



# RANGERS

*Now*

Evangelize. Equip. Empower.

ISSUE NO. 1 / 2008-2009

ROYAL RANGERS

## A Visionary Organization

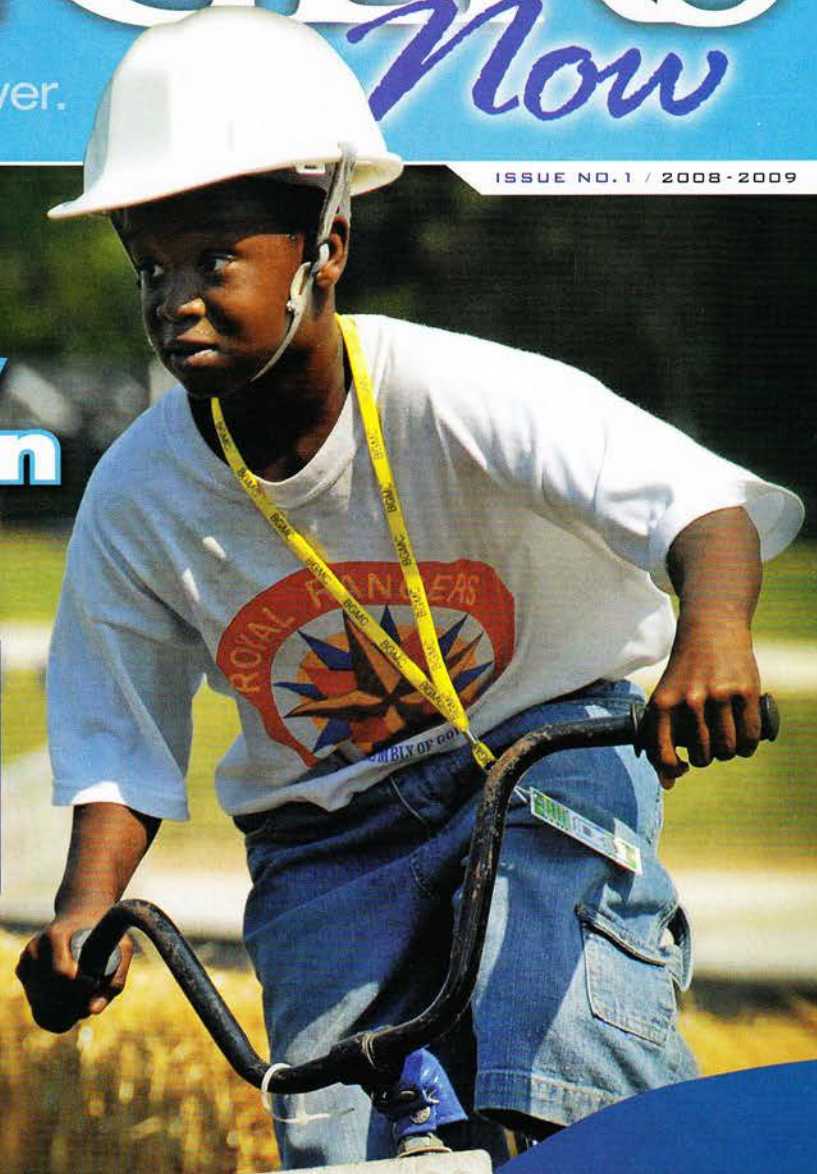
Taking Boys on the Journey to Christlike Manhood

### Making Merits Interactive

Bring your meetings to life through interactive learning!

### Growing Leaders Grow Royal Rangers

The leader training process undergoes changes for increased effectiveness



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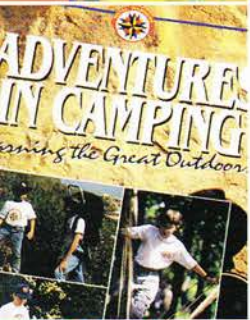


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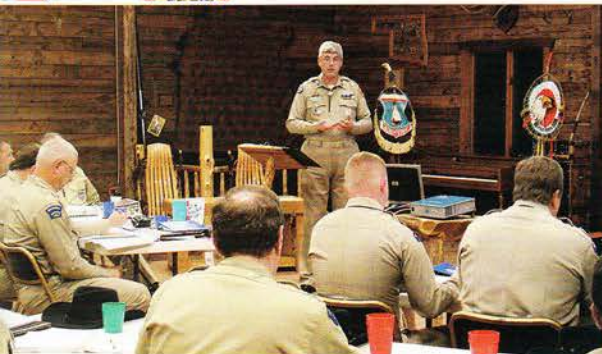


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# RANGERS Now

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**Doug Marsh**  
Publications Manager

**John Hicks**  
Editor-in-chief

**Sandra Blanchard**  
Technical Editor

**Brother Jones ArtWorks**  
Design

COVER IMAGE: Don Jones



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- Program helps & information
- Forms & applications
- Policies & guidelines
- Program updates

*Plus a whole lot more!*



## NEHEMIAH

God wants to speak to Royal Rangers from the Old Testament book of Nehemiah about our leadership and ministry among boys.

New video podcasts available every two weeks.





# Mentoring the iPod® Generation

by Doug Marsh, National Royal Rangers Director

**“A boy is a loud sound covered in dirt.”**

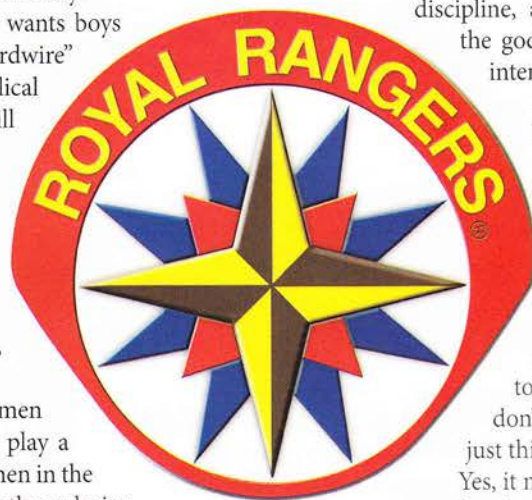
Isn't that the most accurate definition of a boy?

In Royal Rangers we believe God wants boys to be boys. Our job is not to “hardwire” them differently but to “install” biblical “software” into their lives that will channel their natural assertiveness, competitiveness, and, yes, loudness in a manner that honors God. As we instill principles of biblical manhood and Christlike servant leadership skills into the lives of boys and young men, God-pleasing husbands, fathers, and world-changers begin to emerge.

Women bring boys into the world; men bring boys into manhood. Yes, men play a role, obviously, in the former and women in the latter, but ultimately boys emulate men they admire and respect. The Apostle Paul instructs us to understand that godly men in the church each play a role in bringing boys into biblical manhood (Titus 2:6,8). It starts, ideally, in the home with a loving father and is reinforced with the active involvement of the rest of the men in the church. Their motto is, “Follow me as I follow Christ” (2 Cor. 11:1).

What better way to motivate the men in your church to follow the model man, Jesus, while involving themselves in service, than participating in a ministry intentionally designed for that purpose? Royal Rangers will rally the men in your congregation around a biblical cause and provide them the resources to enjoy ministry success while they develop much needed bonds of friendship with other men.

Oh, and did I mention how much fun Rangers is for both men and boys? You see in Royal Rangers the interests the men already have, such as outdoor and sports skills, trades, and technologies, to name just a few, are used to facilitate the



mentoring relationship. Then, using our tried and proven mentoring resources, men provide boys the guidance, discipline, and structure they need to become the godly men and wise leaders our Father intends them to be.

Royal Rangers is fun with a purpose—biblically involving fathers and men in mentoring relationships with boys and young men, intentionally equipping the next generation of men (husbands, fathers, businessmen, and church leaders), and empowering them to be lifelong servant leaders. And as they work together, they evangelize the world. But don't tell boys and young men all this, they just think they're having fun!

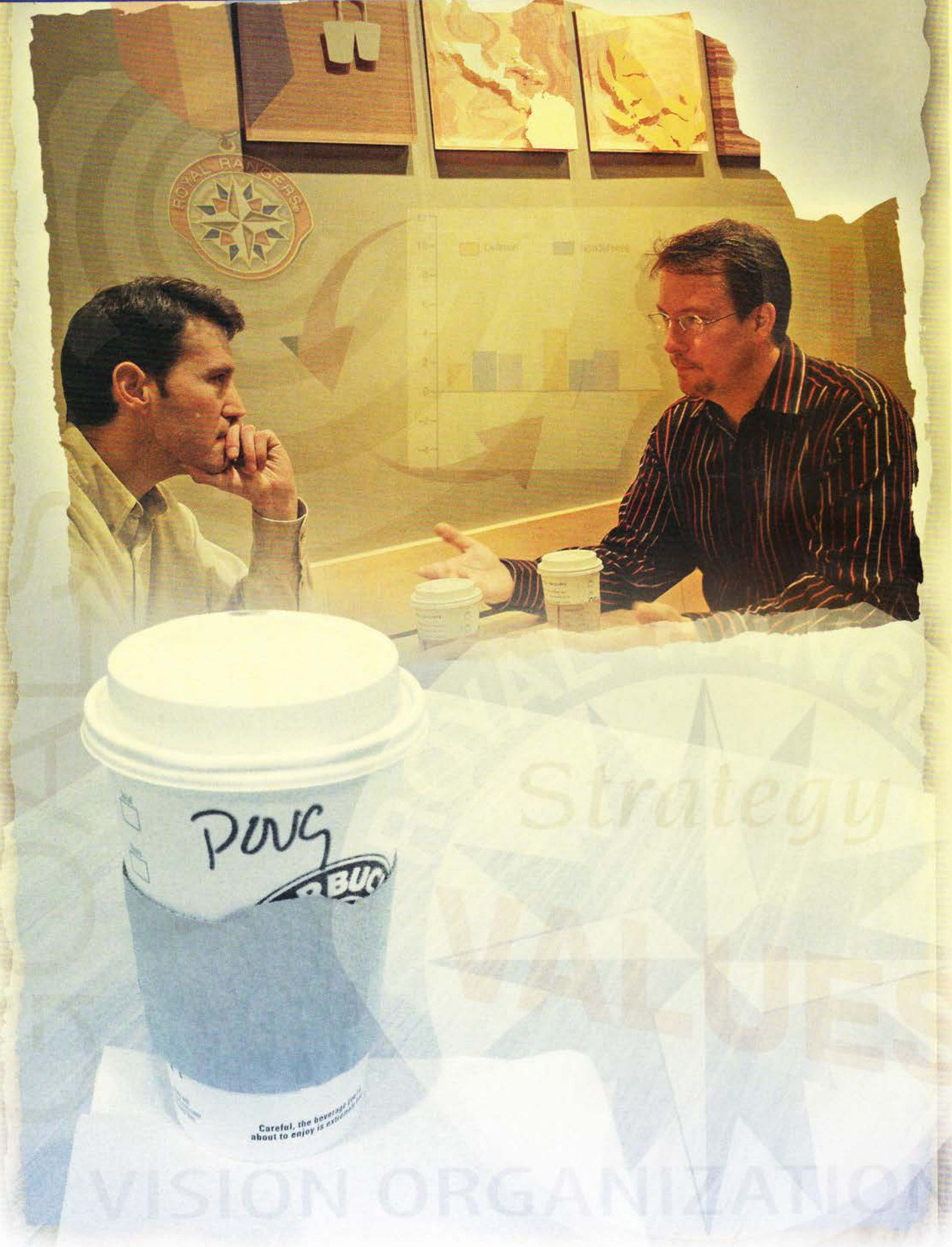
Yes, it may be true that boys are a loud sound covered in dirt. But boys don't have to get clean before getting to God. He will make them clean. Then He will turn the noisemakers into articulate proclaimers, prepared to take the gospel to the iPod® generation. But it all hinges on men willing to engage in the mentoring relationship.

Read through this magazine. In it you will discover how robust yet flexible Royal Rangers is. It is a ministry that will mobilize, inspire, and resource men in your church to teach the next generation of men how to practically “keep their way pure, by living according to God's Word” (Psalm 119:9). ✪

- Front Row: Doug Marsh, National Director
- Second Row: Beverly Ayers, Training Assistant  
Ryan Beaty, Programs Specialist
- Third Row: Perry Siddle, Training Coordinator  
Jennifer Harp, Medals & Chartering Coordinator  
Sandra Blanchard, Administrative Assistant
- Back Row: JR Whinery, Resource & Logistics Coordinator  
Steve Schultz, Junior Leadership Development  
& Events Coordinator  
John Hicks, Communications Coordinator

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Strategy

VALUES

VISION ORGANIZATION



# Royal Rangers: *A Visionary Organization*

*John Hicks and Doug Marsh visited over a latte at Starbucks®. Here's how the conversation went...*

## INTRODUCTION

*Doug, you have been the national Royal Rangers director for just over one year. How are you feeling in your new position?*

I am honored to be serving our movement! Our best pastors, children's and youth leaders, and laypeople lead Royal Rangers; they are shaping many of our movement's finest future men. As I witness their devotion to ministering to the spiritual needs of boys and young men, I can't help but feel humbled by the opportunity to serve them. I've concluded they are the most exemplary sacrificial givers of our time.

In addition to a sense of awe, I also feel very optimistic. God has yet again given the Assemblies of God family outstanding leadership in the persons of Dr. George Wood, Rev. Alton Garrison, and the other members of the Executive Leadership Team. They are skillfully building on the contributions of Brothers Trask and Crabtree.

Dr. Wood has articulated five core values that will guide the activities of our national headquarters family; one being to "strategically invest in the next generation." Our new leadership continues to value Royal Rangers' investment in the next generation of men! They are also setting the stage to enhance cooperation between ministries at headquarters, like Royal Rangers with Children's Ministries, Youth Ministries, Men's Ministries, Girls Ministries, Gospel Publishing House, and others. It is an ex-

citng day to be part of the Assemblies of God and the Pentecostal movement in America and around the world; it is an exciting day to be reaching boys and young men.

So, John, you asked how I feel. I am humbled by the opportunity to serve and optimistic about the future of our movement and our efforts to influence the lives of boys.

## VISION

*You are a visionary leader. So everyone is dying to know where are we going as a ministry?*

Actually, I'm not sure many leaders would (or should) be comfortable being called a "visionary leader." No organization should depend on a single visionary leader for direction.

Instead, leaders at all levels, especially at the local level, should be energized by and fully committed to a common cause. In our case, it is taking boys on a full journey to Christlike manhood. Once we are bound by a common cause and identity, everyone is free to be innovative, to make decisions, and to pursue goals within the framework of the cause. This keeps every member's activities coherent and coordinated. Our ministry vision should be shared by every member and personally owned and modeled by each.

So I'm more comfortable suggesting we view ourselves as a visionary organization, comprised of members who are bound by and committed to a common cause and shared identity.

*Point well taken. You want Royal Rangers to be a visionary organization/ministry, not one led by a visionary leader per se.*

Exactly right!

*So what is our battle cry? What challenge do you rally Royal Rangers leaders around?*

Excellent question. Here is my challenge to every Royal Rangers leader: "Let's influence more boys and young men than ever and do it more effectively than ever!"

You see, Royal Rangers in 2008 is a 46-year-old ministry. In nearly five decades, we have influenced *millions* of boys in America and around the world, *literally!* While this reality excites us, at 46 we must not let our memories of the past be greater than our dreams for the future. We have only just begun. Our success is not measured by what we have accomplished but by what we have yet to accomplish. There are millions of Ranger-aged boys in America today, yet only 125,000 of them are affiliated with our ministry. Far too many of them have no clue God in His love is searching them out for personal and eternal friendship. We have millions of boys and young men to influence, so our best days must lie ahead—their eternal destiny depends on it! We *must* influence more boys and young men than ever.

