

INFLUENCE MORE BOYS & YOUNG MEN THAN EVER, MORE EFFECTIVELY THAN EVER

LEADERS EDITION



# RANGERS

Mentoring Future Men

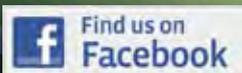
*Now*

## > rCulture

What We Value  
and Believe and  
How We Think



## TAKE A STEP OF FAITH Into A Brighter Future



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ISSUE 4 | 2011-2012



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# RANGERS

## Now

ISSUE NO.4 / 2011-2012

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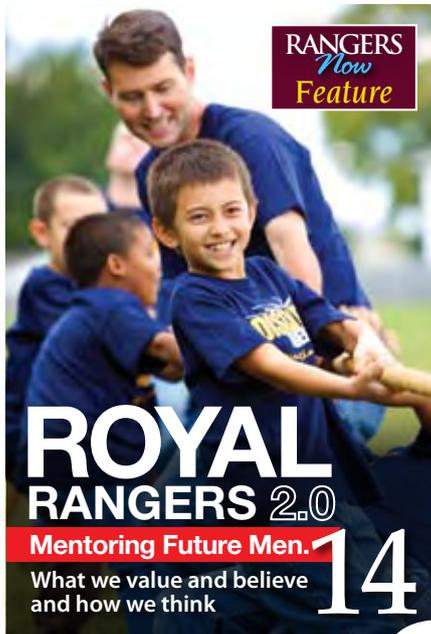
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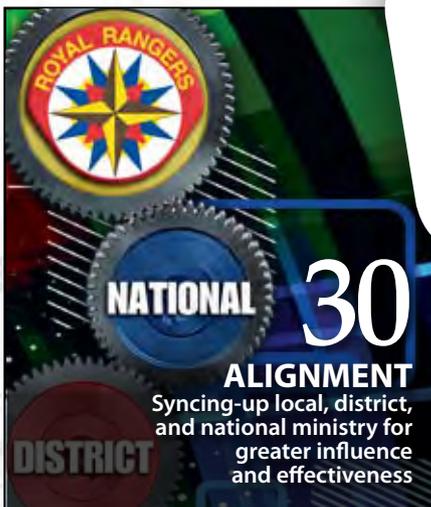
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**Royal Rangers provides Christlike character formation and servant leadership development for boys and young men in a highly relational and fun environment.**



# ROYAL RANGERS IS A **MENTORING** MINISTRY FOR FUTURE MEN

# 3

resources to help you succeed in answering every boy's deepest questions



## Is there a cause bigger than myself to live for?

- Leadership merits - develop lifelong leadership skills
- Junior Leadership Foundations - equip new Jr. leaders for early success



## Do I have what it takes to be a godly man?

- Bible merits - guy-specific discipleship process: Christlike manhood, biblical worldview, sexuality, doctrine, and cultural issues



## Can living a Christian life be an adventure?

- Skill merits - options for every boy: outdoors, sports, trades, technology, arts, and ministry

Find these resources and more on...

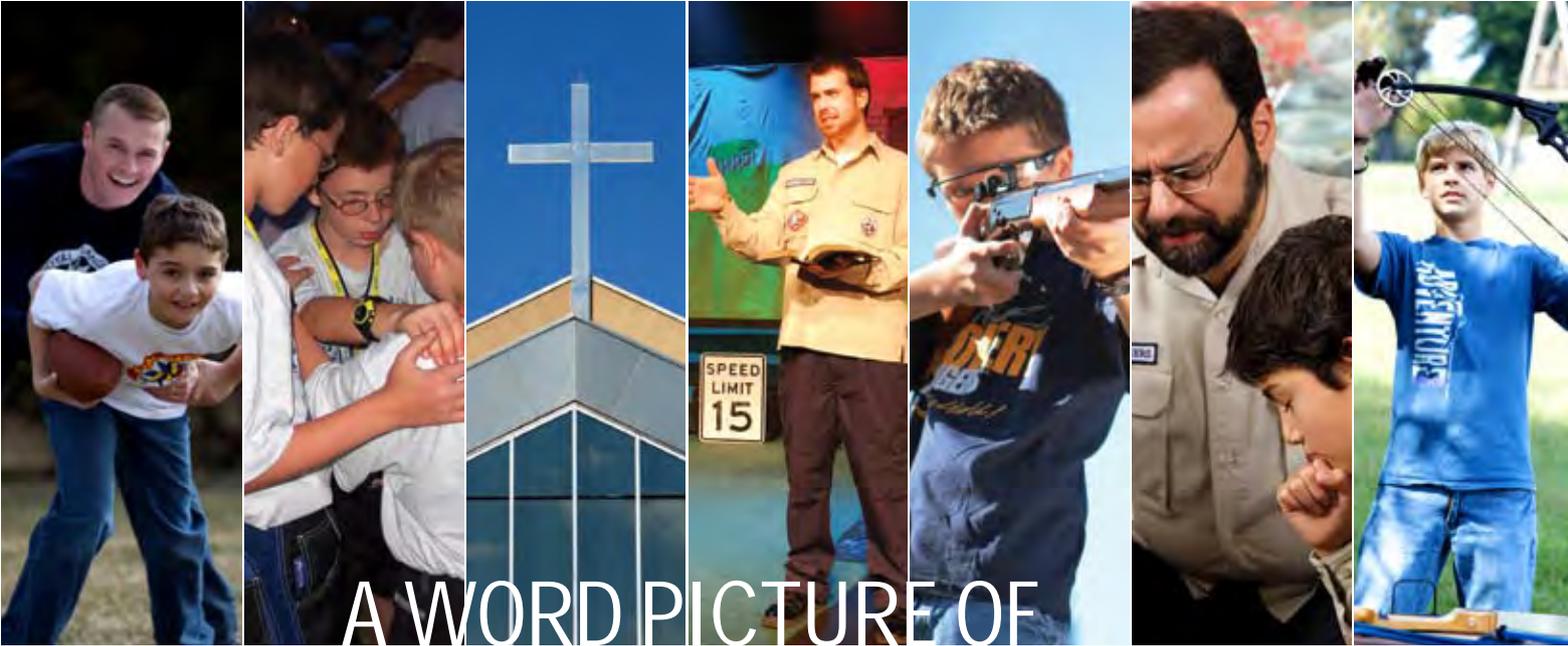


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and tablets





# A WORD PICTURE OF OUR 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, 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!





# A STEP OF FAITH INTO A *BRIGHTER FUTURE!*

END OF  
CONSTRUCTION  
ZONE

MORE  
EFFECTIVE

MORE  
FLEXIBLE

MORE  
INTERCONNECTED  
WITH  
OTHER  
MINISTRIES

## » Fellow Rangers Commander: Who can say they love road construction zones?

**No one!** Right? But we do like the outcome—a wider road, a new ramp, a smoother ride. We handle the delays, dust, and detours with a sense of anticipation: “It will sure be nice when this road work is done!” And after it is, have you realized how quickly we forget about the hassles?

Road construction is uncomfortable but necessary and worthwhile in the end.

In 2008, following a year of thorough research and extensive dialogue, the Executive Leadership of the Assemblies of God, the Executive Royal Rangers Committee, and the national Royal Rangers team embarked on a series of ministry improvements. The objective was to become *more effective* in our mission, *more flexible* in our methodology, and *more interconnected* with other ministries of the church.

Like road construction, change in a ministry like Royal Rangers is uncomfortable but necessary and worthwhile.

