recipients Rev. C.W. Matthews, Pastor, First Calvary Baptist Church
 Rev. J.H. Breedlove, Retired Pastor, Sentertown Baptist Church

Presentation of Chairman's Award Dr. Harold A. Middlebrook, King Holiday Chairman
 Recipient Mr. William V. Powell, Jr., former Knoxville City Council member

Musical Selections Vine Middle School Choir and Orchestra

Introduction of the Speaker The Honorable John J. Duncan, Jr.,
 United States House of Representatives

Musical Selection Mr. & Mrs. Robert (Mary Cherry) Marks, Mt. Olive Baptist Church

Speaker The Honorable Harold Ford, Jr., United States House of Representatives

Remarks and Recognitions Dr. Harold A. Middlebrook

Closing Hymn "We Shall Overcome"

Benediction Rev. Eric Leake

Ushers:
 Pastor, Greater Warner Tabernacle AME Zion Church

Tanasi Cadel Girl Scout Troop 923, Chehote District, Boy Scouts of America, MLK Commissioners

* We APOLOGIZE if your name was not listed or we misspelled your name.

Maynard Elementary School Staff.

Robinson, Frederick Erkins, Ann Marie Tugwell, Andrey West, Sheila Waters, Kim Kearney and The
Larry Russell, Missy Russell, Dorothy Jones, Wes Stowers, Alex "Bo" Shafer, Jeff Brenner, Frank
Henderson, Theondrad Jackson, Shawna Williams, Dennis Upton, Zenia Higgins, Rosemary Durant-Giles,
Rollins, Fred Kinber, Debra Kinber, Peaches Dickerson, Cynthia Manning, Vivian Williams, Woodrow
Brenda Chandler, Gary Napier, Danny Lewis, Anne McGinnis, Kady Sullivan, Thomas Strickland, Avon
John Jordan, George Anna Yarbrow, Carl Wheeler, Vince Venable, Hugh Ray Wilson, Jr., Theodore Chandler,

(CHEEHOPE'S DISTRICT VOLUNTEERS)

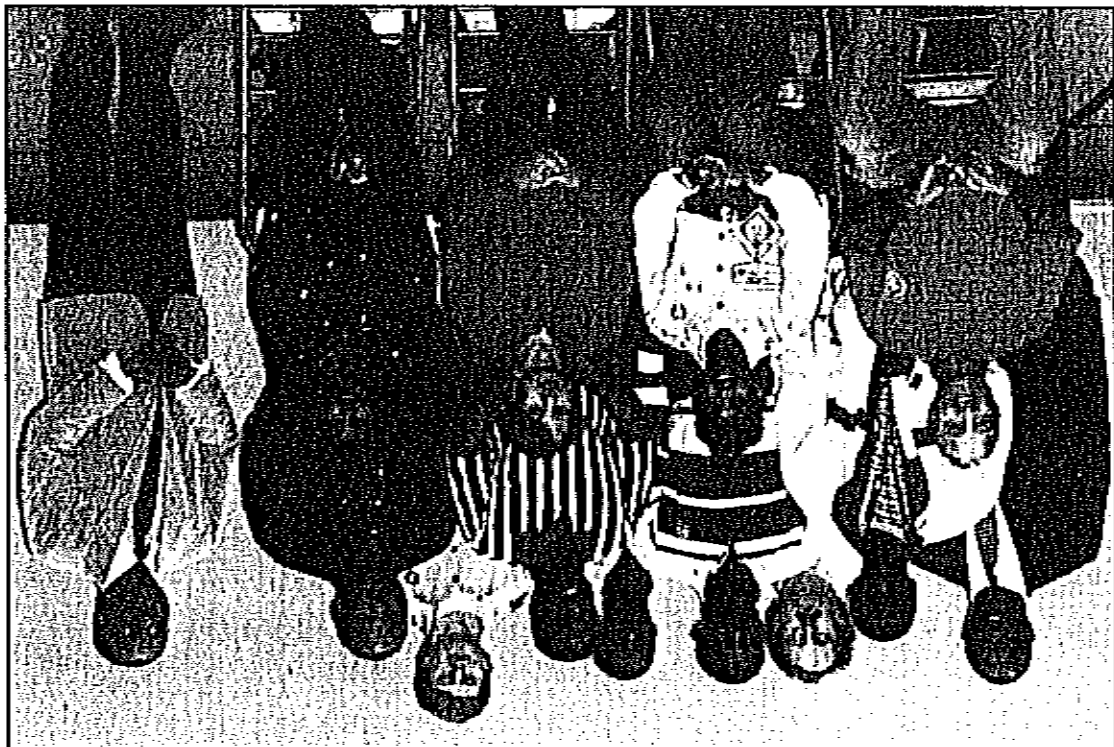
NOT PICTURED

Third Row: Anthony Hancock, District Executive; Ben Garlington, Jason Bryant, Andy Moore.

Second Row: Christopher Bryant, Leo Whiteside, William E. Bryant, Maurice Waters, George White.

Judy Whiteside, Lynda Lewis.

First Row (left to right): Jefferson R. Ross, Jr., District Chairman; Carolyn Bryant, District Commissioner.



COMMUNITY SERVICE AWARD



ILLUSTRATIONS

Fig. 1. Eagle Ceremony, December 28th, 1996. Troop 65, one of the oldest Scout troops existing.

Fig. 2. Ribbon Cutting Ceremony, Haley Heritage Square Community Playground at Morningside Park

Fig. 3. TeenWork, Learning for Life Program, Austin-East High School was the pilot program for the Boy Scouts of America's first Learning for Life program in cooperation with Knoxville Utilities Board and other local organizations.

Fig. 4. King Week, booklet (attached), The Chehote District volunteers were awarded the Community Service Award for the many community projects over the last eight years.

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