What is more, we must be very effective in how we reach them today. The message of the gospel is timeless, but the methods are not.

There is no such thing as a timeless “Ranger way.” What *made* Royal Rangers relevant to boys and young men in 1962 when Rangers was founded may or may not *keep* Royal Rangers relevant in 2008 and beyond. Our loyalty is not to temporary methodology but to the timeless message. We are committed to taking the message to boys and young men even as we adapt our methods. Souls-in-the-balance demand that we be more effective today than ever!

So bottom line, I want to challenge our leaders at all levels to grow, to reach out to influence more boys than ever, and to do it more effectively than they ever have.

*Describe for me, then, in concise and vivid words what you hope Royal Rangers will look like in the not-so-distant future.*

We will be the premier, most sought after church ministry for the next generation of men in America—period! It will be affordable and practical so that every family and church can participate. As we grow, we will remain quick and nimble to learn and adapt to our changing society. Men will be eager to be trained to mentor young men in Christlike manhood; young men will be empowered to assume leadership of Royal Rangers, making it a boy-led, adult-facilitated ministry. Personal and spiritual growth will be fun, hands-on experiential development; friendships will charge our ministry atmosphere. We will reach every boy and young man by creative methods; every Ranger will be eager to serve a God-given cause greater than self. Anyone would be proud to be associated with Royal Rangers!

*Wow! That's exciting!*

It should be. As long as there are lost boys and young men in America, Royal Rangers leaders will be uniquely equipped to reach millions of them. Jeremiah 29:11 is a great message for Royal Rangers leaders today: “I know the plans I have for you,” declares the Lord, “plans to prosper you and not to harm you, plans to give you hope and a future.” If we will be a visionary organization under the direction of the Lord and be committed to what He is committed to, our past will always be bright while our best days will always be in the future.

## MISSION

*It sounds like our ministry purpose is rock solid.*

Absolutely! Royal Rangers exists to “reach, teach, and keep boys for Jesus Christ.”

*Reach* speaks to evangelism; we are each called to participate in world evangelism. *Teach* speaks to discipleship; as Royal Rangers leaders, we are each privileged to equip the next generation of Christlike men. *Keep* speaks to

spirit-powered leadership; we are to empower boys to be lifelong servant leaders.

Evangelism produces growth, equipping produces depth, and empowerment produces fruit that lasts. Wise Rangers leaders are purposefully engaged in all three activities.

This is why we exist—to evangelize the world, to equip the next generation of Christlike men, and to empower lifelong servant leaders. To Rangers leaders this is more than just our ministry purpose; it is our life purpose.

I want to challenge our leaders to grow, to reach out to influence more boys than ever, and to do it more effectively than they ever have.

## VALUES

*So our ministry purpose is rock solid, and, as you said, our loyalty is to the timeless message of the gospel. But it sounds like there are some improvements in the works for Royal Rangers if, as you suggest, our methods are temporary. What principles will direct you and the staff as you guide this ministry into the future?*

Well, I'd hope if we are all members of a visionary organization that we would be bound by some common values in pursuit of a common cause—principles that would guide everyone in Royal Rangers, not just the national team and me.

Let me break these down into three classes: individual, organizational, and ministerial values. John, you and I may chose to visit more in the future to flesh these out in more detail. For now, though, let me simply bullet these out.

*OK. You said the first set of values were individual values, right?*

That's right. As Royal Rangers, we must each be committed *Christ-followers*. As such we should reflect the character, kindness, and zest for life exhibited by Christ and described in the Ranger Code. We should be *mentors*, Spirit-empowered models of Christlike manhood. We should be *servant leaders*. We are servants first, leaders second. We are also committed *team players* who balance individual and team rights for the good of the whole. Finally, we must be *faithful*. Those who follow will find us faithful for having been biblical, ethical, legal, moral, and wise.

*Let me see if I got all those. Royal Rangers leaders are committed Christ-followers, mentors, servant leaders, team players, and faithful. Did I get them all?*

You got it! This describes a leader highly committed to his or her local church and to the cause of Christ.

*You said the next set of values were organizational. Describe them.*

Sure. As a ministry, Royal Rangers should be a missional organization (that is, a purposeful organization), a learning organization, and a relational organization.

As a *missional organization*, members are passionate for the things of God; passionate for the lost, doubters, and seekers; passionate about leadership development; and passionate about achieving goals. You see, we Royal Rangers leaders are passionate about boys because we know that every boy and young man is a custom project in the Master's hands and we believe we are His tools.

As a *learning organization*, members are innovative; they question, learn, and change to meet the needs of their communities. Everyone is committed to personal improvement; we grow leaders so they can birth new ideas, take initiative, and solve problems. All minds are mined. Members are the opposite of defensive; they are open and vulnerable. Teaching and learning is hands-on and experiential.

And finally, as a *relational organization*, friendship charges the ministry atmosphere! Members connect upwardly with God, inwardly with one another, and outwardly with the lost. We are servants of the community first, leaders and change agents second.

*Those are great organizational values. What are the ministerial values?*

John, I've written extensively on these values in the series of articles entitled *ThinkOne*. So I don't believe we need to spend a lot of time on these. I'd only encourage our leaders to download the five articles from the national ministry website.

In a nutshell, here are the ministerial values. Rangers must mirror New Testament ministry patterns because they are timeless. Our ministry *purpose* must always be evangelism and discipleship. Our *power* for ministry and our ministry direction come from the Holy Spirit; we are Spirit-empowered and led. Our *call* and the way we express it comes from God not from a ministry handbook. As a *community*, we are biblically mandated to love each other and the seeking extravagantly. And finally, our chief discipline must be prayer.



Again, I don't feel we need to unpack these further since I've already written and spoken about these so much. Let me just add a note about how pleased I was with the response and participation in the first ever national prayer that vigil Randy Wood directed for us last fall. I anticipate this being an annual emphasis since prayer must be our chief discipline. If we work, we work. But if we pray as we work, God works all things out for His good.

## STRATEGY

*Those are excellent values. But bringing about renewal in a 46-year-old ministry probably has its challenges. What is your approach or strategy?*

First off, I'm assuming leadership of a healthy ministry. My predecessors, starting with our founder, Johnnie Barnes, and followed by Ken Hunt and Richard Mariott, each invested his heart and soul into Royal Rangers. It is no accident that we have accomplished so much. Their leadership has inspired thousands upon thousands of men to join this cause, and millions of boys in America, in addition to those in 73 other nations, are the benefactors. Yet, there is no perfect ministry, and Royal Rangers won't be perfect when I'm succeeded either.

Having said that, we must choose one of three approaches to our future. One option is to defend the ministry just as it is, ignoring the question of whether or not we are relevant, practical, and affordable to the maximum number of today's churches as possible.

*It sounds like the stick-your-head-in-the-sand approach.*

Well, I would describe it as a "defender" mentality. In my view, this is the wrong approach to ministry; ministry should be forward moving not static or status quo. While we must always learn from the past, yesterday's success can be our worst enemy if we think it will always produce the same results. I consider it unwise to simply defend ministry as is, ever. As I said earlier when we discussed organizational values, we should seek to be a learning and evolving ministry, remaining in sync with the lost we are trying to reach with the timeless message of the gospel.

*You suggested there are three approaches to our future. What is the next?*

The next approach I also find unacceptable. If the first approach were labeled "defender," the opposite approach would be "prospector." A prospector is never concerned about where he last found gold, only where he will find it next.

Some have suggested Royal Rangers was effective in reaching boys yesterday, but today we



need to find a new and different way. I fundamentally disagree with this approach because Royal Rangers, as a tool for the evangelism, discipleship, and leadership development of next generation men, is still very effective and widely used in the Assemblies of God and by over thirty other Pentecostal fellowships.

That is not to say Royal Rangers is perfect, but to abandon it and move on is to ignore its present-day success. And frankly, provided we don't assume a defensive posture, I believe our best days are yet to come!

*So am I correct in assuming this third approach to our future is what you would suggest we embrace?*

Yes! I've chosen to call it the "analyzer." It is the proper balance between the two extremes described, defender and prospector. Neither approach is acceptable by itself, yet both have some merit.

There are many things we are doing very well that we should leverage as we move into the future. There are others that should be altered or discarded as we embrace new ideas and methods. If we embrace the values presented, the Royal Rangers of 2062 when we celebrate our centennial will still be committed to the same message and cause as we are today, yet the program will have evolved with a unique look and feel to its methodology consistently in sync with the times.

With the analytic strategy we are constantly questioning our methods, learning new ways, and changing to stay in sync with the lost so they can understand and appreciate our timeless message. As Rangers leaders, we should seek to be described the way the Old Testament historian portrayed the men of Issachar, "who understood the times and knew what Israel should do" (1 Chronicles 12:32).

As long as there are boys and as long as there are men willing to be evangelists, the Holy Spirit will empower us to discern our times and how to communicate the timeless story of His love without compromise.

*You are touching on an important topic. Our society is constantly evolving. How have things changed since Royal Rangers started in 1962 and what affect does that have on us today?*

In 1962, our churches were rather homogenous, meaning they were very similar to one another. They were alike in worship style, service format and length, church structure, etc. You could be on the north side of town one Sunday, the south side another, in Washington D.C. on the third Sunday, and in Los Angeles on the fourth, and no matter where you were you pretty much knew what to expect. As a result, one-size-fits-all Royal Rangers was widely accepted. Today, you only need to visit a few church websites to find how different they are. For church leaders to view Royal Rangers as relevant, we should be wise by offering many applications--a flexible and simple ministry model.

That is why this year's theme is "Taking Royal Rangers to the iPod® Generation." A decade ago people were okay buying music on a CD with 10 songs arranged the way the label company chose. Today, people want to download select songs from the Internet and create playlists of their own choosing. This is an appropriate picture of what our churches feel they need and want. They are demanding a boys' ministry that is thorough and complete yet customizable to their unique needs.

*Can you illustrate what you mean?*

Sure. Some churches have more resources to devote to ministries like Royal Rangers, others less. Some want a strong emphasis on camping, others on sports, others on technology, others on handyman skills, and still others want to emphasize some or all of these. Some want a spit-shine look to their uniforms, others a more functional image, others are content simply with t-shirts or no uniform at all. If we are wise, we will adjust our ministry to accommodate the full spectrum.

*So our churches want to pick and choose?*

Yes, they do. They need options that will fit their budgets, available manpower, interests of their leaders, boys, and young men, the demographic the church is trying to reach, etc.

Let me unpack this further by talking about camping. In the 60s and 70s camping was a great way to attract boys to our churches almost everywhere. Today, it still is in many communities. In others, however, it is not. So either we

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Our Bible merits should instill into boys Christlike qualities and manly character, teaching them principles of biblical sexuality, biblical worldview, Bible doctrine and how it applies to them as future men, spiritual growth and disciplines, and Bible knowledge.

This is the purpose of our Bible merits.

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ignore the communities where camping is losing its appeal or we ask what will attract boys in those places and offer it in addition to camping.

This is a perfect example of the analyzer strategy. We don't abandon camping because it in fact does work in many places still. But we don't defend camping to the exclusion of other methods. By embracing new ideas, without discarding camping, we position ourselves to "influence more boys and young men than ever and do it more effectively than ever."

*But don't we already do that? Doesn't our merit system already provide a wide range of options?*

Sure, in one sense it does. We have many merits that represent a wide range of interests. But if you are going to earn one of our medals, say the Gold Eagle or the Gold Medal of Achievement, you will need to get involved in camping. While I believe we have the content for a wide range of interests, we have yet to create an advancement system that will accommodate them all.

*We may be getting into more detail than you care to at this time, but would you mind explaining how we might create an advancement system that would accommodate the varied interests of boys? How does that work?*

I'd be glad to. There will be other venues for detailing this, but let me explain it in general terms. When you and I discussed the reason Royal Rangers exists, we said our purpose was evangelism, discipleship, and leadership development. Camping is only a means to an end. But if there are other means that would lead to the same end, would we not be wise to use them? Especially if there are boys who are disinterested in camping, but sports, for instance, might attract them to our churches.

Here is how I see it. Our Bible merits should instill into boys Christlike qualities and manly character, teaching them principles of biblical sexuality,

biblical worldview, Bible doctrine and how it applies to them as future men, spiritual growth and disciplines, and Bible knowledge. This is the purpose of our Bible merits.

We plan to introduce 18 new leadership merits, six each year starting in '09. These will teach boys how to be servant leaders. There are four universal skills required to effect positive influence on others that future men should learn to apply from an early age. These are social skills (if people don't like you, they won't follow you), equipping skills (when you facilitate peoples' successes, they will flourish and, in combination with others, will make the cause flourish), attitude skills (as the adage goes, attitude determines altitude, and, yes, attitude is a choice--something boys should be reminded of from time to time), and leadership skills (there are aptitudes boys can learn to help them manage and lead well). Our emphasis will be on empowering boys to be lifelong servant leaders.

In both the Bible and leadership merits, boys will receive the core of what Rangers is about. The skills merits, then, have an important but different purpose. They build boys' confidence.

Do you mind, John, if I tell a story?

*Please do.*

When I was a sophomore at Central Bible College, Kerry was not yet my wife. She and a classmate got together on Spinster Spree weekend, a time when the girls get to ask the guys out. Kerry asked me out and her friend asked her boyfriend out. We went to a park for a picnic. Upon arriving, we two guys were each handed a 5-foot stick, one or two yards of fishing line, and a hook. We were then instructed to catch dinner. We hiked down to the pond and within about 45 minutes came back with enough fish for everyone, cleaned and ready to grill. The girls were shocked (and impressed, I might add) that we had actually caught something.



While we were fishing, they had planned to fire up the grill but had not been able to do it. In no time, I had a fire going, and soon we had a bed of coals. Onto the next problem, the steak the girls had was too thick to actually cook. (Again, the girls had not expected us to really catch any fish!) So I cut the steak in half and butterflied the remaining two pieces. This took some time, of course, and now it was getting dark. So I took our fishing line and used it to hang a flashlight over our meal as we enjoyed our juicy steaks.

By the time the evening was over, I was feeling like a total stud. Without really trying, I had totally impressed my wife-to-be. I was feeling really confident as a man! Where had I learned these elementary skills? Royal Rangers, of course. Our skill merits build boys' confidence in their manhood.

*So bring that back around to our discussion on merits.*

What we did as a national team was ask, "What makes men in America feel 'Ar, ar, ar, I'm a man!'" (to borrow an expression from Tim the Tool Man Taylor). In other words, what general skills do men in our society value that contribute to their sense of manliness? We concluded that our confidence as men is nurtured by outdoor skills, sports, tools, and technology.

Think about it. Have you heard men say any of the following? "Yeah, I already took my buck this fall!" "Did you watch the game last night?" "Have I shown you my new 18-volt lithium-ion 1/2-inch cordless drill?" "Hang on, I need to reply to this SMS. I dig my new AT&T® smart phone!"

All that to say, John, that we can accommodate various interests without compromising our commitment as a ministry to build the next generation of godly men. That objective does not depend on a *single* interest activity.

Our skill merits can attract boys with a wide range of interests while building their competence and confidence as men. Our Bible and leadership merits will equip them to be the next generation of Christlike men and will empower them to be lifelong servant leaders.