As we approach the end of this season of ministry improvements and as we prepare to celebrate our 50th anniversary, the national team felt it wise to devote this edition of *Rangers NOW* to accomplish three things:

- 1) To summarize the journey we have taken and to reiterate the reasons for the changes made
- 2) To inspire you with some of the successes leaders are enjoying across the nation along with a few historical facts and trivia about Royal Rangers (*Look for the icons below.*)



- 3) To help you prepare for and participate in our 50th anniversary at Camporama coming in July 2012 at Camp Eagle Rock, MO (*You will NOT want to miss the ultimate event for guys!*)

I want to salute you for your faith, your steadfastness, and your patience during this time of transition! As we navigate through organizational change, God's greatest interest is in shaping us individually into His likeness. The discomfort of ministry adjustments gives Him a perfect opportunity to stretch and grow us. It's not just about new patch designs, new merits, or new training; it's about being renewed in the inner man. He is less concerned about what happens to Royal Rangers (the program) and most interested in what He can do in us (the men) and through us (the ministry) as a result. If God has our full devotion, He will take care of Royal Rangers. After all, you and I are the mentors and models. There is no substitute for spiritual maturity in ministry leaders. A favorite Spurgeon quote of mine is: “While men look for better methods, God looks for better men.” Your attitude, actions, and reactions have honored Christ, and I'm humbled to serve next to you as we mentor future men together!

So let's take a step of faith together into a brighter future. Let's make our next 50 years far greater than the first 50. Let's influence more boys and young men than ever, more effectively than ever!

See you at the Camporama celebration,

Doug Marsh  
National Director



**“I LOVE JESUS!”**  
How about you?™

A billboard for National Camporama. The top part features silhouettes of people with their arms raised in celebration against a bright, colorful background. Below this, the word "National" is written in a cursive font, and "CAMPORAMA" is written in large, bold, block letters. Underneath, it says "JULY 9-13, 2012 ★ EAGLE ROCK, MO". A Facebook logo is in the top right corner. At the bottom of the billboard, the website "NationalCamporama.com" is displayed.



**Ben Picton** and **Doug Marsh** visited together with coffee in hand. Here's how the conversation went,...

### INTRODUCTION

*Doug, I'm the newest member of the national team,...*

Yes, and it's great to have you on the team!

For those who don't know Ben, he's our new national communications coordinator. He recently graduated from Evangel University in Springfield, MO with a Bachelors degree in Business Administration with a concentration in marketing, and he graduated with high honors!

He and his wife are also new to Rangers and Girls Ministries and are getting very involved in their local church. It's great to see!

*Well, thanks. I wasn't fishing for compliments,...*

Oh, I know you weren't. I just wanted to welcome you to the team and brag on you for a minute.

*I intended to say that I'm new to the national team and relatively new to Royal Rangers. I've discovered there are a lot of us new leaders joining, and, of course, there are a lot of established leaders, too. Rangers has been going through a season of change, and we are nearing the end of it. Before we talk about the strategic improvements that have been made, can you summarize the reason for all the changes?*

Great point, Ben! Yes, there are many churches starting Rangers. It's exciting! I'd like to welcome the new leaders joining the ministry as well as salute the steadfastness of our experienced leaders during this transitional time.

At our 2008 National Council and Conference, we shared a devotional, called "Ladder Shifts." When you paint while standing on a ladder, you can only reach so far before you have to climb down and move it. Even though getting off the ladder is required to make progress, the readjustment does appear at times to inhibit. It would be nice to paint without ever having to get off the ladder, without ever having to inspect the area you've covered, and without ever having to prepare to paint the next section. Again, that would be nice but not realistic.

The same is true in ministry. At regular intervals, you have to stop what you are doing, step back, assess your effectiveness, and plan your next steps. That is what we have been doing. The good news is that generally speaking we are nearing the end of this "ladder shift," this time of change.

But to get back to your question, Ben, we have introduced all these changes with one purpose in mind: "To position Royal Rangers to influence more boys and young men than ever, more effectively than ever!"

That is our heart, and the heart of our Executive Leadership of the Assemblies of God. Dr. Wood, our general superintendent, wants to see Rangers fly like never before—for our future



evangelism, discipleship, and leadership development to be greater than our past and greater than our memories. He wants Rangers to be better than ever! One of his core values is to “strategically invest in the next generation.”

We want to provide our Rangers leaders the most effective and flexible ministry possible that will connect intentionally with all the ministries of the local church. We want to provide our Rangers leaders with the ministry tools that will inspire, resource, and mobilize them to mentor future men.

*That sounds awesome! What advice do you offer Rangers leaders as we finish what you have called a “ladder shift”?*

Learn! Learn about the changes. Go straight to the sources of information yourself. This interview, this entire edition of *Rangers NOW*, the new *Leader Manual*, the national ministry web site, and the new training experiences like National Rangers Ministry Camp are all excellent sources. Change can make you feel uncertain. However, as you learn about the changes and as you put them into practice yourself, your confidence will be restored, and you’ll find what others are discovering—the changes are making them more influential and effective mentors. They are discovering the new Bible merits on TRaCclub, for instance, are helping them make a greater spiritual impact, and well, my enthusiasm is leading me into a level of detail you probably want to cover later.

*Yes, we’ll come back to TRaCclub later,...*

### THREE OVERARCHING GOALS

*For now, I’d like to pick up on something you just mentioned. You said you wanted Rangers to be effective, flexible, and interconnected. Can you talk more about that?*

I’d love to. Soon after I was appointed national director, I began an extensive dialogue process with the Executive Leadership of the Assemblies of God, with people at the Gospel Publishing House, with the Executive Royal Rangers Committee, with Rangers leaders, with parents, and with lead, children’s, and youth pastors. The entire national team sought the Lord for wisdom and help as we set three overarching goals designed to equip Rangers leaders to be more influential and effective mentors in godly manhood and servant leadership development.

Throughout the dialogue process three words or concepts surfaced frequently.



Rangers needed to be more *effective in our mission*, more *flexible in our methodology*, and more *interconnected with the other ministries* of the church. Over time, I couldn’t help but think people were describing the functionality of an MP3 player, such as the Apple iPod®.

An iPod® allows you to download the content of your choice. It’s no longer necessary to buy an entire album, for instance, the way we used to when we bought CDs, tapes, 8-tracks, long play records, etc. You can also arrange the music you chose into playlists so that it reflects your preferences. This is an effective and flexible way to manage costs, genres, preferences, etc.

The iPod® is also very connected with other technologies. Now even more, when you add the benefits of the iCloud®, your music, podcasts, videos, or apps that have been downloaded to one device, such as your iPod®, will automatically appear on your home computer, smart phone, or iPad®.

This is the kind of effectiveness, flexibility, and interconnectedness that our churches expect of Royal Rangers. That became very apparent in the dialogue.

*That is a great parallel! Can you quickly unpack each of those overarching goals starting with “effective”?*

You know, it’s never pleasant to take a cold hard look at yourself as a ministry. What happens when you look in the mirror and don’t like what you see?

*You run!*

Right! You can either take a closer look and make a plan to change so you will later like what you see, or you can ignore it and keep on doing the same thing.

When we assessed our effectiveness as a ministry, we discovered something we didn’t like or want to admit. We had lost some of our spiritual effectiveness, though obviously not all by any means. Not even close!

But something had happened to me, to us, that is all too common for ministries, churches, and even businesses. We had long ago lived the early stages and years of discovering how to best reach boys for Christ. This is an exciting time for any ministry, characterized by entrepreneurship, learning, enthusiasm, creativity, and growth. But one of the goals of this stage is to establish practices that others can use and be equally effective in other settings and places. We did that, and Rangers groups all across the nation started. But then something happens. Those practices get institutionalized and get taught to new leaders as “the way” to reach success. As long as those ways work, growth will happen, but when they don’t, those “Ranger ways” of doing things must be rethought and retooled, or they will drag the ministry down.

What we learned was that many of the methods Rangers has traditionally used were still very effective in many places. But they were not effective in many others. A societal shift had taken place. Whereas in the 60’s, 70’s, and even the 80’s the churches in our nation were rather homogenous,...

*Homogenous?*

Yes, they were more like each other than *different* from each other. The majority of our churches, for instance, sang from the same hymnal. More often than not, pastors structured their churches the way the national office prescribed. I’m told you could usually expect a salvation message every Sunday night. Evidently, that was the service seekers were more likely to attend back in the day.