*Sounds like we lose nothing!*

No, nothing. What we gain is the interest of a host of churches that might not otherwise be able to or wish to implement a camping program. What we have gained is the ability to minister to a whole lot more boys.

John, the conversation with pastors often goes something like this:

—"Pastor, I'd love to interest you in starting Royal Rangers so that you can build into the next generation of men in your congregation and community."

—"Well, I'd love to! Unfortunately, though,

It is my deep conviction that Royal Rangers can be the best in the world at "inspiring, mobilizing, and resourcing men to mentor future men."

I only have one man interested in camping. For that reason, I've not been able to start Royal Rangers in my church."

That pretty much ends the whole conversation; the rest of the time after that is usually quite awkward.

What if that was not the end of the conversation?

—"Really, only one man interested in camping?"

—"Just one."

—"What are the other men in your congregation interested in?"

—"Well, I've got three others who are big into sports, and one is a computer technician."

—"Wow, so you actually have five men who could minister into the lives of boys?"

—"Well, yeah, but only one is interested in camping."

—"Pastor, Royal Rangers is no longer just a camping program. Did you know Royal Rangers provides the flexibility so you can build your boys ministry around the interests of your men, not just those interested in camping?"

—The pastor is surprised and says, "Really?"

See how we could potentially pick up a lot of churches by simply expanding our system so that it is built around the interests of the men in our churches, rather than simply around a single nationally-determined interest? Think of the church that only has a handful of men, none of which are outdoorsmen. Now the pastor can engage those men in ministry to boys.

*Doug, that sounds great! I'm excited!*

John, if I can, let me encourage the person who is either listening to this interview or reading the transcript to pick up the book *Good to Great* by Jim Collins; it's also available as an au-

dio book. In it the author encourages the leader to behave as a hedgehog, not a fox. The fox is always trying to figure out a new gimmick to get to the next level while the hedgehog has predetermined his or her normal activities and engages in them consistently, which steadily, when repeated over time, builds momentum and moves the ministry to a new level.

*Sounds like the key is to discover what must be done regularly to build that energy.*

Exactly right! To that end, Collins asks the leader to answer three questions. The first is, and I've taken the liberty to personalize these, "What is Royal Rangers passionate about?" The answer to that question is very easy for us. We are passionate about evangelizing, equipping, and empowering the next generation of Christlike men and lifelong servant leaders. We are passionate about life-changing ministry to boys.

*That has been our passion for 46 years!*

Yes, it has.

*What is Collins' second question?*

Collins asks, and again I've personalized the question, "What can Royal Rangers be the best in the world at?" Now this proved to be more difficult to answer. From our founding, we have modeled ourselves after the Boy Scouts of America. It is a great American institution, and we have and will continue to learn a lot from them. But we had to ask, "Can we be the best scouters in the world?" The truth is we can't be. Primarily we can't be because that is not our purpose. Our passion and purpose revolve around reaching or evangelism, teaching or equipping, and keeping or empowering.

Our purposes are much more in keeping with Ephesians 4:12, where we provide our pastors, children's pastors, and youth pastors the resources and inspiration to "prepare the men in their congregation for works of service, so that the boys in the body of Christ may be built up." Our purposes are in line with Paul's instruction to young ministers in Titus 2:2, 6, "For today's men to mentor tomorrow's men to be temperate, respectful, self-controlled, sound in faith, love, and endurance."

Pardon my paraphrasing, but the point is we will never be the best scouters, or campers. However, I believe we can be the best ministry in the world at "inspiring, mobilizing, and resourcing men to mentor the next generation of Christlike men and lifelong servant leaders."

*Isn't it great to be part of a denomination that has such vision?*

It really is! We are all so honored to be part of a church fellowship that has a vision for gender-specific ministry because ministry to boys and ministry to girls, separately, is biblically sound.

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Our first overarching goal is to become a learning organization that is continually questioning, learning, and changing (QLC) to adapt to our constantly changing environment.

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There is nothing wrong with coed ministry, but there is a biblically identified need for men to minister into the lives of future men and women into the lives of future women.

It is my deep conviction that Royal Rangers can be the best in the world at “inspiring, mobilizing, and resourcing men to mentor future men.”

Let me add, too, John, we are honored to be part of a fellowship that holds Royal Rangers with open arms, willing to allow nearly 40 other Pentecostal organizations we relate with to have free access to the ministry.

*Outstanding! What is Jim Collins' third question?*

His third question has to do with the economic engines required to propel Royal Rangers forward. While as a national team we spent a great deal of time determining this, for the purposes of our visit, I don't feel it would be necessary to dive into the topic now. Let me point out the obvious, though, if I may. Ministries, even Royal Rangers, must have a plan to generate funding. You can't have a thriving local and national cause to reach, teach, and keep boys without financial resources at all levels.

When pastors adopt Royal Rangers they are being resourced to minister to the boys in their flocks. But they are also participating in a nationwide, indeed a worldwide, cause of ministry to boys. The financial investment in ministry to local boys has a national and international impact. Being part of a fellowship with a vision for gender-specific ministry is awesome!

## GOALS

*Doug, we have been visiting for some time now. You have laid out a solid foundation for understanding the vision, values, and strategies that will guide us into the future. Can you now give us some specific goals for things like curriculum, training, etc.?*

Sure. As a backdrop to the specific goals, let me review the overarching goals that I described at the National Royal Rangers Council in March 2007, shortly after my appointment.

*I think I even remember them. There are three: 1) become a learning organization; 2) become a boy-led, adult-facilitated ministry; and 3) become a broad ministry of interests to all boys.*

You nailed it!

*OK. Unpack them for us one at a time.*

Our first overarching goal is to become a learning organization that is continually questioning, learning, and changing (QLC) to adapt to our constantly changing environment. While the message of the gospel is timeless and unalterable, the methods for communicating that message can and should change. However, a learning organization does not simply engage in adaptive learning that says, “Hey, let's tweak this or that until we get it perfect,” but rather in regenerative learning, which is a deeper level of QLC. It is basically asking deeper questions: “Does this work? How can we reach a greater percentage of boys than we are now? Are we using our time and energies wisely? What can or must we do that we have never done before to reach, teach, and keep boys?”

*A learning ministry sounds like a ministry always open to new ideas.*

True. We don't change just for the sake of change, but, yes, we are always open because learners are curious by nature.

Learners also know that defensiveness is the anti-learning drug. We must avoid defending outdated methods simply based on the premise of “that's the way things have always been done.” We must be open to new ideas and methods in keeping with a clearly defined purpose and statement of values, which we have already discussed.

*Doug, learning really happens when you synthesize information with other data.*

You're right. That is why we must be students of our methods as well as students of our culture and environment. Then we must bathe what we are learning in prayer. We study because the Holy Spirit does not anoint ignorance, and we pray because we want to line up with God's agenda and not our own. The Holy Spirit anoints and directs our learning and planning when we are faithful to go to Him in prayer. That is why our chief discipline must be prayer; God will help us apply what we are learning to reach more souls.



So that is our first overarching goal—becoming a learning organization.

*Let's move on, then, to the second overarching goal.*

The second is to become a boy-led, adult-facilitated ministry. This will require a fundamental shift in the way we train our leaders. Today, we train our adult leaders to lead Royal Rangers. We will now have to teach them how to equip and facilitate junior leadership in keeping with their boys' ages, maturity levels, and abilities. I believe this will be a key to growth. Junior leadership will ignite enthusiastic participation on the part of boys because they will take personal ownership of their outposts. It will also provide outposts with manpower from sources they are not currently accustomed to looking. We fool ourselves if we look at our boys, particularly our upper elementary, middle, and high school students, and see no leadership potential or desire to exercise leadership.

*Boys take ownership when they are given the opportunity to lead.*

That is so true. Thanksgiving afternoon 2005, Kerry, my wife, was setting up our family Christmas tree. Our then 9 and 7-year-old son and daughter were helping. Kerry instructed them to hang the most attractive ornaments on the front of the tree and the less attractive ones on the back. When she returned a few moments later, they had done just the opposite. All the ornaments they had made at school through the years, which in our estimation as parents held sentimental value but weren't exactly pretty, were all displayed in plain view. Jonathan and Katelyn really loved the tree that year; they took ownership. Of course, Kerry and I liked it too, but it was more beautiful to the kids than to us. So it may be with Royal Rangers as a boy-led, adult-facilitated ministry; it may not be as neat to us adults, but when they "build it," they will assume a level of ownership that cannot be attained in any other way.

*So our first two overarching goals are to become a learning organization first and a boy-led adult-facilitated ministry second. Let's move into the third.*

Our third overarching goal is to become a broad ministry of interests to all boys in America. One of our current promotional posters reads, "Something for every boy." In theory this is true, but in practical terms we have not delivered. Royal Rangers, according to the Annual Church Ministries Report (ACMR), is currently active in 37% of our churches. If we want that to grow, we must provide a ministry that will engage a wide range of boys' interests.

Now here is a fact we have known and taught for years: "The pastor is the key to Royal Rangers in your church." Part of the implication

here is that if a pastor feels that our activities or methods will interest only a small percentage of his boys he will determine we are irrelevant to his church. However, if that pastor determines Royal Rangers is a ministry with broad appeal to boys and that we will engage the wide spectrum of boys' interests, he will determine we are relevant.

If the leaders themselves teach these servant leadership skills to the boys, they are not only learning but also obligating themselves to model and implement what they are teaching. The leadership merits profit the adult leaders as much as the junior leaders.

Additionally, we must be simpler and more flexible; we must correctly be perceived as a manageable and affordable ministry from a human and economic resource standpoint, which is also a vital element if we are to be a broad ministry to boys. Royal Rangers must be affordable and practical for all churches so that boys living in the rural Great Plains, the city centers, and the bustling suburbs can all enjoy its benefits. This is also part of becoming a ministry with broad appeal; it is available for all churches and families regardless of their address, size, or economic means.

*Excellent! In review, then, there are three overarching goals: first, to become a learning organization; second, to become a boy-led, adult-facilitated ministry; and third, to become a broad ministry of interests to the greatest number of boys in America. Can we now move into some specific goals?*

Sure. Let me bullet point these out for you. Of course, none of these will be accomplished in a day. These are medium-range goals, and, while we won't go into it at this time, we have broken each of these down into small steps to be accomplished incrementally over a two to five-year period.

*So no promised delivery dates?*

Nope! I'm too smart for that.

*OK. So where do you want to start? Curriculum?*

That would be a perfect place to start. Again, since there will be other articles and presentations on each of these in greater detail, I will purposefully keep my responses very general.

Today, Royal Rangers enjoys the finest curriculum in our 46-year history. We owe Commander Mariott and his team, principally Brian Hendrickson and Mike Laliberty, a debt of gratitude. They invested their hearts and souls. As we move forward, we have a solid curricular foundation to build on.

Here is our hope as we maintain and improve on it: "Men will find our curriculum a practical, enjoyable, and relevant resource that brings them personal satisfaction as they see boys develop. Boys will have fun while being led through a purposeful journey toward Christlike manhood."

This is key. If we believe we can be the best in the world at providing our churches with a future-men's ministry that will mobilize, inspire, and resource their adult men to reach, teach, and keep boys, then they must find our materials fun and effective. As men enjoy ministry success, that success will breed more success; more men will get involved. Growth in church participation combined with increased male participation equals growth in membership. Keeping our ministry curriculum sharp like a tool and up-to-date is key to perpetual growth.

*If curriculum is a tool, training is men learning how to use it. Can we talk about adult training?*

Our vision here, John, is to "provide leaders with the experience in: 1) Rangers skills, such as outdoor skills, sports skills, tool and handyman skills, and technology skills; 2) Rangers values, which we discussed earlier; and 3) spiritual leadership skills to accomplish the Rangers purpose—to evangelize, equip, and empower."

Ministry to boys is not rocket science, but there are skills experienced leaders can pass on that will help men enjoy greater success. Training will be covered at another time in much greater detail, so let's move on.

*OK. How about junior training? Obviously, if we are going to become a boy-led, adult-facilitated ministry, this is going to be big.*

You are right. The philosophy of our junior training must change to reflect the new role of our adult leaders as facilitators of servant leadership development in boys and young men.

Our first goal will be to introduce the new leadership merits we talked about earlier. We will simultaneously seek to create a national standard for the "Trail of the Saber" that will allow districts great flexibility in their junior training camps while maintaining a core phi-



*“In regard to uniform, Royal Rangers has been, and I believe should continue to be, a uniformed ministry.*

*However, like in other areas we have discussed, I believe we should provide uniform options to churches.”*

losophy and curriculum that will complement and not contradict what the leadership merits are teaching.

I can't help, John, but underscore an important issue here. In order to become a boy-led, adult-facilitated ministry, it will be very important that adult and junior leaders teach the new leadership merits at the local level and that they *never* become part of the district junior camps.

#### *Why is that?*

The reason this is so important is that if our men send boys to the district to earn the leadership merits then the boys will return to their leaders, who because of lack of knowledge of the leadership merits may be incapable of helping the boys put into practice what they have learned. If the leaders themselves teach these servant leadership skills to the boys, they are not only learning but also obligating themselves to model and implement what they are teaching. The leadership merits profit the adult leaders as much as the junior leaders. So for that reason, we must build a firewall to ensure that the leadership merits are taught at the local level *only* and that the “Trail of the Saber” is taught at the district level and reinforces the leadership merits taught at the local outposts.

*You're right. The “firewall” sounds very wise. I know you don't want to go too deep on any of these goals, so let's move on and talk uniform.*

In regard to uniform, Royal Rangers has been, and I believe should continue to be, a uniformed ministry. However, like in other areas we have discussed, I believe we should provide uniform options to churches. For the city

center church that is reaching out to dozens of boys in an economically depressed community, perhaps the uniform they would chose is simply a ball cap, t-shirt, and eventually maybe even a vest. For a church ministering largely to our distinguished military personnel, they may choose our current khaki uniform. Yet a church ministering to affluent young professionals might feel they need an alternative. For that reason we are planning to introduce a line of uniforms from simple and low budget to sports uniforms to a new utility uniform all while keeping our current full khaki uniform.

The church as a whole, or groups within the church, would choose which uniform(s) to wear, based on the people they are reaching in their community. The key, though, is that we encourage our leaders to expect boys to wear the uniform they have chosen to weekly meetings and events. This will bring the unity and group identity that uniforms provide.

#### *How will churches that choose, say, the t-shirt uniform provide recognition to their boys and young men?*

We are planning to introduce a new product for each group and for leaders, too. It will be called an advancement logbook, which is a full color, very attractive, folder. The cover has a place for the boy's name and group information. It also has a list of new member advancement objectives and a place to adhere a sticker of the Royal Rangers emblem once the objectives are met. The inside has the group's advancement trail and requirements laid out in a very visual manner and a place to adhere stickers once the requirements are complete.

#### *Sounds like a very economical approach for the churches and families with limited financial resources.*

It really is! In fact, your comment provides a perfect segueway into another goal, which is making Royal Rangers financially accessible to all churches and families. We have already talked about this some, John, but in practical terms this is part of the strategy. Think about it. If the church can now run Rangers around the interests of their men rather than our one nationally-determined focus on camping and if they can offer Rangers to their boys for the cost of a charter, a logbook and sticker sheet, and a t-shirt, many small and financially-limited churches can begin to enjoy the benefits of Royal Rangers for the first time ever. So the logbooks address a variety of concerns—advancement recognition and economizing Rangers, just to mention two great benefits. The logbook will facilitate growth.