Churches were homogenous because our nation was so. But then forces acted within our society, and our communities changed. Slowly over time church music, structures, and styles changed because every community was different. Pastors





## “Rangers is a mentoring program for future men.”

had to change their approach. Every church has become unique and rightfully so. But Rangers did not sufficiently adapt. We continued to offer a one-size-fits-every-church approach.

So naturally, when I spoke with church leaders who had stopped using Royal Rangers, many explained it no longer worked in their church. They had not lost their desire to mentor future men, but the ministry tool was not working in their ministry context. The takeaway was this: ‘To be effective, we must to be more flexible.’

*Can you give me an example of something we do in Rangers that might be effective in one church and community but ineffective in another?*

Camping is a great example. Boys in some places want to camp every chance they get. Now, I have to admit, I’ve only found a few young men who *never* want to camp, but they are the exception. Most boys want to camp from time to time but not necessarily *all* the time. A church full of boys who want to camp every chance they get should absolutely camp regularly. So one church may find camping very effective while another finds it to be a burden if they do it too often.



So what we did in our assessments is ask guys what gave them that, “Arr, arr, arr, I’m a man feeling.” Boys and young men described activities that fell into five or six broad categories: outdoor activities, sports, trades, technology, arts, and ministry or service. We determined that to be effective we needed to let churches decide the skills or competencies they offered their boys. We already had a wide range of skill merits that fell into these categories. We just needed to adjust our advancement system so that churches could choose the activities that interested their men and boys.

*That’s an example of the ministry’s new flexibility.*

Yes, it is!

*So that church full of boys who like to camp all the time can still do that and advance in Royal Rangers?*

Absolutely! We feel this approach to advancement will help churches in the future as the interests of boys will undoubtedly shift over time.

Ben, look at this through the lens of a pastor with a heart to reach boys. One of the first things he will ask himself is who will lead Royal Rangers? If he comes up with five names but only one is an outdoorsman and if Rangers is just a camping program, he will conclude he can’t effectively run Rangers with just one man. However, if those same men have interests in sports or trades or technologies, he can certainly start Rangers with the men he has.

More to the point, Rangers is a mentoring program for future men. Our ministry identity can’t be rooted in our methods because when the methods change our identity will be shaken and our future threatened. If we draw our identity from the timeless biblical purposes of evangelism, discipleship, and leadership development, we will not feel threatened when we have to adjust our methods to effectively accomplish our mission and purpose.

*Since you mentioned methods, let me chase a rabbit trail for a moment. Why are activities so important in Royal Rangers?*

Anytime you want to mentor future men, you must do it around activities because God wired men and boys to build relationships side-by-side while doing things together. Ladies, on the other hand, build relationships face-to-face, primarily by talking. As guys do things together and friendships develop, mentoring in godly manhood and servant leadership can take place as Rangers leaders use our newly revised Bible merits and newly developed leadership merits. So activities are important because they form the bedrock of the mentoring relationship. Spiritual investment into the lives of boys can happen around any mentoring activity—outdoors, sports, trades, technology, arts, ministry, service, etc.

*Let’s get back to the overarching goals. Do you have anything else about being “effective” that you would like to add before we move to “flexible”?*

Yeah. I referenced our new Bible and leadership merits. One of the things I believe the Lord wants from Royal Rangers is for us to be the premier, most sought after church ministry for the next generation of men in America, period! To reach that goal, we must develop exceptional Bible and leadership resources.

Our Bible merits should focus primarily on shaping boys into godly men. This is a theme in Royal Rangers. We are the future men’s ministries of the Assemblies of God and the broader Pentecostal church. Only a small percentage of our leaders are trained in theology, hermeneutics, and homiletics. Therefore, our materials must be well prepared so every leader can speak biblical wisdom into the lives of our boys and young men, providing “precept upon precept, line upon line” discipleship. Beyond the resources, as important as they are, each of us as

Rangers leaders must remind ourselves regularly that even if we are not trained to be pastors or evangelists we are spiritual leaders. We must demonstrate a love for God's Word, study it, apply it, and speak it into the lives of our future men. They need to see authentic men and authentic spiritual leaders. For this reason, we have rewritten our Discovery and Adventure Rangers Bible merits and are in the process of revising some of the Expedition Rangers Spirit Challenge lessons. The new boys' handbooks will have a strong emphasis on the spiritual development of our boys into godly men.

In addition to the Bible merits, we have also developed new leadership merits. At the time of this interview, we have almost half of the 18 leadership merits complete. Our goal is to shape boys to become the best Christian leaders possible. The emphasis of these merits is in servant leadership development. They are also crucial in creating a boy-led, adult-facilitated ministry where boys develop ownership of the outpost and learn to lead by leading and serving on a regular basis at meetings and outings. I'm excited, and you can mark my words, "These merits will be transformative!"

So, Ben, both of these new resources are designed to help leaders enjoy greater ministry success. The activities, as I described earlier, are very important because they build the mentoring relationship. Then, the Bible and leadership merits give content, depth, purpose, and direction to the relationship. Bottom line, these resources provide great content the Holy Spirit can use to influence more boys and young men than ever, more effectively than ever.

*I'm picking up on a theme. You believe God wants Royal Rangers leaders to spiritually influence more boys with the gospel than ever and do so more effectively than ever!*

Absolutely. Our best days are ahead!

*So true! OK. Let's talk about "flexible," our second overarching goal.*

We want Rangers to be very flexible so that it can work in any ministry context. This means church leaders have to make a series of choices based on how they believe they can best reach the families in their community.

*What kind of choices?*

OK. There are many flexible ways to use Rangers. The church gets to discover theirs.

First, the church chooses the *relational mentoring activity*. That is, what will draw the greatest number of men and boys

together? That can be outdoor activities, arts, sports, trades, technology, or ministry or service. An outpost can focus on merits in one, two, or all of these competencies.

Next, they chose the *uniform* that will project the image the church wants and that will rally and inspire the boys and young men. There are numerous options—the new utility uniform, the familiar khaki uniform that we now call our dress uniform, t-shirts, polos, sports jerseys, and, of course, the vest. A church could even opt to use no uniform at all. They could use the utility uniform in Ranger Kids, Discovery Rangers, and Adventure Rangers but opt to use sports jerseys for Expedition Rangers.

*In the event a church uses a sports jersey or a t-shirt for their uniform, how would they recognize boys for their advancements?*

Great question! We have created a number of non-uniform recognition products. The most useful is the advancement logbook. It provides a boy or young man a place to affix a sticker each time he completes a merit or an advancement. It is a visual way to track a boy's progress and help him stay motivated. (When the new handbooks come out, the newly designed and formatted logbook will be embedded within.) We are also introducing other non-uniform recognition options.

*Awesome! Take us to the next choice a church makes.*

Next, the church decides the *leadership title and style* that will define the nature of the relationship they feel is best suited between the mentors and the boys and young men. An example is whether a leader is called a Group Commander or a Group Leader.

Then, the *budget* decisions come. By determining their level of product use, a church can increase or decrease its costs. Royal Rangers is affordable so that every family and church can participate. For instance, a new outpost could easily offer its families all the life-changing benefits of Rangers by providing a handbook, a t-shirt, and charter for an average of less than \$25 per boy per year.

Finally, the church will have to select among the *staffing* options, including the possibility of using the Royal Rangers and Girls Ministries Together Plan.

*So the five choices are activities, uniforms, titles, budget, and staffing. Can you piece all this together now?*

Sure. The point is that the local church knows its ministry context better than anyone. By creating flexible ministry tools, we can equip churches and mentors

everywhere and anywhere to reach boys and young men for Christ. That really fires me up! That's in part how we will all be able to influence more boys and young men than ever, more effectively than ever.

*You have one more overarching goal to talk about, right?*

Yes. First of all, church leaders have called on Rangers to be very effective at mission. I know that is the heart of every Rangers leader everywhere! We want to be the very best mentoring ministry for next generation men in America, period!