#### *Just out of curiosity. I'm asking myself this question and perhaps others will too. How do you anticipate the logbooks and sticker sheets, which is a great idea by the way, will help or hinder the revenue stream of Royal Rangers product sales?*

It will help! Primarily because we will pick up more market share, to use sales terminology, by putting our desire for ministry in the rural, urban, or otherwise small churches ahead of economy. It will allow them to get into Royal Rangers, and over time, if they wish, they will begin to purchase more Rangers gear. In the dozens of places I've used logbooks and sticker

sheets, it has always increased participation, and, secondarily, sales. It doesn't happen overnight, but rarely does a church enter into Royal Rangers using logbooks, sticker sheets, and t-shirts and stay there. They usually upgrade. But, if they wish, they can most certainly run the program on the bare minimum and still enjoy all the life-changing effects of Royal Rangers in the lives of boys and their families.

*That's exciting! I know you have said on many occasions that the well-being of Royal Rangers and Girls Ministries are tied closely together. One of your goals, I know, is to work closely with Girls Ministries. Can you describe your hopes?*

It is true that our two ministries affect each other. When a church starts Royal Rangers, they usually start Girls Ministries and vice versa. They don't often start one without the other.

Since becoming national commander in January '07, Candy Tolbert, the National Girls Ministries director, and I have enjoyed a close working relationship. Our two teams are hammering out a way for a church, limited by volunteer staff, to run weekly meetings jointly without either ministry losing its own unique purpose or identity--the girls as Mpack Club members and the boys as Royal Rangers. This won't require new curriculum for either ministry, and the boys and girls will continue to progress along their respective advancement trails--girls learning about godly womanhood and boys about godly manhood. Since the boys and girls will be segregated at strategic times, men must be involved. In other words, the plan will not work in a church where there are no men willing to minister to future men.

We will unpack this when we have everything worked out, but the important thing to remember is that we are committed to each others' mutual success *without* watering down the ability of women to minister to the girls and men to the boys. We will not compromise our ministerial purposes or identities--girls will be Mpackers, and boys will be Royal Rangers. I really see this as a win-win, particularly for churches greatly limited in volunteer staff.

Beyond that, I really want to see a healthy level of cooperation in churches of all sizes. You know overseas about two-thirds of the nations run a coed Royal Rangers program. Neither myself, Candy, or the Executives feel this is the direction the Lord would have us go, but we do believe we can and should work together as closely as possible. Mutual cooperation will only strengthen the two ministries.

*Doug, I know you were born and raised in Peru and Bolivia, living there until you graduated from high school. Then after you and Kerry were married, you became*

*missionaries for fifteen years, serving nine years in Costa Rica where your two children were born. You are fluent in Spanish and love the Hispanic population. What plans do you have to serve our Spanish-speaking Royal Rangers right here in the United States?*

John, you are so right! I love the heavenly language and the Spanish people. It is my desire to skillfully serve and resource the Hispanic churches across the country. As a national team, we have already appointed Hiram Soler to serve as the Spanish Curriculum Field Advisor and Hector Lavallo to serve as the Spanish Training Field Advisor. These are *national* level appointments! They will assist and advise the national team on how to best serve the Latin churches in our districts. I don't want to make any empty promises, so I'm going to restrain my comments, John; however, I believe the efforts of these two fine leaders are going to greatly benefit our Latin American districts! I want to thank Hiram and Hector for their willingness to serve.

*Doug, we have had a great conversation! We've discussed vision, and we've talked about our purpose and our values. You shared about strategy and laid out some very good goals for Royal Rangers. How long do you feel it will take to implement all this?*

Realistically, we are probably looking at 2-5 years; some things may come more quickly, and a few may take longer. Each year, starting in 2009 at our National Royal Rangers Council, we will present to the nation not what we hope to accomplish in the next year but what is now available.

*It sounds like the National Council is going to be very important event to prioritize each year.*

Yes, it really will be. And we hope that Council will be a time of refreshing, learning, and community as together we reach more boys in America than ever and do it more effectively than ever.

## CONCLUSION

*As we close, Doug, is there anything on your heart and mind you would like to conclude with?*

I'll conclude my remarks with the following. We are working through a continual process of renewing Royal Rangers, and as we do, we will always maintain our QLC posture with a humble and open attitude. Everyone in the national office will give a listening ear to new ideas and ways to improve. As a matter of practice we intend to keep the communication channels open, especially via email, web surveys, and the like. Additionally, we want to maintain close re-

We are all in this together to see more boys and families know Christ's immense love and to build up and benefit those churches that have caught the vision to proactively reach and shape the next generation of men.

lationships with district commanders and staff. We are all in this together to see more boys and families know Christ's immense love and to build up and benefit those churches that have caught the vision to proactively reach and shape the next generation of men. We will make mistakes, yes, and we will need your patience. But at the end of the day, I am confident that if our motives are right and our focus is on the lost, first, we will "influence more boys than ever more effectively than ever."

*That is great! Would you mind closing in a word of prayer?*

Id love to. Let me open my Bible and paraphrase Paul and Timothy's prayer for the church at Philippi (Philippians 1:9-11).

*"Lord, I pray for Royal Rangers leaders all across this nation, myself included, that our love for You and for boys, those who have found You and those still seeking, may grow more and more in knowledge and depth of insight. Help us to discern during this time of renewal what is best for the ministry and for our walk with You so that we may be pure and blameless until You return. Fill us with the fruit of righteousness that comes through Jesus Christ so that our every word, thought, and action may be to the glory and praise of God. To this end we pray and commit ourselves in Your name, Jesus, amen."* 🙏



# A VISIONARY

## VISION

*Influence more* boys and  
than ever, *more effective*

## MISSION



### REACH

Evangelizing the world



### TEACH

Equipping the next  
generation of  
Christlike men



### KEEP

Empowering lifelong  
servant leaders

## VALUES

### INDIVIDUAL

We will each be exemplary  
Christ followers, mentors, servant  
leaders, team players, & faithful

### ORGANIZATIONAL

We will be a missional, learning  
& relational organization

### MINISTERIAL

#### OUR PURPOSE

*Evangelism & Discipleship*

#### OUR POWER

*the Holy Spirit*

#### OUR CALL & EXPRESSION

*from God*

#### OUR COMMUNITY

*Loving Extravagantly*

#### OUR DISCIPLINE

*Prayer*



# ROYAL RANGERS ORGANIZATION

and young men  
*effectively* than ever!

## METHODS



### FRIENDSHIP

*Mentoring in  
Christlike Manhood*



### ACTIVITIES

*Draw Men & Boys Together  
Around Mutual Interests*



### PATROL SYSTEM

*Servant Leadership Development*



### ADVANCEMENT SYSTEM

*Personal & Spiritual  
Growth Process*



### SERVICE & MINISTRY OUTREACH

*Servants First, Leaders Second*



### INTERACTIVE LEARNING

*Hear, See, Do, & Teach*



### UNIFORM Group Identity

## A Word Picture of our Future

**W**e will be the premier,  
most sought after  
church ministry for the  
next generation of men  
in America—period!

It will be affordable and  
practical so that every family  
and church can participate.

As we grow, we will remain  
quick and nimble to learn and  
adapt to our changing society.

Men will be eager to be  
trained to mentor young men  
in Christlike manhood; young  
men will be empowered to  
assume leadership of Royal  
Rangers, making it a boy-led,  
adult-facilitated ministry.

Personal and spiritual growth  
will be fun, hands-on, and  
experiential; friendships  
will charge our ministry  
atmosphere.

We will reach every boy  
and young man by creative  
methods; every Ranger will  
be eager to serve a God-given  
cause greater than self.

Anyone would be proud to be  
associated with Royal Rangers!

# RR-QLC

*A Tool for Learning & Growing!*



**RR-QLC** is a continual cycle intended to keep Royal Rangers relevant by being responsive to regular cultural shifts.

**QUESTION:** We invite pastors, parents, boys (*Rangers & non-Rangers*), and the community at large to provide input to our ministry programs and events.

**LEARN:** We synthesize feedback received with other data.

**CHANGE:** We take action. Our ministry is true to its biblical purposes, yet evolves with the culture while influencing it. Then, the cycle begins again in perpetuity.

**Y**ou know what FYI means (“for your information”). And you know what TMI stands for (“too much information”). Let me introduce you to **RR-QLC!**

**RR-QLC** stands for “Royal Rangers—Question, Learn, and Change”. It is not a program or a theme. It is a leadership attitude and tool that enables Royal Rangers leaders to listen, learn, and pursue excellence in ministry. Learning leaders create a learning organization that embraces evaluation, which precedes improvement and growth.

The purpose of **RR-QLC** is:

- 1) To solicit input from the field (*by asking questions*)
- 2) To synthesize the information with other sources of data (*learning*)
- 3) To improve programs, events, and services in response to the feedback (*changing*)

By being responsive to the needs and interests of those we serve, Royal Rangers will remain relevant to boys in our ever-changing culture.

To initiate **RR-QLC**, the national Royal Rangers ministries office is requesting constant feedback about the program, publications, products, services, and key events using the following mediums:

- **INTERNET:** Pastors, parents, Ranger boys, non-Ranger boys, and others are invited to complete an on-line survey at [www.royalrangers.ag.org/qlc](http://www.royalrangers.ag.org/qlc)
- **E-MAIL:** Anyone at anytime is welcome to e-mail the national ministries office with suggestions and ideas. Send your comments to [RR-QLC@ag.org](mailto:RR-QLC@ag.org).
- **SURVEYS:** Post-event and general surveys are used to collect timely and targeted feedback.
- **CONVERSATIONS:** Face-to-face, focused dialogue will also be sought as members of our staff have the opportunity to interface with boys, parents, leaders, pastors, and others around the country.

We invite **YOU** to be a part of this feedback process. **QLC** is open to everyone and we want to hear from **YOU!** Follow the links above to give us your feedback today!

**Thank You**  
*for your participation!*



# A Curricular Roadmap for *Ministry to Next Generation Men*

by Ryan Beaty, National Program Specialist

Our ministry vision and personal challenge is to reach more boys and young men than ever, more effectively than ever. Curriculum plays a very important role in achieving this vision. The implication is that curriculum should be relevant to the broadest number of churches and young men in their spheres of influence as possible; should be a practical, enjoyable, and relevant resource that brings our leaders personal satisfaction as they see boys grow and develop; and should be fun for boys while they are led on a purposeful journey toward Christlike manhood and servant leadership.

Over the past year, we have listened to the field through countless conversations and through the *Question, Learn, and Change* survey on the national Royal Rangers website. We have also spent countless hours praying and seeking the Lord's guidance and direction. As a result, we firmly believe we have discerned both the feelings of the field and the voice of the Lord.

One of the issues dominating our conversations has been the cost of Royal Rangers for churches with limited Royal Rangers budgets. In response to this concern, we will offer an advancement logbook and sticker sheet option to our local groups, beginning in 2009. These full color, highly decorated folders, containing all the advancement levels for an age group, provide a soft entry point for churches into Royal Rangers and allow churches to track and honor their boys' achievements.

When it comes to the advancement system, we received many comments. Two major comments surfaced that needed to be addressed. First, the amount of writing needed to complete the merits is staggering, and secondly, the Bible merits are not fulfilling their intended purpose.

In the fall 2007 edition of the *High Adventure Leader* magazine, a letter and article was published, explaining how to eliminate all unnecessary writing by allowing boys to work together on projects and to substitute the essays with oral or group reports. Over the next several years, we will revisit all of the merits in

an effort to ensure they provide fun, hands-on, experiential learning.

The other big issue concerns the Bible merits. While the structure of the Bible merits is fine, their content has been found lacking. In order to rectify this, we will completely rewrite the Bible merits. They will continue to be centered on a particular book of the Bible, using a five-week structure, but their content will change entirely. The new studies will pull truths from the various books of the Bible and apply them directly to the development of the godly qualities of manhood as the boys are disciplined.

Each lesson will cover one of five topics: doctrine, sexuality, biblical worldview, cultural issues, and godly manhood. These lessons will be age and grade appropriate. Each will have components of reading, reflection, and response to allow for maximum retention of the topic. The merits will also include a six-year Bible reading plan, which will allow the boys to complete the reading requirements for the Gold Bible merit. There will also be a three-year plan available for boys who are in Adventure Rangers but were not previously involved in Discovery Rangers.

Also, the Bible merits will now become the focal point of the weekly meeting. We believe this transition to be the best way to intentionally mentor boys in Christlike manhood. This will ensure that each week the young men who attend Royal Rangers will build a solid and relevant foundation of God's Word. It will also help Royal Rangers move from the moniker of merely a boys' program to a boys' mentoring ministry in the eyes of church leaders.

Over the next few years we will also develop a series of eighteen leadership merits—six for Discovery Rangers, six for Adventure Rangers, and six for Expedition Rangers. They will focus on developing the leadership behaviors of young men and will be purposefully designed for the Ranger leader to teach in the local outpost either in the weekly meetings or in a weekend retreat format. These merits should NEVER be taught outside the local outpost, e.g., at a district merit camp. The goal is for mentoring to take place between the young

men and their leaders at the local outpost.

All this will be done while expanding the advancement system to provide churches non-camping options. Our Bible and leadership merits will contain the core elements of the Royal Rangers ministry—instruction central to our purposes of evangelizing the world, equipping the next generation of Christlike men, and empowering lifelong servant leaders. What, then, is the role of camping and non-camping skill merits? These build boys' competence and confidence in their manhood as men teach boys their skills, interests, and hobbies. These skill merits become the activities that draw men and boys together and facilitate mentorship in godliness. By offering camping along with a number of other areas of interest, more men will be able to be involved in this ministry. Even churches that have no interest in camping or lack men who are interested in camping will be able to launch Royal Rangers.

The final area of curriculum is Expedition Rangers. This topic received the third highest number of comments from the QLC survey. At the request of the field, Expedition Rangers will undergo a revision of structure, not content, that will make it congruent with that of the other groups. Discovery, Adventure, and Expedition Rangers will all have the same bronze, silver, and gold level award systems.

We believe God has many exciting things in store for Royal Rangers, its young men, and its leaders. We thank the Lord for being counted worthy to serve Him through evangelizing, equipping, and empowering the next generation of Christlike men and lifelong servant leaders. We also thank the Lord for previous national leadership, Commander Mariott and his team, for laying such a solid foundation. As we stretch and grow into the future, we do so from a much higher curricular level than we ever have. We are truly blessed to have such a godly heritage. Our individual and corporate duty now is to influence more boys and young men than ever, more effectively than ever! ✎



**Royal Rangers**  
NATIONAL BOYS MINISTRIES

L. Alton Garrison  
Division of Church Ministries, Chairman

Doug Marsh  
National Commander

October 2007

Dear Royal Rangers Leaders:

The National Royal Rangers Ministries office is listening to you!

One of the concerns you addressed in the Royal Rangers–Question, Learn, and Change (RR-QLC) survey conducted on the national website is that many of the merits require entirely too much writing. And you were right! (Yes, the pun was intentional.)

As a result, we are announcing some tips to reduce the pencil time, making the merits more fun, hands-on, and experiential. I invite you to carefully read the article, “Making Merits Interactive,” by John Hicks the national communications and administrative coordinator.

Thank you for speaking; we are listening. The entire National Royal Rangers Ministry team is dedicated to equipping you to influence more boys and young men for Christ than ever, more effectively than ever!

Honored to be serving with you,

Doug Marsh  
National Commander

PS – If you have yet to complete the RR-QLC survey, there is still time.  
Visit the national website at [www.RoyalRangers.ag.org/qlc](http://www.RoyalRangers.ag.org/qlc).

REACH • TEACH • KEEP  
BOYS FOR JESUS CHRIST

1445 N. Boonville Avenue  
Springfield, MO 65802-1894  
phone 417.862.2781  
fax 417.831.8230  
e-mail [rangers@ag.org](mailto:rangers@ag.org)  
[www.royalrangers.ag.org](http://www.royalrangers.ag.org)

# Making Merits Interactive

by John Hicks, National Communications Coordinator

Since its inception in 1962, Royal Rangers has been at its core an outdoor, action-oriented program. Our aim, as stated in the 1998 edition of the *Leaders Manual*, is “to instruct, challenge, and inspire our boys in the areas of Bible doctrine, Christian service, moral conduct, and basic beliefs of our church through interesting activities the boys enjoy.” [Emphasis added.]

In keeping with this tradition, page 4 of the Leaders Guides for both the Discovery and Adventure Rangers programs begin by describing Royal Rangers as “an action-packed, life-changing ministry to boys of all ages.” These resources go on to describe the program as having weekly meetings “filled with the activities, camaraderie, and spiritual challenge that boys need.”

It has long been understood that boys need activity and learn best in an environment rich with hands-on activities and student participation. It is, therefore, essential that the weekly Royal Rangers meeting be a place where boys are given the opportunity to learn by interactive means and to be directly involved in a variety of physical activities. *Lecture sessions with PowerPoint presentations where the boys' primary means of participation is limited to listening and writing should be avoided.* In order to maximize our effectiveness, it is essential that we utilize methods of instruction that are most effective for teaching boys.

With these thoughts in mind, consider the following as tips and alternatives when teaching your next weekly meeting:

- Whenever possible, complete merit requirements orally as a group rather than in written format. Requirements beginning with words like *explain*, *list*, or *tell* do not need to be completed in written format but may be completed as a group discussion. Every boy present may then receive credit for having completed that requirement.
- Allow essay requirements to be satisfied orally by short individual presentations to the group. This will satisfy

the purpose of the requirement (i.e., knowledge of the subject) while avoiding a written format that could be a major obstacle to younger boys. For those who aren't comfortable with oral presentations or when the size of the group makes this option unsuitable, the boys may create illustrated reports by researching and assembling collages of photos or images with captions describing the subjects.



■ Look for ways to get the boys physically involved in the learning process. Requirements that begin with *demonstrate* should always involve physical activity not merely explaining or writing a response. “Sit and listen” times should be limited to approximately 1 minute per age. For example, a 7-year-old Ranger Kid can “sit and listen” for approximately 7 minutes; a 12-year-old Adventure Ranger for about 12 minutes. Look for ways to utilize the “hear, see, do” principle of instruction. Let the boys *hear* you explain how to do something, *see* you demonstrate the skill, and then *do* or practice the skill themselves.

■ Provide opportunities for the boys to complete requirements as a group or patrol. Interaction with friends makes any task more fun and enhances learning for everyone.

It should be noted that the requirements for the merits cannot be changed and should be completed as written. The handbooks and workbooks are still necessary resources to direct and track each boy's progress through the advancement system. However, the methods used to satisfy requirements should be flexible, allowing for differing abilities and maturity levels of boys.

As Royal Ranger leaders, we enjoy a tremendous privilege to serve our Master Ranger, Jesus Christ, through the ministry of Royal Rangers. Along with any privilege comes responsibility. It is our responsibility to provide our boys with an “action-packed, life-changing ministry” that will “instruct, challenge, and inspire” them in their personal growth and achievement as they daily grow into the image of Christ. ✎



# Growing Leaders Grow Royal Rangers

by Perry Siddle, National Training Coordinator

## **“To reach a boy, you must first reach a leader.”**

No truer statement can be made of a ministry whose focus is on developing future Christlike men. The goal of the National Royal Rangers Ministries is to mobilize, inspire, and resource leaders through effective, hands-on training. It is our belief that this is the best way to reach a leader.

Over the past year, the National Royal Rangers Ministries conducted a number of surveys, resulting in the following modifications to our training philosophy and training events.

- We will value leaders' time by improving instructor quality and classroom materials.
- We will fundamentally change training classes from a complete reliance on PowerPoint to a 1/3 content driven and 2/3 hands-on, activity based, and relationship building approach.
- We will streamline the training process with a greater emphasis on relationship building, discipleship, and improving the weekly meeting.
- National training events will emphasize discipleship, leadership, and core Ranger skills that local leaders need to succeed.

The Leaders Medal of Achievement (LMA) will no longer be available after December 31, 2009. Therefore, if you have not earned your LMA you are encouraged to do so! In its place, the national office is introducing the Medal of Excellence, which will be available in December 2008.

The last year you will be able to attend **National Training Camp (NTC)**, **Advanced NTC (ANTC)**, or **Ranger Kids Training Conference (RKTC)** in 2009. If you have **not** attended any of these camps, you are

encouraged to do so before these traditional training activities are phased out!

Starting in 2010, the current Leadership Training Academy will be renamed the **Rangers Ministry Academy (RMA)**. The goals of the RMA include the following:

- Create a new *Leaders Manual* that will be the foundation of training. The new *Leaders Manual* will be available in 2009.
- Provide online training as appropriate.
- Create four outpost leaders training advancement levels that are simple to understand and can be completed in two years or less. Each training level builds upon the previous level.

**READY** – Complete Ranger Basics and Ranger Essentials. These two instructor lead classes will be held at the section/district level and provide a hands-on, relationship building classroom experience.

**SAFETY** – Complete online safety modules and a First Aid/CPR class from a recognized provider.

**TRAINED** – Attend NTC, RKTC, or one of the newly created national training events.

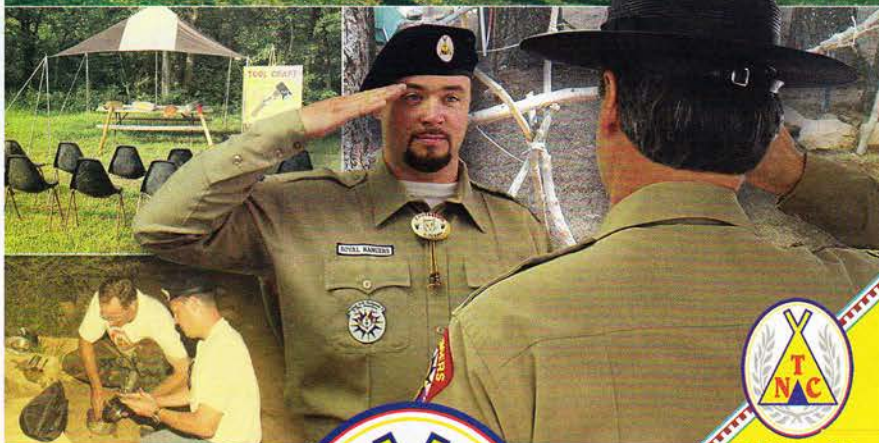
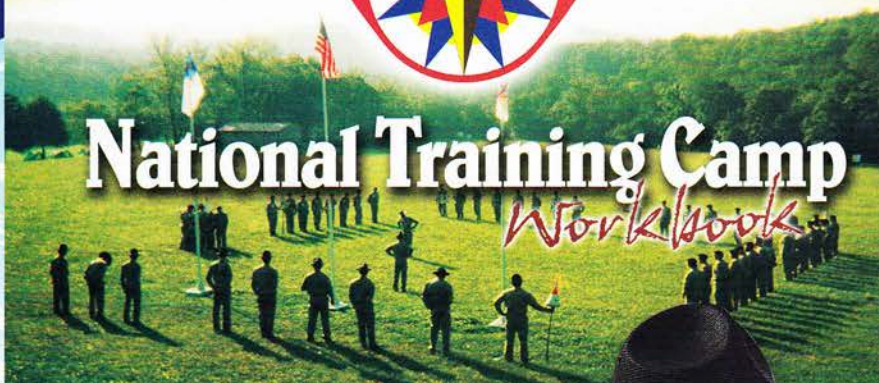
**ADVANCED** – Attend WCO and complete two continuous learning opportunities (online or through your district).

The new RMA will allow the National Royal Rangers Ministry to better structure training content and delivery. A training poster follows, outlining the new RMA and training opportunities. ☘



# National Training Camp

*Workbook*



**NAME:**



**HANDS-ON**  
Skills Instruction for  
Royal Ranger Leaders



## Rangers Ministry Academy

In order to gain better name recognition and reflect a broader image for leadership training, the LTA will be renamed

### Rangers Ministry Academy (RMA).

All leadership training, both classroom based modules and training events, will fall under

### Rangers Ministry Academy.

### FAQ:

**Q:** Will I have to start my training over from the beginning when the new Rangers Ministry Academy is introduced?

**A:** No. A transition plan will be made available and announced when appropriate.

**Q:** Should I postpone my training until all the new RMA training plans are outlined and made available?

**A:** NO! If you've not already completed your LMA or attended NTC, ANTC, or RKTC, you are highly encouraged to do so. The last year to attend NTC, ANTC, or RKTC or earn the LMA will be 2009!



# TRAIN

## Rangers Ministry Academy

*the* **Church Leader**  
*the* **Support Staff**  
*the* **Junior Leader**

Ranger Orientation  
for pastors and

Outpost Committee  
Outpost Committee

### Junior Leadership Foundations

Training for Discovery, Adventure & Expedition Rangers ready to serve in a new group leadership position.

### Local Leadership Merits

Two taught each year in a five-week-meeting format or in a retreat setting. Designed to develop leadership skills for Discover, Adventure, & Expedition Rangers.

### District Junior Leadership

— TRAIL OF THE DISTRICT  
District level training that results in the local leadership member flexibility with a minimum core curriculum.

## *the* Outpost Leader



### Ranger Basics

Training for new leaders ready to serve in the outpost.



### Ranger Essentials

Training for leaders prepared to deepen their knowledge and commitment.



### Ranger Safety

First Aid/CPR training plus the completion of on-line safety modules.



### Ranger Kids Training Conference

Training for leaders eager to see K to 2nd grade Rangers with excellence.

### OUTPOST LEADER ADVANCE

**READY**

**SAFE**

**TR**

## *the* Trainer



### Training Academy

Training in teaching methods for potential certified instructors and those seeking recertification.



### National Academy

Training in the development required to serve as a staff member at the local level.



# WINNING

**Ranger Orientation** Benefits/Value of Rangers training for pastors and those in church leadership.

**Leadership Committee Training** Training for current or potential committee members and other support staff.

## Leadership Development Camps

**TRAIL OF THE SABER** — Training that reinforces the lessons offered in leadership merits. Districts have great success with a common philosophy and curriculum, the "Trail of the Saber".

## Action Camps

Hands-on, high action camps for high school students and adult leadership. Training intended to prepare local leadership to deliver meaningful and fun local activities.



**Ranger Kids Training Conference**  
Training for 14-18 year olds eager to serve as grade Rangers with excellence.



**National Training Camp**  
Training to prepare leaders to safely lead exciting Ranger activities.



**World Class Outpost**  
Designed to develop outpost leadership through the use of best practices, strategies, and tools.

## ADVANCEMENT LEVELS

### TRAINED



**National Academy**  
Training in the disciplines required to serve as a member at leadership development events.



**Advanced Academy**  
Training in the art of leading staff at leadership development events.



**Academy Instructor**  
A member of the instructing staff at a National Academy or Advanced Academy.

TRAINING levels of the Rangers Ministry Academy are currently in development and subject to change.



## Medal of Excellence

Represents a level of commitment and dedication to both the leaders' personal growth as well as the spiritual and leadership development of boys and young men.

Earned by completing the four levels of Outpost Leaders Advancement and by taking at least one boy on a journey culminating in the earning of the highest medal in any of the four Ranger groups.

## Continuous Learning

Both national and district online and classroom training may be offered. Some training may allow the participation of junior leaders.

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# Why Shooting Sports?

*This article is paid advertising developed jointly by national Royal Rangers ministry and the National Rifle Association, a corporate sponsor of the Royal Rangers shooting sports program.*

**R**oyal Rangers has offered shooting sports as one method to meet the needs of boys and young men since the program started. Literally thousands of Royal Rangers boys and young men have chosen to participate in some way. What can a Royal Ranger expect to gain by participating in shooting sports?

Participation in shooting sports can develop increased concentration, patience, self-confidence, a sense of accomplishment, not to mention friendships with others with similar interests. You are not constrained by physical limitations as in many sports. You don't have to be the fastest, strongest, or tallest to excel in shooting sports.

In order to develop the best shooting program possible, we have partnered with some outstanding organizations. The National Rifle Association's (NRA) Youth, Training, and Competitive Programs have assisted us in developing our National Shooting Sports Program (NSSP). The NRA was a major resource when we revised and developed many of our current safety and shooting merits. Their safety training programs are of the highest quality and are recognized nation wide. Safety is a key issue with any shooting sports program; therefore, adopting the NRA national standards for the Royal Rangers' National Shooting Sports Program was a logical choice.

The shooting merits we have jointly developed help to encourage improved techniques, confidence, and safety in the participants. Those who decide to go to a higher level and compete in a shooting discipline have a great base to build upon.

Competition opportunities range from local to national. The Royal Ranger postal shooting competitions, sponsored by the NRA, are 5-meter BB gun, 10-meter Sporter Air Rifle, Small Bore Light Rifle, Shotgun (Trap), and Black Powder. The archery event is now sponsored by the national Royal Rangers. Each Camporama we hold a national championship co-sponsored by the NRA. This competition is sanctioned as a NRA event, and the scores qualify for NRA national records.

Many other NRA shooting programs are open to Royal Rangers:

- National Air Gun Team Championship
- Marksmanship Qualification Program
- Shooting Sports Camps
- Youth Hunter Education Challenge
- Sectional & Special Tournaments
- Youth Wildlife Art Contest

The NRA offers local state grants to groups for training material or shooting equipment. Development of our shooting facility was sponsored in part by national and state NRA grants. ♡



**The NRA safety training programs are of the highest quality and are recognized nation wide. Safety is a key issue ... adopting the NRA national standards for the Royal Rangers' National Shooting Sports Program was a logical choice.**





# Uniform Options for Today's Outpost

by Ryan Beaty, National Programs Specialist

**F**rom its inception, Royal Rangers has been a uniformed ministry. Uniforms are important. They provide a sense of belonging. Military branches, for instance, have a variety of uniforms appropriate for their many duties: a spit-shine look for ceremonies, a formal look for galas, utility uniforms for fieldwork, and so on. These uniforms allow them to accomplish their many duties as members of a unit, giving each member a sense of belonging. Sports teams place greater emphasis on their team name than on the individual name, creating a sense that members are part of something bigger. Uniforms also enhance discipline. Whether for military personnel or sports teams, uniforms are important. They are also very important to Royal Rangers.

In recent years, however, uniform wear and sales among Royal Rangers have been in decline. One only needs to attend a district camp to make this observation. Take a look at this picture of the 1982 National Camporama in Pigeon Forge, Tennessee.



Can you find anyone out of uniform? Unfortunately, it is unlikely we will ever be able to capture such a photo again. Today's boys and young men want to belong to a team and a cause that is greater than they are, but they also want options. Churches are asking for choices that will allow them to leverage the benefits of the uniform. Churches know their communities and which uniform(s) will enable them to attract and retain boys in their Royal Rangers outreaches. We must be responsive. We must provide options.