Second, church leaders have called on us to be flexible in regard to methodology because what will work in one church may not work so well in another. If we only offer one way to do Rangers, we will limit our Kingdom impact. If we can be flexible, we can increase our eternal value.

Finally, church leaders are calling on all ministries to work closely together in very intentional ways, to be highly inter-connectable while, at the same time, bringing to the table what makes them unique. That is my heart also. The every-ministry-is-an-island-to-itself approach is a lonely and unproductive way to minister. When we isolate ourselves, we get forgotten because an out-of-sight ministry is an out-of-mind ministry. When we do notice others reaching kids and teens around us, we view each other as competitors rather than collaborators. Competitors fight each other, but collaborators help each other. Competitors do what is best for themselves, but collaborators do what is best for the kids and teens they are reaching. Church leaders, parents, and more importantly, boys and young men need us to collaborate with the ministries of the local church.





*So how does Rangers connect with the other ministries of the church?*

It starts with our attitude. If we extend a hand to help, serve, and connect with the other ministries, we can start to create collaboration. That is my call to every Rangers leader. Even when others don't do it, let's take the initiative and keep doing it even if they don't immediately reciprocate. After all, we are leaders. So let's set the example.

Beyond our exemplary attitude, we have created natural ways for Rangers to connect. Traditionally, Rangers has been a mid-week church program, but then we may force our Rangers to choose between Adventure/Expedition Rangers and youth on Wednesday night. Could we change some things in order to connect with the youth ministry? First, we could offer to move our AR and ER meetings to Sunday morning or Sunday night (or some other time). Second, we could become youth sponsors on Wednesday night in order to connect with all the guys in the youth group. That's an example of adopting a new and different attitude and setting an example of collaboration. That kind of flexibility and tone will not go unnoticed.

Having said that, I'm training myself not to call Rangers a mid-week program. Though it can and in many churches will always be a mid-week program, it can be offered anytime and anyplace. Rangers can be part of the church's Sunday morning or evening Christian education emphasis, an after school program, a community outreach, small groups for teen guys, and more. Here's what I think, there are ways to do Rangers that no one has ever thought of before. Churches are free to discover theirs! An example is the growing number of outposts offering Rangers in multiple locations as multisite outposts. It's exciting!

Rangers connects well with Girls Ministries with our Together Plan, and, really there are many ways Rangers and Girls Ministries can connect at the local

level if we just explore the options. Rangers connects well with Men's Ministries by giving them an outlet for ministry that is meaningful, gratifying, and fun. We connect with our children's and youth missions endeavors by partnering with Boys and Girls Missionary Challenge and Speed the Light. We connect with our children's and youth ministries by offering the gender-specific relationships and ministry that boys and young men need. The sky is the limit, really.

*I'm prepared to shift into another direction but want to give you a chance to close with any further comments.*

Yeah, I think the only thing I'd like to add, Ben, is that God has great things in store for Royal Rangers. I believe that with all my heart! But I think we have to adopt a learning attitude and posture if we are to enjoy the brightest possible future. Our world is changing too fast to ever let ourselves get settled into one mode of doing things ever again. I don't foresee in the near future the need to undergo the depth of change we have experienced recently largely because we have created systems and processes that will allow us to be more agile as a ministry. However, serving in a ministry that is as flexible as we now are adds a level of responsibility to listen carefully and learn. We need to learn both from the boys and young men we are serving and from the Holy Spirit himself. God speaks today and uses our church leaders to confirm how we express His leading in our individual churches. However, the day you stepped forward to lead, an anointing was poured over your life, and we need not ever forget that is operating in us and available to us in an ever-increasing amount if we seek it. With that comes a measure of wisdom and insight that always blows my mind.

I use the letters QLC to describe this learning posture. We need to constantly be *questioning* what we are doing. Here again, asking the boys, the Lord, and our leaders for insight. Then, we need to *learn* what is working or what will work. At times, this requires some trial and error, and that's alright. Give yourself and others permission to experiment, to fail and succeed. After you have listened and learned, you can make the *changes* so that you remain effective. Never allow yourself to get stuck in a program mentality that blindly follows a curriculum piece, for instance. Use it as a guide and then depend on the Lord to help you make it come alive to the boys and young men you serve. Ministry is so much fun when you focus on missional outcomes like evangelism, discipleship, and leadership

development. But when you focus on program, it can get repetitive, boring, and dull for you and those you lead. Use the tools for sure, but ask the Wind where He is going and run with Him!

Adopt a QLC mind-set.

*We don't have much time left, but I want to talk about some of the online resources that the national team has developed in recent years, specifically TRaCclub.*

TRaCclub, of course, is our online delivery of mentoring curriculum. I'm so grateful to Dr. Wood, our general superintendent, for adopting TRaCclub as one of his strategic initiatives to invest in the next generation. The positive response from our leaders has been overwhelming, and I'm grateful.



The purpose for migrating our resources from print delivery to online delivery takes us right back to our goal of being a learning organization, agile and able to adapt as needed while mitigating much of the anxiety that goes along with change. Keeping twelve years of curriculum current is a challenge no matter how you deliver it. But when you print it, you are stuck with large print runs and a long shelf life that makes it necessary to introduce radical change every 6-8 years because in that time your resources have fallen way behind—behind the interests of boys, developments in technology and teaching techniques, etc. So online curriculum delivers to our leaders regularly updated resources at a very reasonable annual members rate. I'm very gratified that TRaCclub allows us to routinely improve our curriculum while reducing costs for the local church—the church doesn't have to buy workbooks, and they don't have to buy new curriculum notebooks or merit references when things change.

*One last topic is training. Why the changes in training?*

One of the things I noticed when we started looking at our training resources and comparing them to our curricular resources is there was a disconnect. Our curriculum was saying one thing and our training another. I believe training should teach mentors to use skillfully the curricular resources. When the curricular resources change, training must also change to reflect that. It should not be the other way around, nor should our leaders receive conflicting signals.

So we went to the drawing board and asked, “What kind of experience do we want our boys and young men to receive as they attend Rangers meetings and events?” We concluded we wanted to them to experience kind and outgoing leaders in a friendly environment, full of hands-on, interactive activities and learning opportunities. We also wanted them to experience a challenging yet very fun advancement program. We wanted them to feel like they belong, that they are growing as leaders, and that they are making a valuable contribution to their outpost, their church, and their community. These, of course, are our seven methods—the seven experiences we want boys and young men to enjoy. We have built these into the curriculum. So naturally, training had to change to reflect the curriculum.

Based on that, we redesigned the training to give those same experiences to the attendees and to have competent instructors model the proper use of these methods. The response has been positive. One of the results of the new training that I’m particularly happy about is that we ask the attendees to present the plan of salvation to boys and young men in order to progress through the levels. As a result we have heard testimonies of literally hundreds of boys who have come to Christ. The confidence these leaders have in their ability to exercise spiritual leadership is too cool to express in words!

*You talk a lot about the National Rangers Ministry Camp. I’m going to attend NRMC soon. Can you tell me about it?*

NRMC embodies everything I just described. It is fun! The attendees experience the patrol system and all the other methods. They learn how to use the different activities like outdoors, sports, trades, technology, arts, and ministry to mentor boys and young men. They improve their skills and competencies as leaders and as men. The role I’ve assumed

in many NRMC’s is that of chaplain. The biblical content that we cover on what it means to be a godly man and how to invest in the next generation is awesome! I know that calling something life changing is overused, but it is absolutely true. The testimonies of the men who have attended say it all. Ben, I know you’ll love it, and so will every other Rangers leader or pastor.

*Doug, you seem to suggest that we are nearing the end of this season of change. If so, what do you feel the Lord expects of us as Rangers leaders in the days ahead?*

Good cheer: Doubts and fears inspire no one to follow Christ or join Rangers. Faith in God, optimism because God is in control, and zest for life because of what God has given us in Christ are the attitudes that are substantive and contagious. They will draw the lost and grow our outposts spiritually and numerically. They will encourage boys and other men to stick with following Christ and remain faithful in Christian service.