Interviews, questionnaires, and focus groups have shown numerous causes for the declining interest in our current uniform. The style of the uniform is no longer appealing to a growing number of this current generation of young men. Another issue is the functionality of the uniform. Royal Rangers has always been an activity-based program. The problem is that our uniform is no longer conducive for outdoor wear and for the many other activities offered our members. While our churches hold the U.S. military in high regard, some have expressed concern over the military look of the uniform; the look is very favorable in some areas of our country but a limiting factor in others. We are wise to provide a wide range of uniform options.



## So let's take a look at the uniform line.

### The Formal Uniform

Royal Rangers has always had a formal uniform for special occasions. Traditionally, this has been referred to as the dress blazer. This uniform is undergoing a makeover. It will no longer be the uniform worn during award ceremonies but will be worn when representing Royal Rangers among pastors and business people. The new look of the uniform will allow the leader to seamlessly transition into the professional world of ministers and business people with a sophisticated and modern look while also maintaining a uniquely Royal Rangers appearance.

**The Jacket:** The jacket will continue to be navy blue but will not require alterations. Any leader can use the navy blue sports coat he already has or go to any men's store to purchase one. Jackets may be either two or three button. No epaulets will be added to the shoulders, and no insignias or medals will be worn. The leader may choose one Royal Rangers lapel pin of his or her choice (i.e., RR lapel pin, RRI pin, Pathfinder Missions, or other official pin). A pocket slide, which will hold both the Royal Rangers emblem and the individual's silver plastic nametag, will be placed in the front left pocket. Women's formal jacket will reflect the same qualities as the men's.

**The Shirt:** The shirt will be sky blue with no patterns. Women will wear a sky blue blouse.

**Tie:** The tie will be specially designed and distributed by GPH. It will have diagonal red and blue stripes with a subtle Royal Rangers emblem embroidered at the bottom. This will not be a clip on, and no tie tack will be required. Women will not be required to wear a tie.

**Pants/Skirt, Belt, Socks, & Shoes:** These will remain the same as the current guidelines for the formal uniform. The pants/skirt will be charcoal grey with black belt, socks, and shoes.

### The Dress Uniform

The dress uniform is the new evolution of the traditional khaki uniform. This is the uniform that will be worn for formal events, e.g., banquets, award ceremonies, etc. This uniform will be what has traditionally been known as the dress khaki uniform. These uniforms will be available for purchase from GPH and will only be available for Adventure and Expedition Rangers and all leaders.

**The Shirt:** The shirt will only come in long sleeve and will have the military pleats already sewn into them. A solid white Royal Ranger t-shirt will be worn under the dress shirt. Boys and leaders may wear the bolo tie of their choosing.

On the left uniform sleeve, the Royal Rangers emblem and the local office insignia (e.g., Outpost Chaplain, Patrol Guide, etc.) will be worn. On the right sleeve, the geographic patch with district name will be worn. Directly below the geographic patch will be the outpost numerals. Beneath the outpost numerals will be the advancement level of the boy or leader.

The only insignia that will be placed on the collar is for organizational leaders, i.e., regional coordinators, district training coordinators, etc. They will be metal pins.

Above the left shirt pocket, the RRI pin, indicating you are a monthly ministry partner, will be worn. The award ribbons, which should never number more than eighteen, will be worn above the pocket and beneath the RRI pin. One awarded medal may be displayed on the pocket but not while the award ribbon is also being displayed. The patch signifying the highest level of training earned may be worn on the left breast pocket.

The right pocket will remain unchanged from the current uniform style. The FCF pin will remain situated above the group tag, which is placed flush against the top of the pocket. The individual's nametag will be placed on the flap. An event patch of the individual's choosing will be worn, centered on the right pocket.

**Pants/Skirt, Belt, Socks, Shoes** – These will remain the same as the current guidelines for the dress uniform. The pants/skirt will be khaki with khaki web belt and black socks and shoes.



### The Utility Uniform

The field has requested a uniform that boys, young men, and adult leaders will find attractive and comfortable while engaging in fun activities. The utility uniform will accomplish both of these goals. It will be rugged enough to withstand rigorous activities while remaining stylish enough for boys and young men to wear proudly. One of the most attractive aspects of this uniform is that patches that are routinely changed (e.g., local junior office insignia) can be fastened to the uniform with Velcro footprints. This option can be used in lieu of sewing them on.

Whether for military personnel or sports teams, uniforms are important.  
They are also very important to Royal Rangers.



LEFT POCKET



LEFT SLEEVE



RIGHT SLEEVE

This uniform will also be the standard uniform for all age groups, Ranger Kids through Ranger leaders. The Ranger Kids uniform will slowly be phased out (see transition plan below). This will eliminate the necessity for parents to purchase a different uniform as boys move from Ranger Kids to Discovery Rangers, saving our families and churches money.

**Shirt:** The shirt will be made from khaki, wrinkle resistant, hi-tech wicking material. It will be long sleeve with the ability to be rolled up and buttoned above the elbow. It will have a flat bottom cut with vents in the back of the shirt. The shirt will most often be worn untucked but must be tucked in if the individual is wearing his or her pins and medals. The pockets will be welted but lie flat and will be closed by Velcro on the corners. An undershirt should be worn; however, there is no official color preference. Weather appropriate undergarments are also encouraged. When wearing the shirt untucked, it is recommended that no bolo be worn. While wearing the shirt tucked in, a bolo tie is required. The bolo tie is of the individual's choosing.

With the exception of newly designed patches for each FCF level and the cloth organization patches for the collars, the patch designs and locations on the utility uniform will be identical to that of the dress uniform.

**Pants:** The individual has three pant options. 1) For Ranger Kids and any other Ranger who chooses, blue jeans will be worn. The next two options can be worn by Discovery, Adventure, and Expedition Rangers and all leaders. 2) The solid navy blue RangerTact pants are a new cargo style pants, designed for outdoor activities with a modern style. The pants will have the Royal Ranger emblem sewn into the right pocket and other outrageous Ranger features. 3) The solid navy blue, hi-tech convertible pants will be made from abrasion resistant fabric. The Royal Rangers emblem will be embroidered on the right pocket and will be embossed on the web belt buckle.

**Belt:** A belt is always required, except when the activity dictates otherwise, e.g., backpacking, etc. When wearing blue jeans, a black, dark navy blue, or brown belt, matching your shoes is acceptable. Black or brown boots/shoes with matching belt are encouraged. Because Royal Rangers is a Christ-centered



RIGHT POCKET

We are wise to provide a wide range of uniform options.

# the ROYAL RANGERS UNIFORMS

Current Name	New Name	Intended for...
Dress Blue Blazer	Formal Uniform	Adult leaders
Class B	Dress Uniform <i>(The Class A uniform will be phased out over three years.)</i>	Adventure Rangers Expedition Rangers Adult Leaders
	Utility Uniform <i>(Ranger Kids uniform will be phased out over three years.)</i>	Ranger Kids Discovery Rangers Adventure Rangers Expedition Rangers Adult Leaders
Class C	Special Uniform <ul style="list-style-type: none"> <li>• Business Casual</li> <li>• Casual</li> <li>• Sports</li> <li>• Work/Camping</li> </ul>	Ranger Kids Discovery Rangers Adventure Rangers Expedition Rangers Adult Leaders



ministry, the type of belt buckle should reflect well on the ministry and on Christ. When wearing RangerTact pants, a black web belt with a chrome buckle is required.

**Shoes:** When wearing blue jeans, wear the shoes that are appropriate for the occasion (e.g., tennis shoes, boots, and sandals). Black or brown boots/shoes with matching belt are encouraged. When wearing RangerTact pants, black boots or shoes are required. Under no circumstances may pants ever be bloused in the boots.

**Socks:** When wearing jeans, the socks appropriate for the occasion are worn. When wearing RangerTact pants, black socks are required.

**Vest:** Vests for all age groups will change to a navy blue canvas vest. Although the vests are optional, they are highly encouraged. They are worn only with the outdoor camping uniform, the new utility uniform.

## Special Uniform

The special uniform offers a variety of options for the local outpost for numerous types of activities and personalization.

**Business Casual:** Polo shirt or long sleeve shirt with embroidered RR emblem, business slacks, shoes, and belt of choice.

**Semi-casual:** Polo shirt, long sleeve shirt, casual pants (such as blue jeans), and shoes of choice. Each new GPH catalog will offer a new trendy design. As usual, GPH will always carry the standard navy blue polo shirt with the full Royal Rangers emblem.

**Sports:** We will make available a number of t-shirts that can be customized for the individual outpost. We will begin with three different sports jerseys of various colors, embroidered with the new Royal Rangers sports logo, which can be personalized for individuals, patrols, or outposts. When the line of sports jerseys is complete, there will be six to eight different styles. Hoodies will also be offered.

**Headgear:** Any Royal Rangers cap or hat, purchased through GPH, or other hats given at Royal Rangers events or training camps can be worn. Other hats, such as beanies, boonies, and outback style hats, may also be worn with the appropriate uniform.

## Transition plan

The new line of uniform items will be available early 2009. A three-year transition to the new uniforms will be observed. Rangers can wear the old uniforms until July 31, 2011. This will allow Rangers to out grow or wear out their current clothing. ☘

The new line of uniform items will be available in 2009.  
A 3-year transition to the new uniforms will be observed.



# JUNIOR LEADERSHIP: Developing a “Boy-led, Adult-facilitated” Outpost

by Steve Schultz, National Junior Leadership Development and Events Coordinator

**F**or Royal Rangers to prosper in the coming years, we must strive to be a “*boy-led, adult-facilitated ministry!*” By giving boys and young men the training and the opportunities to lead, they will take ownership of their outposts. They will no longer be spectators but participants in the cause of evangelizing the world, equipping the next generation of Christlike men, and empowering lifelong servant leaders. In Royal Rangers, leadership development takes place primarily in the outpost where opportunities consistently abound to develop leadership competencies. As John C. Maxwell states so emphatically, “Leadership is not developed in a day but daily.”

Currently, many outposts are adult-led, providing limited opportunities for the boys to offer input and direction. Initially this approach appears easier for leaders who view developing junior leaders as time consuming or who think they can do it better if they do it themselves. A good description of leadership is the influence to get things done through and with others. Boys are drawn to things where they can be a vital part, where they can add input and value. As adult leaders empower boys to assume responsibilities and coach them, boys will energize the outpost by becoming reliable and by inviting their peers to meetings. Additionally, junior leaders can be the answer to the leadership void that exists in many outposts not only now but also in the future as we prepare tomorrow’s Royal Rangers commanders as well as church, business, and civic leaders. The investment in junior leadership development always pays off.

To resource commanders to develop next generation leaders, Royal Rangers plans to introduce eighteen new leadership merits (six for Discovery, six for Adventure, and six for Expedition Rangers). Two will be introduced for each group each year, beginning in 2009. These merits will instruct boys and young men on how to be servant leaders, using the acronym **SEALS**: developing social, equipping, attitude, leadership, and servanthood skills. They can be taught at the local level every six months in either a five-week or a one-day format.

These merits are intended for use at the local level. To insure their effectiveness, they must never be taught at the sectional, district, or national levels. The reason this is so important is that if our men send boys to the district, for instance, to earn the leadership merits, the boys will return to their leaders, who because of lack of knowledge of the material presented, will be unprepared to help the boys put into practice what they have learned. As local commanders, on the other hand, teach these important servant leadership competencies, they will be learning and preparing themselves to facilitate the development of their boys and young men as junior leaders.

To develop a boy-led, adult-facilitated outpost, it is important to create a growth environment by providing boys the training and opportunities necessary to development their leadership potential. I hope you agree that it is vitally important that local outpost leaders assume their roles as leadership coaches, empowering boys and young men to become lifelong servant leaders.

Are you “READY” to take boys and young men on a journey in Christlike manhood and servant leadership? If so, commit yourself to developing a boy-led, adult-facilitated outpost. Provide boys and young men the training and opportunities necessary to develop their leadership potential.

## **FAQ:**

**Q: How can we as leaders energize our outposts?**

**A:** We must strive to be a boy-led, adult-facilitated ministry. By giving boys and young men the training and the opportunities to lead, they will take ownership of their outposts. This will energize the outposts exponentially.

**Q: Where is the primary place to develop leadership in your boys and young men?**

**A:** The local outpost! Developing leadership is a daily process. At the local outpost, they can be coached on a continuous basis while they practice and perfect servant leadership competencies. The greatest number of leadership opportunities will be found at the local outpost.

**Q: What new resources will assist you in developing leadership in your outpost?**

**A:** The leadership merits that are to be taught twice a year and focus on developing social, equipping, attitude, leadership, and servanthood skills.

**Q: How can you ensure the effectiveness of these leadership merits?**

**A:** They must never be taught at the sectional, district, or national levels. As you teach these important servant leadership competencies, you will be learning and preparing yourself to facilitate the development of your junior leaders. ☞









## Do I Have a National Champion In My Outpost?

by Steve Schultz, National Junior Leadership Development and Events Coordinator

### *Do you have a national champion in your outpost?*

You may have one or be one and not even know it. The Royal Rangers national championships program has many opportunities to recognize exceptional boys and young men, and yes there are several events that adults can participate in.

There are annual events in Junior Bible Quiz, Teen Bible Quiz, archery, BB-gun, air rifle, smallbore rifle, trap, and black powder. Pinewood Derby, BMX, and mountain biking events are held at each Camporama. They are open to all members of a currently chartered outpost.

All events are designed to be age appropriate; therefore, some restrictions may apply. The JBQ and TBQ are conducted by Children's Ministry Agency and National Youth Ministries, respectively. Royal Rangers who participate in these events and are national finalist are eligible for special recognition from the National Royal Rangers Ministries. Do you encourage your boys to participate in either of these great programs?

Archery and the other shooting competitions are considered "postal events." These events can be held at the local, section, district, region, or national levels, and the scores are mailed to the event sponsor. Those results are then combined with others from across the nation. The top results

are posted on our website and awards are sent from the event sponsor and from our office. Notice that adults can participate in the archery, smallbore rifle, trap, and black powder events.

So ask yourself, "Is my outpost participating in the national championships?" If not, why not do so this year? You never know, you may have a national champion in your outpost. You will never know until you participate.

For the complete rules and guidelines for the national championships, check out the following website: [royalrangers.ag.org/championships](http://royalrangers.ag.org/championships).

### **FAQ:**

**Q: What are the national championships?**

**A:** Events in which Royal Rangers from across the country can compete against each other on a regular basis. It also provides recognition to Royal Rangers who participate in JBQ and TBQ at the national level.

**Q: Can adults participate in any of the events?**

**A:** Yes, adults can participate in archery, smallbore rifle, trap, and black powder events.

**Q: Where can I find out more about the national championships?**

**A:** Visit the National Royal Rangers Ministry website at [royalrangers.ag.org/championships](http://royalrangers.ag.org/championships) or contact the National Royal Rangers Ministry at [rangers@ag.org](mailto:rangers@ag.org).





# ROYAL RANGERS

— INTERNATIONAL —

by Jeff Cooper, Director - designate, RRI

**S**eizing opportunities as they present themselves is a matter of preparedness. That is why being an RRI "READY" Evangelism Force member is so gratifying. **YOU** place RRI in a position to be "ready for anything!"

Our mission is on a strict timeline because boys will only be boys so long. Statistics tell us that our greatest window of opportunity is between ages 4 and 14. That is why "we must make the most of each opportunity" (Colossians 4:5) to transfer boys from the "dominion of darkness ... into the Kingdom of the Son he loves" (Colossians 1:13).

As an RRI "READY" Evangelism Force member you give capable leaders on the front lines rescue tools to deliver the gospel to lost boys and their families worldwide as soon as the opportunities present themselves!

In 2008, we need your support more than ever before. We are doing all we can to resource and serve nations, but there is so much more we could do if our full "READY" Fund was raised. We are currently between 25 - 30% of what is actually needed for us

to function at 100% of the vision. Please consider accepting the "READY" Evangelism Force challenge of \$35 per month. If seven churches in each district would support RRI, the Ready Fund would be at 100%. We can do it together!

Learn more about supporting Royal Rangers International at [www.royalrangersinternational.com](http://www.royalrangersinternational.com) under the Donate link.

## The Wrap Up

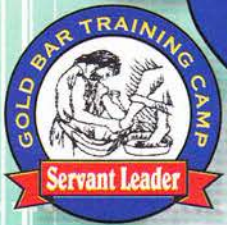
I want to take this opportunity to thank those who have helped RRI reach the young people of the world for Christ and disciple them through the Royal Rangers ministry. We could not be effective at serving the world without you. There have been

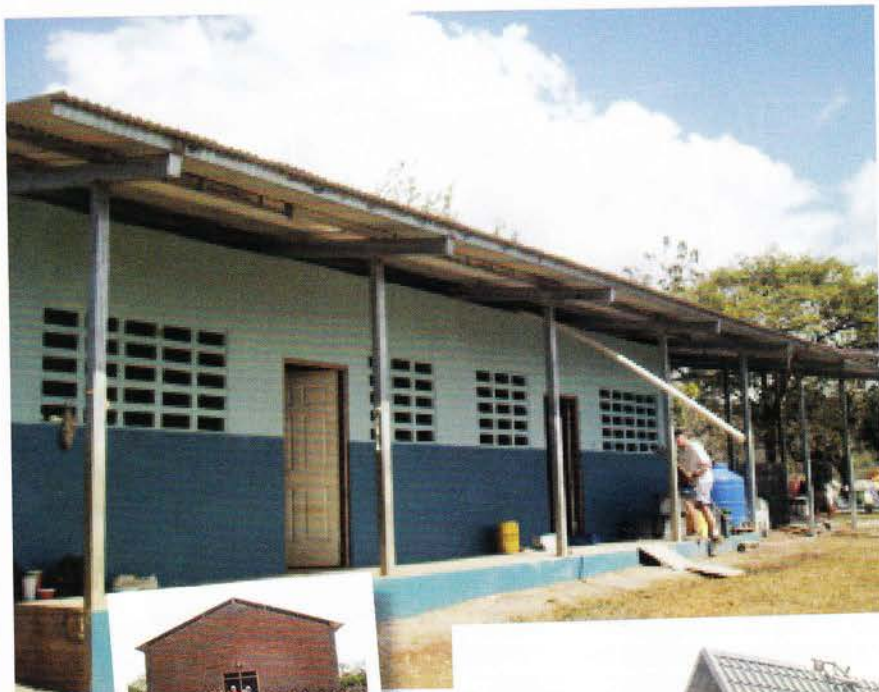
many districts that have blessed us with specific gifts and special support over the past year. You are so appreciated for all you do for RRI!

Please consider partnering with RRI in the above mentioned ways as we pray for God to prosperously bless us in the endeavor of expanding, strengthening, and serving national Royal Ranger ministries around the world! ✝

**RRI "READY" Fund**  
Currently between  
**25-30%**  
of projected  
funds  
needed.

Please consider accepting the "READY" Evangelism Force challenge of \$35 per month.





< School room in Soloy, Panama



^ Church in Bolivia



> Youth camp in Lithuania



< Playgrounds for children's home



# Pathfinder MISSIONS

by Mike King, PathFinders President

**P**athfinder Missions is the construction missions outreach of Royal Ranger. It all started in the early 90's by the Frontiersmen Camping Fellowship. In these early days, a few FCF members drove into Mexico to build a church. Today, the ministry has grown, reaching around the world to places many would never think about going. It is just like FCF to want to do something extreme and challenging. Frontiersmen are still the primary team members for the gold projects because these teams require elite outdoor skills.

Pathfinder teams have expanded into three categories: Bronze level, which partners with US MAPS (Missions America Placement Service) on projects in the United States and territories; Silver level, which partners with AG World Missions MAPS Construction on projects in other countries that have some modern conveniences nearby; and Gold level, which also partners with AG World Missions MAPS Construction (Missions Abroad Placement Service) on projects in the most remote places of the world.

Royal Rangers missions coordinators are placing Pathfinder teams all over the world, and they are building churches, schools, medical centers, playgrounds, and other outreach centers. Having various avenues of participation allows us to include families and Royal Rangers who are too young to serve on the overseas teams. The teams are comprised

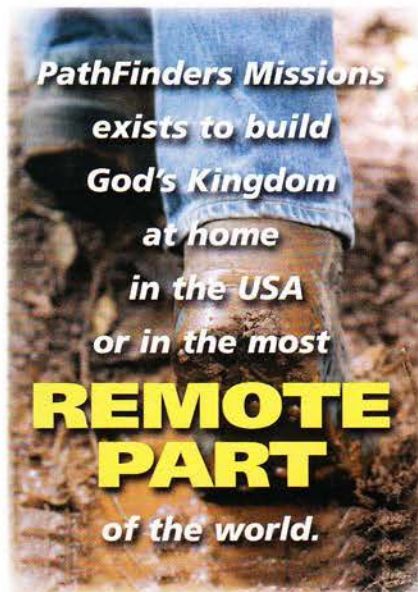
of volunteers who raise their own funding for travel and construction materials.

Although Pathfinders originated in Royal Rangers, more and more people outside of Royal Rangers are hearing about the projects and participating. Many of the teams that I have served on have team members who have never heard of Royal Rangers, which provided a great opportunity to promote Rangers.

Completing a school for a village that has never had one, building a church for someone who has never had a covered place to worship, or constructing a playground at a children's home is an experience that cannot be described. Until you experience it, you will never know the exhilaration it brings. "To give and to serve" is the motto of Pathfinder Missions, and that is just what the team members do.

The need for Pathfinder teams is so great that we are beginning to conduct site visits in various parts of the world to introduce and train missions workers on how to become involved in this great ministry. This year, we will tour many

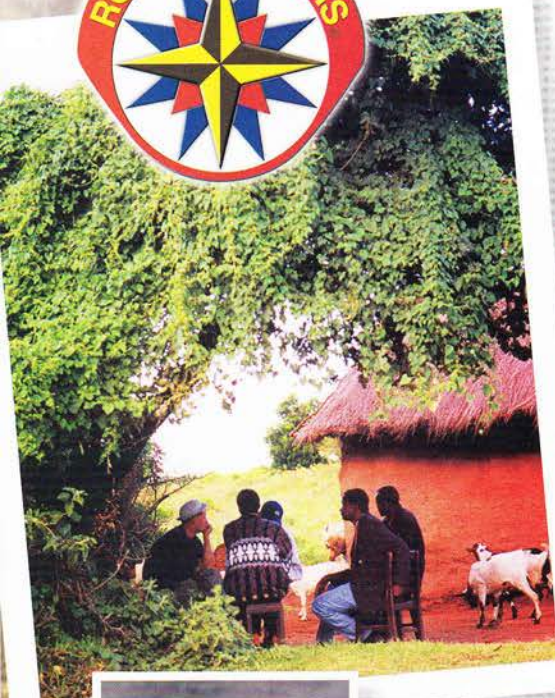
projects in Panama in Central America. ☺



Mike King is a full-time missionary, serving as the National Pathfinder President, and he is available to provide more information on the many needs around the world. Mike can be reached via email at [mikeking5@bellsouth.net](mailto:mikeking5@bellsouth.net) if you would like to schedule him for your group or to ask a question.

The need of more Pathfinder teams is so great that we are beginning to conduct site visits in various parts of the world to introduce and train missions workers on how to become involved in this great ministry.

[www.pathfindermissions.com](http://www.pathfindermissions.com)



*Our Ministry Partnership*



# Master's Tool Box

*by David Boyd, National BGMC Director*



"I'll have to e-mail you later," the missionary said. "My computer battery is almost drained. We've been without power for three days again. When it comes back on, I'll try to respond." These were her words—not complaining, just a simple statement from a faithful missionary living in less-than-ideal conditions.

Imagine living in Africa in the one-hundred-plus-degree heat, and your power goes out. No air conditioning. No lights. No electricity. Your food spoils in your refrigerator and melts in your freezer. Plus, vandalism and looting skyrocket as thieves choose the darkness of night as a time to strike.

"Tools, such as generators, are a necessity," says Mike McClaffin, regional director to Africa. "Power outages are becoming the norm in many parts of Africa."

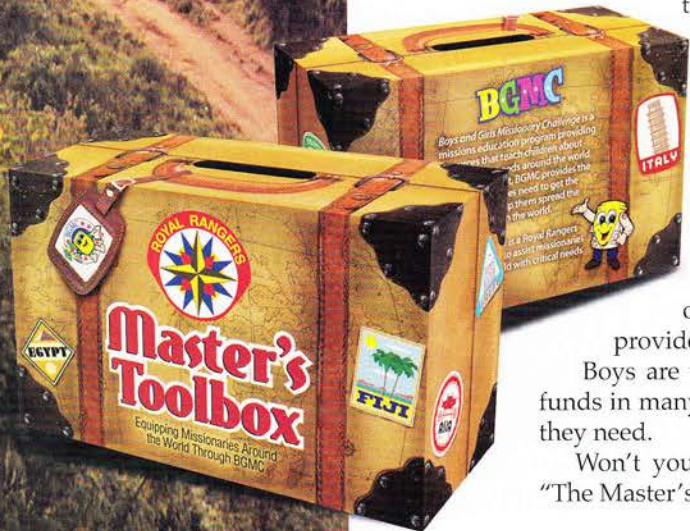
Africa relies upon its Bible colleges to teach the next army of pastors to meet the phenomenal growth of Christianity. Currently, 9,000 African churches are without pastors. Many Bible schools struggle without power as teachers are teaching by candlelight. Students, who usually would stay up all night studying in the library, now have only candles to read by. Combine that with the lack of air conditioning, fans, fresh food, and the danger of thieves taking advantage of the darkness, and you have a bit of a picture of the need for "The Master's Tool Box."

BGMC and our partners, Royal Rangers, have adopted a plan to help meet the specific needs of missionaries, such as generators, air conditioners, water wells, and other equipment needed to further the gospel. These tools are needed by the Master's servants—our missionaries—to further the spread of the gospel.

All across America, Royal Rangers will be gathering at their powwows and campouts, bringing a sacrificial offering, earned by boys who have worked hard to help provide "The Master's Tool Box" for our missionaries to use.

Boys are washing cars, mowing lawns, doing chores, and earning funds in many ways in order to provide our missionaries with the tools they need.

Won't you and the boys of your church consider being a part of "The Master's Tool Box"?





## Here's how we can help.

BGMC provides free curriculum to every church who seeks to teach their children about missions. The curriculum teaches children about various countries of the world, including what it is like to live there, the struggles the people face, the progress of our missionaries, and the ways to pray for the country. The goal of BGMC is to raise up a heart of compassion within children.

Resources on the website ([www.bgmc.ag.org](http://www.bgmc.ag.org)) give children ideas on how they can earn money for missions. Our goal would be that every boy, coming to powwow or other district functions, come with offerings he has earned for missions.

There are many ways boys can

earn funds for missions. Probably the simplest is to announce to their parents, relatives, and the church that they are willing to work to earn money for missions. It is surprising all of the jobs boys can do when people in the church know it is going to missions. Some of the most likely jobs are washing and vacuuming cars, washing windows, raking yards, mowing lawns, shoveling snow, etc. Other good ways kids can raise funds is to buy and sell items. For example, a boy could buy soda by the case and sell it on ice at city parks or sporting events, buy flowers by the flat and sell them door to door as singles, buy candy and sell it, etc.

The church can help boys by organizing sales and helping boys set realistic goals. Fifteen boys raising

\$100 each can total a \$1500 offering quite quickly. The funds that are raised will help our missionaries who are struggling to communicate the gospel often among poor circumstances. Generators, water wells, projectors, health equipment, and even air conditioners are all essential elements, which help our missionaries reach people for Jesus.

Don't forget to also teach your children to pray for our missionaries. Many of them greatly miss their family and friends back home. Often they are in danger of catching sicknesses and diseases that can often be found in foreign countries. Pray that God will protect them and watch over them. ☞

## Royal Rangers 2009 — "Master's Tool Box" Goal is \$100,000!

It is the goal of the National Royal Ranger Ministries to endeavor to raise \$100,000 this first year of our "Master's Tool Box" BGMC fundraising endeavor. These funds will be used for the following projects:

**\$35,000 – Generator** - To provide a generator for an African Bible college that has lost power due to the lack of electricity in the country.

**\$20,000 – Water Well** - To provide an African community with fresh water through a new church plant, which will show Christian love to a community in great need.

**\$15,000 – Church repair** - To repair three or more churches damaged by natural disaster or human violence, such as those in Kenya.

**\$12,000 – RRI** - To assist Royal Rangers International in its effort to disciple young people worldwide.

**\$8,000 – Pastor's Libraries** - To provide a personal study library at a cost of \$200 each to at least 40 graduating African pastors to help launch their ministries.

**\$5,000 – Outreach RR USA** - To assist with RR evangelism efforts in America.

**\$5,000 – RR "Help Up" Fund** - To assist with the launching of new Royal Ranger outposts that lack the funds to purchase the initial materials.

The potential of this new BGMC/RR partnership is immense. Not only will the boys of your church be passionate about providing a pastor's library or drilling a water well for people who become sick from drinking diseased water but there also may be men in your church or your community who would gladly donate significant funds if told about these worldwide needs. Consider doing public workdays, asking for people in the community to contribute funds for these worthy causes. The potential of "Master's Tool Box" is astronomical!

For more information or to download a giving form, visit [bgmc.ag.org](http://bgmc.ag.org).



*Our Ministry Partnership*

# Speed the Light Royal Rangers Christmas Challenge '09

*by Rick Lorimer, National Speed the Light Director*

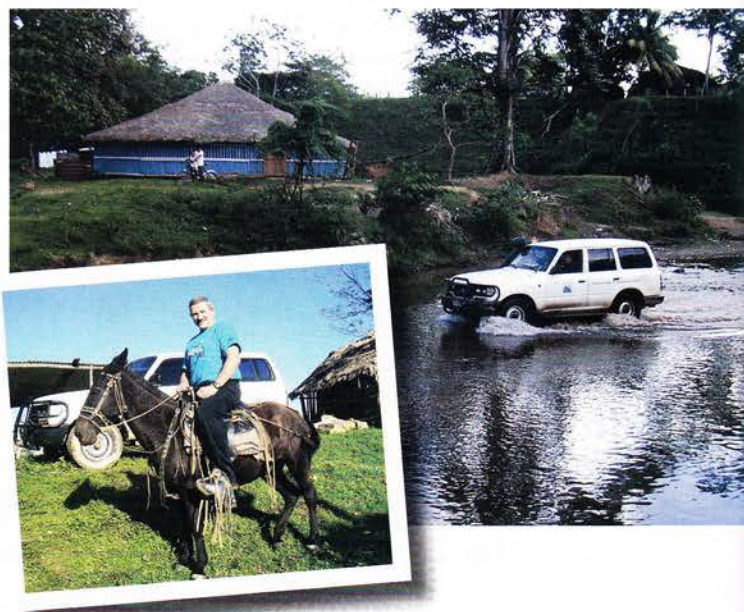
**Gestalt.** It's a German concept meaning that the whole is greater than the sum of its parts. That concept applies perfectly to ministry. For example, the body of Christ, working together, can accomplish much more than any particular person or ministry. And we are fortunate enough to pursue this cooperative effort in raising up our youth to be empowered leaders with a heart for reaching the lost.