Faith: Faith enough to consistently minister God’s Word believing that when His Word goes out it will bring life and freedom to boys and young men. You and I are not program directors; we are spiritual leaders!

Sweat: We can’t tire of doing what is good and right, and mentoring future men is a biblical call and thus worthy of our best.

Exemplary community of godly men: God is using Royal Rangers to build a strong and passionate community of men in our churches who can encourage each other. This is vital to the wholesome development of next generation men. Manhood is bestowed upon boys and young men in the community of men. The quality of that godly community will in so many ways influence the quality of the future men we influence. You see, we don’t produce boys in the image of our curriculum or training. We produce boys that reflect us! An orange tree can’t produce apples. If we are godly men and shape local communities (district and national communities) of godly men, that’s what we will produce spiritually.

These are some of the things God wants from us. I’d encourage everyone to read *rCulture*, an article where I describe the individual, organizational, and ministerial values I believe God wants us to exhibit in our lives in order to produce the spiritual outcomes we are all working for.

God has great things in store for Royal Rangers if we will follow His lead. I always say, ‘If we will do God’s work God’s way, we can be sure to get God’s results.’ God will advance Rangers with men of truth,

righteousness, faith, salvation, peace, the Word, and prayer (Eph. 6:13-18). So I’m excited about the future, not primarily because of the good and important program changes we have made but because as I’ve traveled across the country I see a great hunger for God in the hearts of our leaders. That’s the stuff God builds future men out of!



*Thank you, Doug, for sharing your heart and your enthusiasm. I’m excited about our future and about everything God has in store for us as we do His work His way.*

Thanks, Ben, for a great interview. If I may, I’d like to close in prayer. Is that OK?

*That would be great!*

Heavenly Father, we are so honored to be serving You in Royal Rangers. You have given us a heart to evangelize, equip, and empower the next generation of Christlike men and lifelong servant leaders. Help us to use skillfully this effective, flexible, and interconnected ministry tool You have given us. But more importantly, shape me into the version of a strong, free, and authentic man and leader You designed me to become. So we dedicate this ministry tool to You, and we dedicate our very lives to You; use me and use all of us collectively to influence more boys and young men than ever, more effectively than ever! For Your Kingdom’s advancement in our lives and in this world we ask these things in faith and with a grateful heart, in Jesus’ name, amen.

*Amen. Thanks, Doug!*

We’ll see everyone next year at Camporama! It’s going to be the ultimate event for guys and a great celebration of our 50th anniversary. Be there; it’s going to be amazing!



# ROYAL RANGERS 2.0

Mentoring Future Men

*by Doug Marsh, National Director*

# RANGERS *Now* Feature



Author Richard Daft defines organizational culture as “the set of values, guiding beliefs, understandings, and way of thinking that are shared by members of an organization and are taught to new members as correct.”

These values can be observed in organizational symbols, customs, behaviors, stories, conversations, songs, dress, physical surroundings, etc.

Culture is strong when members agree to a great degree on the importance of specific values. It is weak if agreement is low.



# RANGER CULTURE

## What We Value and Believe and How We Think

— continued from previous page

### Discover rCulture (Ranger Culture)

In Royal Rangers, our desire is to have a clearly defined culture that all our leaders share and work to reinforce with clarity, creativity, and consistency. It is a culture that is unquestionably consistent with our evangelize-equip-empower purpose; that is in step with other ministries of the church and larger body of Christ; that is upbeat, reflecting the character and zest of Christ himself; and that is responsive to our environment, keeping us influential and effective in shaping the culture of our nation in the power of the Holy Spirit.

So what is the correct description of our desired culture? Cultural clarity begins with agreement on our identity. What is Royal Rangers? Are we a camping program, Christian scouts, or a Christian military preparatory organization? No, no, and no. If we think this is what we are, rCulture is certainly not in alignment with our ministry purpose. Anytime the understanding of our identity is out of sync with our mission, our behaviors will not be in line with our intentions to “evangelize the world, equip the next generation of Christlike men, and empower lifelong servant leaders.”

What, then, is our true identity? *Royal Rangers is a mentoring ministry for future men* (boys and young men). As we move forward, Rangers leaders should make every effort to redefine in everyone’s mind what Royal Rangers is. When members of the public (a pastor, a parent, a

**Royal Rangers is a mentoring ministry for future men.**

politician, a principal, etc.) hear Royal Rangers they should think, “Mentoring future men.” We should immediately be associated with these words in the same way Crest® toothpaste is associated with the words “cavity” or “plaque prevention” and FedEx® with “overnight delivery.”

The words “mentoring ministry for future men” accurately identify who we are and aptly describe what we do. The boot fits. Let’s wear it!

### A Culture of Excellence

What are the values, guiding beliefs, understandings, and ways of thinking we should all share and reinforce to be America’s premier mentoring ministry for future men? We should model and shape a culture of personal excellence, leadership excellence, and ministerial excellence. The cultural values below are tied to actions.

#### A Culture of Personal Excellence

Leaders with small personal egos coupled with a very strong will to do whatever it takes to achieve ministerial success (of all church ministries including Royal Rangers).

- » Leaders are Christ-followers—Daily, authentic, and growing relationship with the Lord; reflecting the character, kindness, and zest for life exhibited by Christ and described by the Ranger Code.
- » Leaders are mentors—Spirit-empowered models of Christlike manhood.
- » Leaders are servant leaders—Servants first, leaders second.
- » Leaders are team players—Balance individual and team rights for the good of the Body.
- » Leaders are faithful—Those who follow will find us faithful for having been biblical, ethical, legal, moral, and wise.

#### A Culture of Leadership Excellence

A ministry that contagiously shapes new and current members to think and act like authentic servant leaders.

- » Missional Leaders—They know why they are in ministry to future men, and they



enthusiastically discover their God-given gifts in the evangelize-equip-empower cause.

- » Learning Leaders—They value spiritual and personal growth and ministerial innovation to remain responsive to their changing culture as a means of remaining relevant.
- » Relational Leaders—They view themselves as spiritual mentors who place high value on relationships, expressing the fruit of the Spirit.

### A Culture of Ministerial Excellence

Leaders have the freedom, within the ministries' strategic direction and its ministerial values, to do whatever it takes to "influence more boys and young men than ever, more effectively than ever."

- » Ministry Purpose—Leaders know their purpose is to evangelize, to disciple, and to develop servant leaders.
- » Ministry Message—Leaders know the power of God's Word and use it to speak into the lives of boys and young men.
- » Ministry Power—Leaders derive their strength, creativity, and direction from the Holy Spirit.
- » Ministry Call—Leaders accept their call to mentor boys and young men from God and express it His way (biblically).
- » Ministry Community—Leaders seek to build a community of men that loves the Lord, one another, and seekers (the lost) extravagantly.
- » Ministry Discipline—Leaders accept that prayer is their chief discipline.

(Read the *ThinkOne* compilation of articles on the national web site for a description of these values.)

### Ranger Culture in Alignment with Church Culture

It is important to note that our goal is to create a culture completely consistent with church culture, not a separate culture or even a subculture. Both our mission statement and the cultural values described do just that. We have no desire to be independent, rather interdependent. No desire to be competitive, but complementary. When the culture Royal Rangers' leaders model is in seamless alignment with our churches, we forge a mentoring ministry to future men that anyone would be proud to be associated.

Here's my personal appeal to every Royal Rangers leader. Let's act out these values consistently until they become reality. The outcome will be ministry health. *What is healthy naturally grows.* Let's grow Royal Rangers. "With God's help," we will influence more boys and young men than ever, more effectively than ever!"



**"Outpost 379 started in late 2010 with just 3 boys and 2 men. One year later, we have 22 boys and seven leaders. God is so good!"**

**- Rich Smith, Carlsbad, CA**

**Q: CAN YOU NAME THE FORMER AND CURRENT NATIONAL DIRECTORS BY NAME?**

**A:** JOHNNIE BARNES (1962-1989)  
KEN HUNT (1989-1999)  
RICHARD MARIOTT (1999-2007)  
DOUG MARSH (2007-PRESENT)



Over the last few years, the Royal Rangers program has undergone a number of significant program improvements. These changes were made to create greater flexibility for a growing number of churches looking for cross-generational discipleship ministries that could be custom fit to the unique needs of their church and community. These changes have been summarized to serve as a quick point of reference. Full details on program changes can be found on the national Royal Rangers web site at [RoyalRangers.com](http://RoyalRangers.com) and in the 2010 *Leader Manual: Inspire the Journey*.

### Our Mission & Methods

The most fundamental update made to the program was a renewed focus on the original purposes of the ministry. Since 1962, Royal Rangers has successfully pursued a mission to “reach, teach, and keep boys for Christ,” representing our core objectives of evangelism, discipleship, and leadership development. But through the years, an outdoor camping program became our primary method for accomplishing those objectives. In 2010, the focus of the program was redirected to include a broader variety of activities, known as our core competencies:

#### CORE COMPETENCIES

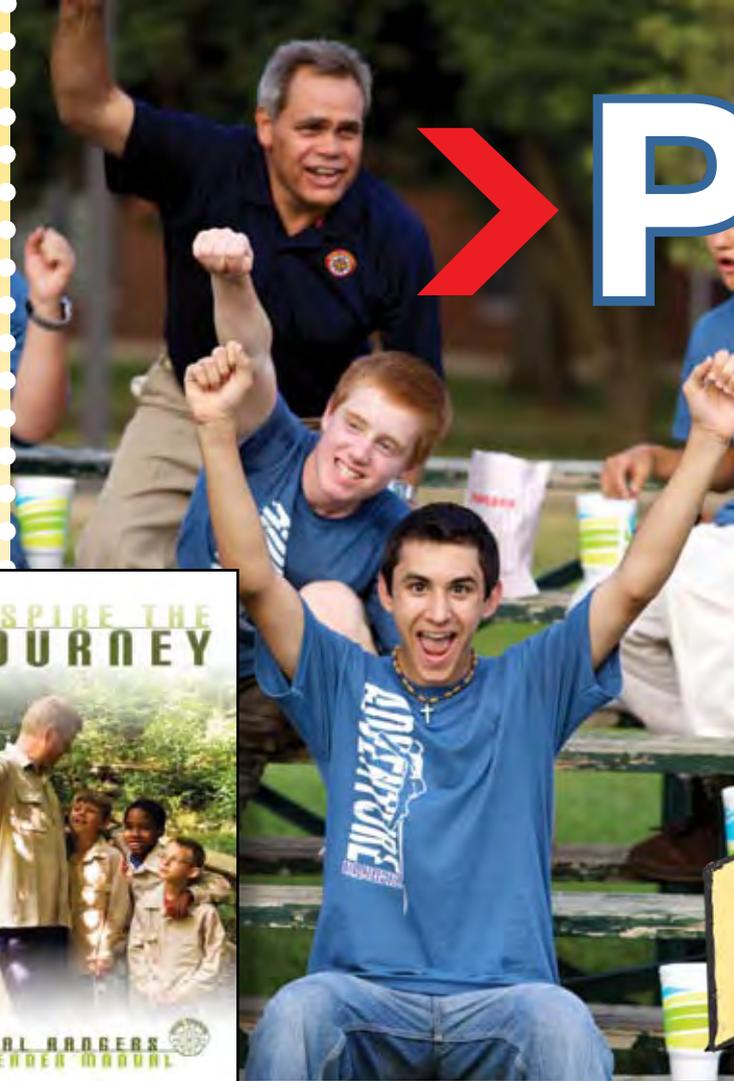
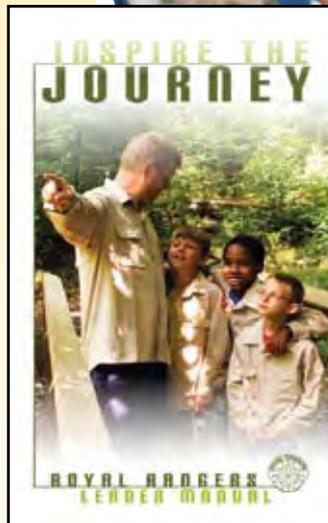
- » OUTDOOR SKILLS
- » SPORTS
- » TRADES
- » TECHNOLOGIES
- » ARTS /MINISTRIES

Each of these competencies provides opportunities for the development of friendships and mentoring relationships between men and boys. Our mission statement was likewise revised to reemphasize our original core purpose: “To evangelize, equip, and empower the next generation of Christlike men and lifelong servant leaders.”

In addition to these competencies, seven specific methods have been identified as means by which we will accomplish our mission. These methods have been defined as:

#### OUR MENTORING METHODS

- » FRIENDSHIP
- » ACTIVITIES
- » PATROL SYSTEM
- » ADVANCEMENT SYSTEM
- » SERVICE & MINISTRY OUTREACH
- » INTERACTIVE LEARNING
- » UNIFORMS



# Programs Update



SIMPLE

EFFECTIVE

FLEXIBLE

by **JOHN HICKS**  
National Programs Coordinator



## Leadership Titles

For nearly five decades, Royal Rangers has used the title of “Commander” to identify our leaders at all levels. Local leaders were referred to as Commanders, Lt. Commanders, and the like. In an effort to provide greater flexibility in leadership titles and enable the local outpost to better reflect the preferences of its pastoral leadership, churches may now choose to continue referring to its leaders as Commanders or use the more general term of Group Leader. Regardless of the title used, leaders are encouraged to view themselves as highly relational mentors who cooperate with other ministries of the church.

(See “Leadership Titles” section of “Changing Vocabulary of RR” chart for details.)

## Uniforms

In an effort to provide our churches and outposts with greater flexibility in selecting a uniform style that best suits the preferences and culture of their church, the Royal Rangers program now recognizes three official uniform choices instead of one. Each choice provides unique benefits and enables churches to outfit their leaders and boys in a uniform that’s just right for them. Today’s choices are:

- » **UTILITY UNIFORM:** The official utility shirt is comfortable, durable, and affordable and is suitable for active wear. (Available for all age groups, grades K-12, and adults.)
- » **SPECIAL UNIFORM:** T-shirts, polos, or sports jerseys; no pins or patches are worn making it a low-cost option. (Available for all age groups, grades K-12, and adults.)
- » **DRESS UNIFORM:** Sharp and defined, a uniform ideal for formal wear. (Available for teen boys and adult leaders only.)



The awards vest (previously denim blue, khaki, or black, now navy blue) continues to serve as an additional option for boys and leaders to use in displaying their awards and accomplishments. The vest may be worn alone as a special uniform or with a utility or dress uniform.

Patch and pin placement on the uniform has also changed due to the changing style of the uniform. In order to accommodate the new “patch only” format for the utility uniform, all local office insignia for outpost leaders has moved from the collar to the left sleeve, and FCF insignia is also represented as a patch. Details concerning patch & pin placement changes can be found online at [RoyalRangers.com](http://RoyalRangers.com).

**All Royal Rangers uniforms utilizing patches and insignia should now be updated to reflect these new standards.**

## Advancement System

The advancement system saw a number of significant changes in 2010 from simple updates to existing merits to complete restructuring of certain aspects of the advancement trail. The following information provides a brief overview of the changes made. Again, additional information can be found in the 2010 *Leader Manual: Inspire the Journey* (chapters 14-19) or on the national Royal Rangers web site.

### » NEW REQUIRED SKILL MERITS:

The number and type of specific required merits was changed so that only three specific skill merits are required for Discovery, Adventure, or Expedition advancement. All other merits are now considered elective.