Royal Rangers and Speed the Light are looking toward the future with a specific goal in mind: to challenge students to be a part of fulfilling the Great Commission by sacrificially helping to provide much needed ministry equipment for missionaries around the world and here in the U.S.

## Here is our starting challenge: Christmas 2009.

This year, Adventure and Expedition Rangers across the nation will take up a STL offering to provide a boat and motor for missionaries Don and Terri Triplett in Nicaragua. With no paved roads or modern transportation in the area, a boat is necessary for the Triplets to be able to reach the many tribes of Miskito Indians in the area with their river and lake ministry. This Christmas gift will cost \$25,000, but I believe that all of us, banded together toward a common goal of missions, can provide for this need.

When your outpost participates in this challenge, please send your check to the Speed the Light office at 1445 N. Boonville Ave., Springfield, MO 65802. Please make your checks payable to RR/STL Project and include 01.001.003.4001.000 in the memo line. This will help our office know exactly which project you intend the donations to go toward. The deadline for the donations to be into our office is November, 31, 2009.



## So...what is Speed the Light?

The concept is simple: we give so others can speed the light of the gospel to a world in darkness. This is accomplished by providing the "essential transportation and creative communication" equipment for missionary evangelism. Through modern transportation, radio, television, the printed word, and equipment for mass evangelism, our missionaries can better fulfill the Great Commission.

Speed the Light began in 1944 when Ralph W. Harris prayed for a way to channel Assemblies of God youth into worthwhile activities. The end of WWII was the answer to his prayer as it became very apparent that there would be an abundance of military vehicles and equipment that could be purchased and used for missions work.

**RANGERS OUTPOST CHRISTMAS CHALLENGE 2009**  
**Provide boat / motor for missionaries Don & Terri Triplett in Nicaragua**

*Send checks payable to:*

**RR/STL PROJECT (Memo line: #01.001.003.4001.00)**

**Speed the Light, 1445 N. Boonville Avenue, Springfield, MO 65802-1894**

## So...why Speed the Light?

Speed the Light is about giving and using what we have for God so that heaven will be full and hell will be empty. Everything we do today has eternal ramifications. STL is crucial to the fulfillment of Jesus' commandment to "go into all the world..." STL empowers both students and adults to take personal ownership of the Great Commission, and it provides everyone the opportunity to do at least something to reach the lost. We are passionate to see souls saved and lives changed.

Here are a couple of testimonies from missionaries whose ministries have benefited from Speed the Light:

*"STL helps missionaries like me make the most of our time and reach as many as possible. If STL didn't exist, I would have to scale back drastically on the amount of ministry I do. A STL car makes it possible for me to travel between 50,000 and 60,000 miles a year in the state of Iowa. Without STL, we couldn't use multimedia to communicate a never-changing message in a relevant way with today's teenager. We couldn't accomplish the vision God has given us."*—Youth Alive Missionary Heath Adamson

*"STL rocks, but sometimes it is hard for some of us urban jungle workers to let students know just how important their giving is to the ministry that we are doing. STL totally speeds up the process of reaching people with the gospel by keeping missionaries out in the harvest field instead of having to spend even more time raising funds for their vehicles. That is a very powerful contribution and one for which I and my colleagues are extremely grateful."*—Urban Outreach Missionary to Bangkok

This Royal Ranger Christmas challenge teaches an important lesson to our young people: sacrifice. A few years ago, when my son, Ricky, was 17 years old, he approached my wife and asked that we give him cash for Christmas. At first, nothing seemed amiss. What teenager doesn't like cash? But then he clarified his intentions. "I want to give all my Christmas money to Speed the Light. I want to go one



[stl.ag.org](http://stl.ag.org)

year with nothing so a missionary can have something, so someone can be saved."

That is missions in a nutshell. Not everyone can go. Not everyone can speak to natives in another country. Not everyone can hold a school assembly here in the U.S. and openly share his testimony. But everyone can give. Everyone can sacrifice. Everyone can do something to reach the lost.

If our missionaries are going to get to where the lost live, it will be because of Speed the Light. Almost every missionary in the Assemblies of God will at some point fly, drive, or float to their destination in transportation that has been provided to them by our churches and students through Speed the Light. Airplanes, cars, vans, motorcycles, bicycles, trucks, buses, boats, horses, camels, donkeys, wheel barrows, etc., if it has wheels or hooves and can carry a missionary to a country, city, town, village, or under a cardboard box where someone is waiting to hear about Jesus, Speed the Light has provided it.

While the function of STL is to provide our missionaries with essential transportation and creative communication equipment they need, the real mission of STL is to see souls

saved and lives changed. We give so our missionaries can travel faster, preach clearer, and be heard louder in order that Heaven might be a bigger place, filled with people from every nationality, color, and tribe who have accepted Him as their Savior.

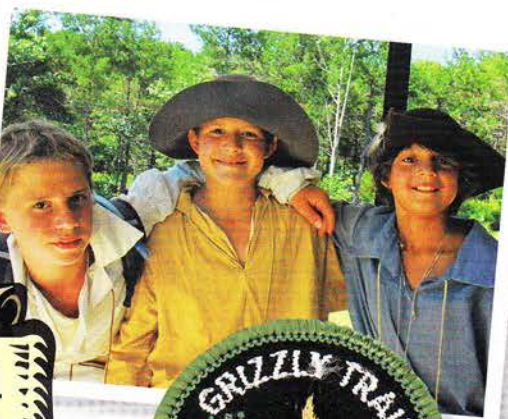
I'm so grateful for your ministry to students through Royal Rangers, and this partnership is exciting to me. Thank you for taking ownership and exhibiting leadership in this RR/STL endeavor. I look forward to seeing us do something extraordinary in 2009. ✨



**Rick Lorimer**

*Director, Speed the Light & Student Missions*

# FRIENDSHIP



by Jim Rounsville, National FCF President

**F**rontiersmen Camping Fellowship (FCF) is like nothing you've ever experienced. Visualize sleeping in a colonial marquee or primitive tee pee, shooting a handmade Osage bow or a black powder muzzleloader, or expertly throwing a tomahawk and bowie knife. Picture yourself wearing garments and accoutrements of the early American patriot or an authentic buckskin war shirt decorated with lazy-stitched bead strips, horsehair locks, and fringe down to your knees or handcrafting your own historically authentic gear. Imagine learning Mountainmen techniques for setting traps, snares, and deadfalls, preparing garment leather and trekking gear, or building a fish dam with only a tomahawk. Picture yourself building a shelter that will survive extreme elements. Imagine doing all of that and at the end of the day carving off a slice of roasted wild game from an open fire spit. That's just some of the fun you'll have when you join FCF.

FCF camps and events are designed to give boys and men a common ground to experience, demonstrate, and share the primitive skills and crafts of early American history. Once you are a member,

you can choose to stay at the "Frontiersmen" level, advance on to "Buckskin" level by expanding your primitive skills, or become an expert outdoorsman at the "Wilderness" level. No matter what you decide, you'll have lots of fun experiencing the life of a FCF member.

## How Do You Join the Fun?

Adventure Rangers, Expedition Rangers, and Royal Ranger leaders who complete the Trail of the Grizzly are eligible to become FCF members. Contact your district FCF president to obtain a membership application and find out when they are having their next Frontier Adventure member induction. 🍷



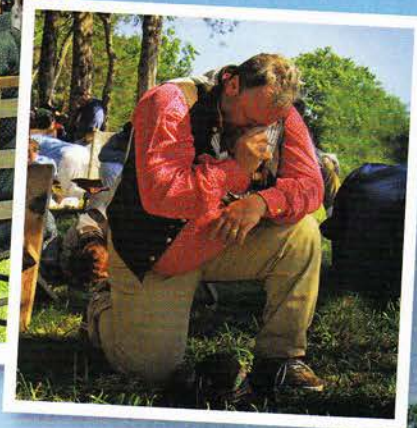
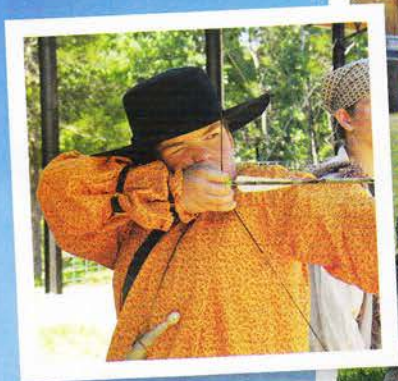
For more information visit our website at [royalrangers.ag.org/fcf](http://royalrangers.ag.org/fcf)

Additional information can also be found in the *Frontiersmen Camping Fellowship Handbook*, available from Gospel Publishing House. Call 1-800-641-4310 and ask for item number 02MX2153 or go online at [gospelpublishing.com](http://gospelpublishing.com)



# COURAGE

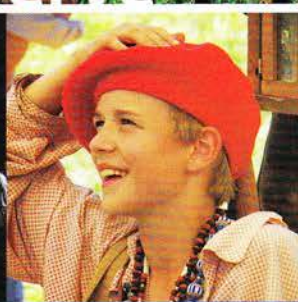
**LEADERSHIP**



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**Ad Dare Sevire - To Give and to Serve**



**ACHIEVEMENT**

**A**



**A. ROYAL RANGERS CAP**

Navy brushed cotton twill cap with RR emblem embroidered on front. Adjustable Velcro strap. Worn with Class B and C uniforms.

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**B. ROYAL RANGERS 2-TONE LOW-PROFILE CAP**

Khaki crown with faded royal blue bill. Royal Rangers starburst is embroidered on front of cap. Brushed cotton with matching fabric strap closure and brass buckle.

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**C**



**C. ROYAL RANGERS BLACK LOW-PROFILE CAP**

Pro-style, low crown, brushed cotton cap with velcro adjustable strap. Royal Rangers starburst embroidered on front of cap.

**08HU6220 \$9.99**

**D**



**D. FOLDING HUNTER\***

A dependable, good looking knife that won't have a problem doing whatever you need it to do. Rounded gold end with Royal Rangers emblem. Includes leather sheath. 4 7/8"

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**E. ROYAL RANGERS WALLET** Nylon with Velcro closure.

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**E**



**ROYAL RANGERS FLAG DESK SET**

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**Pkg. of 48.** 12 of each

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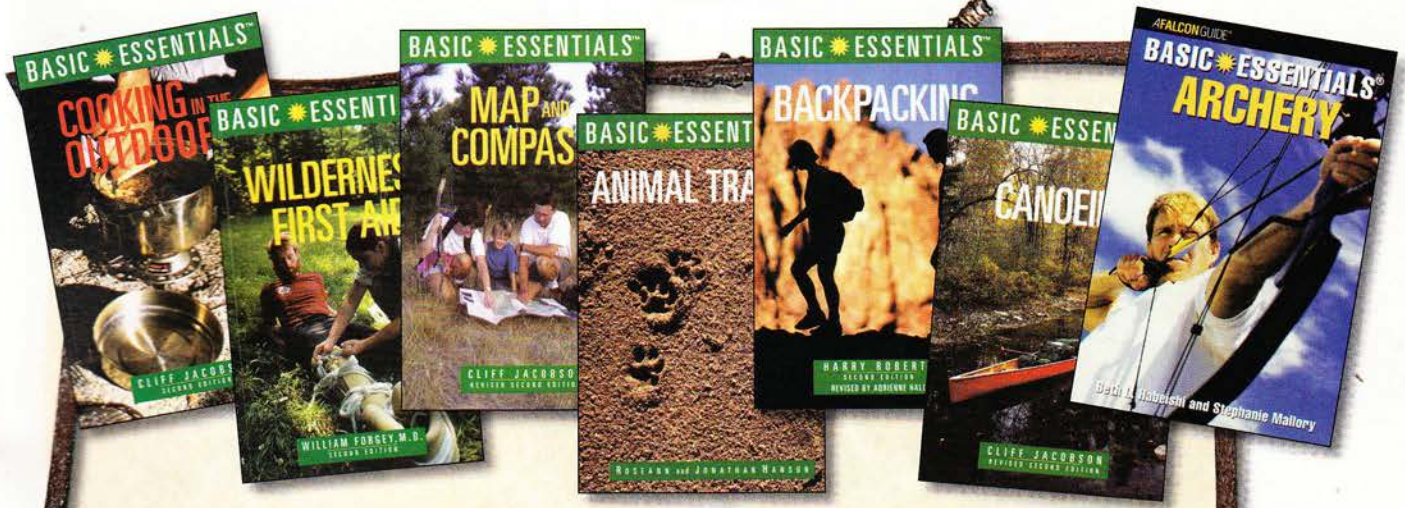
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Black RR imprint. 16 oz.

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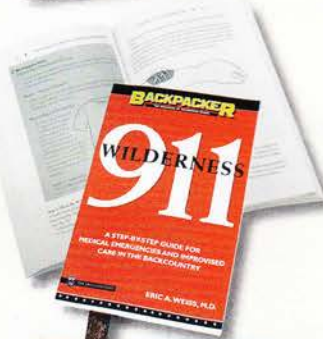
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Keeps things simple and allows you to quickly diagnose symptoms, treat a variety of bad to really bad wounds, and know when it's time to leave the area. Even if first-aid supplies are scarce or nonexistent, you'll know what to do. Paper.

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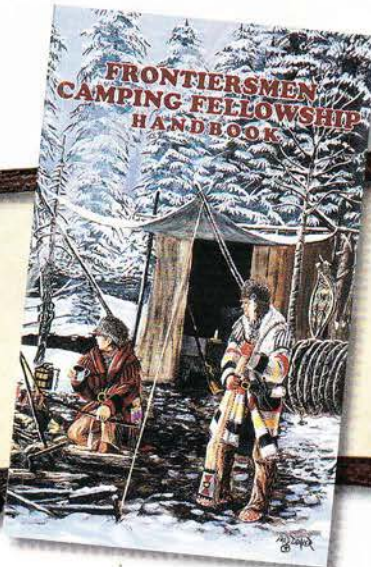


Call 1-800-641-4310  
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 Visit [www.RoyalRangers.ag.org](http://www.RoyalRangers.ag.org)

**FRONTIERSMEN CAMPING FELLOWSHIP HANDBOOK**

If you and your boys are, or want to be involved with FCF, you need this on your reading lists. Completely outlines the Trail of the Grizzly advancement system. And what's more, it discusses the development and structure of the FCF and provides the frontier traditions and skill requirements for all 3 levels. Paper.

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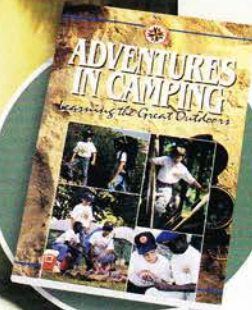
# Your TREK into the WILDERNESS Just Became a WALK in the PARK



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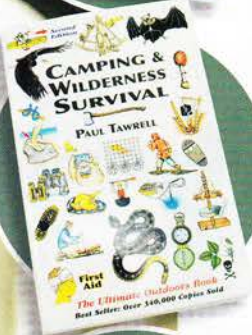
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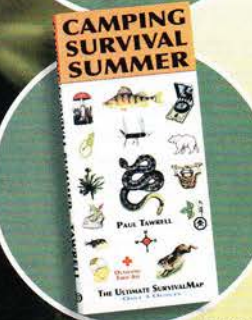
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**Royal Rangers**

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\*729891\*