#### REQUIRED MERITS

---

|                           |                                                                        |
|---------------------------|------------------------------------------------------------------------|
| <b>Discovery Rangers</b>  | Bible (blue)<br>First Aid Skills<br>Global Missions (blue)             |
| <b>Adventure Rangers</b>  | Bible (green)<br>Healthy Body<br>Global Missions (green)               |
| <b>Expedition Rangers</b> | Sixteen Fundamental Truths<br>Budget & Finance<br>Citizenship (silver) |

» **SKILL MERIT UPDATES:**

All skill merits are in the process of being reviewed and updated in order to provide boys with the most fun, interactive, and beneficial experience possible. Requirements involving long writing assignments or extensive “classroom style” work are being replaced by ones featuring fun, interactive, hands-on activities. New merits are also being written to bolster the compliment of merits available in each of the core competencies previously identified to enable local outposts to provide a greater variety of activities for their boys.

**For ideas on making the merit learning process more fun and interactive, read the article “Making Merits Interactive” in the resources section of RoyalRangers.com.**

» **NEW BIBLE MERITS:**

All Bible merits for Discovery and Adventure Rangers are being completely rewritten to represent an intentional, six-year process of leading boys into Christlike manhood. All updated brown Bible merits for Adventure Rangers were released in the fall of 2010. The orange Bible merits for Discovery Rangers will be completed by the fall of 2012.

» **NEW BIBLE MERIT REQUIREMENTS:**

To achieve maximum flexibility, a new way of crediting Bible lessons toward quarterly advancement steps will begin in 2012 (upon the release of the new Discovery and Adventure Rangers handbooks).

Currently, two Bible merits (10 lessons) are required for each advancement step. Under the new system only 8 lessons will be required each advancement step. A single, newly designed Bible merit patch will be introduced, and the lessons credited toward it may come from any of the Bible merit lessons from that group’s curriculum. (In this sense, it will mirror the current Expedition Rangers’ Spirit Challenge format—each award represents a specific number of lessons but not specific titles.)

The new Bible merits will be earned by completing a total of 8 Bible lessons. No less than 6 must be from the Royal Rangers orange (for Discovery) or brown (for Adventure) Bible lesson series. The other two lessons may be orange or brown merits but can also be taken from approved alternatives.

For more information on the new Bible merit system, including further rationale, benefits, transition questions, and approved lesson alternatives, visit [RoyalRangers.com](http://RoyalRangers.com).

» **LEADERSHIP MERITS:**

The advancement systems for Discovery, Adventure, and Expedition Rangers were restructured to include leadership merits, a completely new category of merits now required for a boy’s advancement.

**LEADERSHIP MERITS**

- Discovery Rangers** Red
- Adventure Rangers** Gold
- Expedition Rangers** Sky Blue

» **MERIT COLOR CATEGORY CHANGES:**

Many skill merits were changed to a new color to accommodate the addition of the new leadership merits in Discovery, Adventure, and Expedition Rangers.

**OLD 2002 SYSTEM    NEW 2010 SYSTEM**

**Discovery Rangers**

|                           |        |        |
|---------------------------|--------|--------|
| Core Skill Merits         | Red    | Blue   |
| Supplemental Skill Merits | Blue   | Blue   |
| Bible Merits              | Orange | Orange |
| Leadership Merits         | —      | Red    |

**Adventure Rangers**

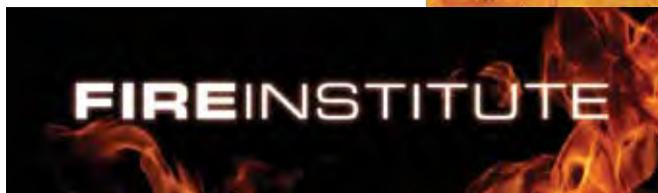
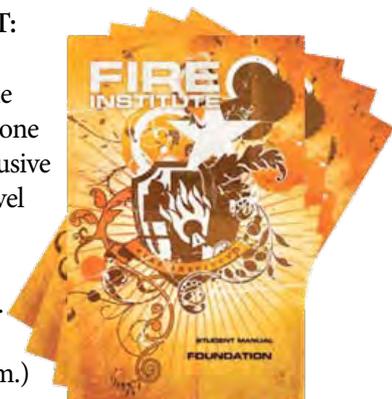
|                           |       |       |
|---------------------------|-------|-------|
| Core Skill Merits         | Gold  | Green |
| Supplemental Skill Merits | Green | Green |
| Bible Merits              | Brown | Brown |
| Leadership Merits         | —     | Gold  |

**Expedition Rangers**

|                   |        |          |
|-------------------|--------|----------|
| Skill Merits      | Silver | Silver   |
| Spirit Challenges | —      | —        |
| Leadership Merits | —      | Sky Blue |

» **GMA CAPSTONE PROJECT:**

The service project, formerly required for the completion of the GMA, was replaced by the Capstone Project, currently taking the exclusive form of the completion of one level of FIRE Institute, the intensive discipleship program developed by the National Youth Ministries. (Reference the *Leader Manual*, chapter 17 and [RoyalRangers.com](http://RoyalRangers.com).)



#### » TRAIL OF THE SABER:

The Trail of the Saber is designed to motivate and reward young men who take full advantage of the junior leadership development opportunities available in their outpost and district. It includes earning leadership merits, attending district junior training camps, completing reading requirements, and meeting age requirements. Upon completion, a medal is awarded to acknowledge the servant leadership growth experienced during the process that began in Discovery or Adventure Rangers and ended in Expedition Rangers. (Reference the *Leader Manual*, chapter 29. Also, please reference to the “Develop Junior Leaders” article for important policy and transition information.)

#### » HONOR GMA:

A new award, the Honor GMA, was created to recognize boys who have earned the highest award in all four age groups. In order to better track the qualifications for this award, the highest award in each group now requires an application be submitted to the national office for processing. (Reference the *Leader Manual*, chapter 19.)

#### » EXPEDITION RANGERS:

The Expedition Rangers advancement system was completely restructured to reflect the same three-trail process being used in the other age groups. The Achievement, Activities, Service, and Leadership awards have been replaced by the E1, E2, and E3 awards. Furthermore, the Air Rangers, Sea Rangers, Trail Rangers, and High Action Rangers programs have been discontinued due to the flexibility built into the new Expedition Rangers advancement system that enables local groups to choose their area of emphasis without the need for specialized programs.

#### » SPIRIT CHALLENGE ALTERNATIVES:

Expedition Rangers Spirit Challenge requirements may now be satisfied by completing either the Spirit Challenge lessons or an alternative discipleship program. Spirit Challenge alternatives are listed on the national web site.

#### » BUFFALO AWARDS:

Bronze, silver, and gold buffalo awards will be a new feature of the Discovery, Adventure, and Expedition Rangers advancement systems. Each buffalo will require (1) additional leadership merit, (2) additional skill merits, and (3) additional Bible merits from the boy's age group. Details will be included in the new Discovery, Adventure, and Expedition Rangers handbooks when released in of 2012.

## Transition Plan

Every outpost should now be using the new 2010 advancement system. If you are still using the 2002 system, transition as soon as possible. The transition for Discovery and Adventure Rangers must be completed before December 31, 2012, and by May 31, 2013, for Expedition Rangers.

If you have not transitioned, you are late and putting your boys and young men at a significant disadvantage that could prevent many of them from completing their advancement system.

**NOTE: The Ranger Kids advancement system did not change. No transition is necessary.**

## Curriculum

The Royal Rangers curriculum is now online in the form of TRaCclub, an acronym for “The Rangers Curriculum club.” TRaCclub membership grants access to one or more of the five available tracks and provides leaders the most current resources when planning meetings and activities. TRaCclub reduces costs by eliminating the need to buy workbooks for each boy and leader's guides and merit references for leaders. Leaders can access and print these resources online from anywhere as needed.



TRaCclub also serves as the exclusive delivery system for all new program materials including:

- » All new leadership merits
- » New brown Bible merits
- » New orange Bible merits
- » New skill merits, including all new and revised required skill merits (see above)
- » Junior Leader Foundations – the new junior leadership development program for use by local Royal Rangers leaders

Some curriculum items will continue to be produced in print format and are not included in TRaCclub, including:

- » *Leader Manual: Inspire the Journey*
- » All group handbooks (Discovery, Adventure, and

Expedition Rangers handbooks are currently in revision and will be available in 2012.)

- » *FCF Handbook*
- » *Adventures in Camping*

**We are pleased to announce that the *Leader Manual: Inspire the Journey* will become available in Spanish in Spring 2012. When available, an announcement will be made on the national ministry web site.**

### **Affordable & Practical**

Our goal is to keep Royal Rangers practical and affordable so that every family and church can participate. With the basic resources of a handbook and the uniform option of the outpost's choice, boys can begin their journey. Leaders need the *Leader Manual*, the boy's handbook of the group they lead, membership in the group track of TRaCclub they lead, and the uniform option of outpost's choice.

Royal Rangers is a simple, effective, and flexible mentoring ministry for future men. Men with interests in the outdoors, sports, trades, technologies, and arts can use these to evangelize, equip, and empower the next generation of Christlike men and lifelong servant leaders. With TRaCclub, mentors will be resourced to influence more boys and young men than ever, more effectively than ever! ☺

**"RR!"**

**"I have had the pleasure of pouring into the life of a 14-year-old young man, mentoring him through the Fire Institute so he can earn his Gold Medal of Achievement. I am so proud of Michael. He is accomplishing so much. And I believe that these truths will stay with him for the rest of his life. As an associate pastor, I am grateful for the opportunity."**

**- Chuck Willis, Associate Pastor  
Fair Haven Assembly, Dearborn Heights, MI**



**"RR!"**

**Three boys from Outpost 320 in Neosho, MO are members of a puppet ministry. Their group, "Splash of Victory," won the 2011 Assemblies of God National Fine Arts Festival Award of Merit in Group Puppetry. As such, they were invited to perform on stage at the U.S. Airways Arenas during the celebration service.**

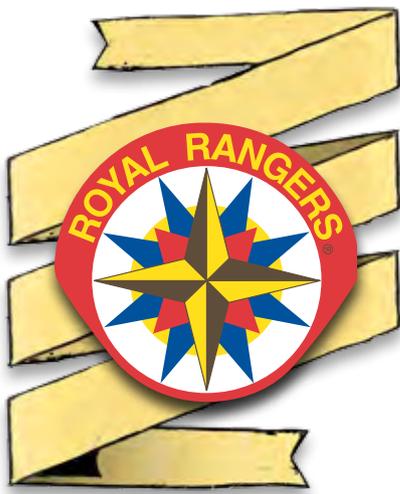


**A:** 6,500 BOYS HAVE EARNED THE GMA, WHICH IS LESS THAN 1%



**G:** HOW MANY BOYS HAVE EARNED THE GOLD MEDAL OF ACHIEVEMENT?





# The Changing Vocabulary of Royal Rangers

Have you ever noticed that we use a lot of unique terms in Royal Rangers? Have you ever heard a term you were unfamiliar with? If you've been a part of this ministry for long, you probably answered "YES" to one or both of these questions, and with the recent program changes, many of the terms you have become familiar with may have changed. To help you stay on top of the current terms and vocabulary of Royal Rangers, we've put together this list as a quick reference. Are there any listed here you were not aware of?

| TERMS PREVIOUSLY USED                                                                                                                                                                                                                                                                                                                                 | TERMS NOW IN USE                                                                                                                                                                                                             | REASON FOR CHANGE                                                                                                                         |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------|
| <b>&gt;&gt; PROGRAM MISSION &amp; PURPOSE</b>                                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                              |                                                                                                                                           |
| Our Mission: To reach, teach, and keep boys for Christ                                                                                                                                                                                                                                                                                                | Our Mission: To evangelize, equip, and empower the next generation of Christlike men and lifelong servant leaders                                                                                                            | Represents an expanded restatement of our original mission statement.                                                                     |
| Developing the total boy for Christ                                                                                                                                                                                                                                                                                                                   | Mentoring Future Men                                                                                                                                                                                                         | A new tagline was created to more clearly identify Royal Rangers as a mentoring program.                                                  |
| 13 methods were referred to in the 2002 <i>Leader Manual</i><br>1. Biblical Teaching<br>2. Church Attendance<br>3. Activities<br>4. Leadership Opportunities<br>5. Personal Development<br>6. Mentoring Relationships<br>7. Advancement<br>8. Uniforms<br>9. Patrol System<br>10. Prayer<br>11. Service<br>12. Group Participation<br>13. Citizenship | 7 methods are now referred to in the 2010 <i>Leader Manual</i><br>1. Friendship<br>2. Activities<br>3. Patrol System<br>4. Advancement System<br>5. Service & Ministry Outreach<br>6. Interactive Learning<br>7. Uniforms    | Our methods were restructured and condensed into a smaller group.                                                                         |
|                                                                                                                                                                                                                                                                                                                                                       | Our Program Definition: Royal Rangers is a mentoring program for future men. We provide Christlike character formation and servant leadership development for boys and young men in a highly relational and fun environment. | Our program definition clearly defines the Royal Rangers program in one brief statement, answering the question, "What is Royal Rangers?" |
|                                                                                                                                                                                                                                                                                                                                                       | Our Core Attributes: Evangelism, Discipleship, Leadership, Achievement, & Service                                                                                                                                            | They represent the fundamental characteristics by which Royal Rangers can be commonly identified.                                         |
|                                                                                                                                                                                                                                                                                                                                                       | Our Core Competencies: Outdoor Activities, Sports, Trade Skills, Technologies, & Arts                                                                                                                                        | They represent the diversity of activities provided by the program, based on the common areas of interest among boys today.               |

## >> UNIFORMS

|                     |                                                                                                |                                                                                                                                                                                                                                  |
|---------------------|------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Class A             | <i>Discontinued</i>                                                                            | This has been discontinued due to infrequent use and the availability of other suitable uniform options.                                                                                                                         |
| Class B             | Dress Uniform                                                                                  | This style of uniform has been retained as an option for leaders and older boys who prefer a more polished uniform style.                                                                                                        |
| Class C             | Special Uniform (e.g., Royal Rangers t-shirts, polos, custom casual shirts, or sports jerseys) | The concept of a "non-uniform" uniform continues as a low-cost option for Royal Rangers outposts, now referred to as the "special uniform."                                                                                      |
| Dress Blues Uniform | Formal Uniform                                                                                 | The style was changed to improve its appeal to a general business or ministry audience. The intent was to retain a formal look while reducing the style of a "uniform," (i.e., it's a uniform that doesn't look like a uniform). |
|                     | Utility Uniform                                                                                | This is the new standard uniform for all age groups and provides a significant degree of flexibility in the manner in which it may be worn.                                                                                      |

## TERMS PREVIOUSLY USED

## TERMS NOW IN USE

## REASON FOR CHANGE

## » LEADERSHIP TITLES

|                                                                                              |                                                      |                                                                                                                               |
|----------------------------------------------------------------------------------------------|------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------|
| Outpost Council                                                                              | Outpost Committee                                    | Many leadership titles for the local outpost were changed in order to reflect the leadership terminology in common use today. |
| Senior Commander                                                                             | Outpost Coordinator; Assistant Outpost Coordinator   |                                                                                                                               |
| Commander                                                                                    | Group Leader or Commander                            |                                                                                                                               |
| Lieutenant Commander                                                                         | Assistant Group Leader or Assistant Commander        |                                                                                                                               |
| Junior Commander                                                                             | Junior Group Leader or Junior Commander              |                                                                                                                               |
| Senior Guide                                                                                 | Senior Patrol Leader; Assistant Senior Patrol Leader |                                                                                                                               |
| Patrol Guide                                                                                 | Patrol Leader                                        |                                                                                                                               |
| Assistant Patrol Guide                                                                       | Assistant Patrol Leader                              |                                                                                                                               |
| Quartermaster                                                                                | Gear Manager                                         |                                                                                                                               |
| Scribe                                                                                       | Communications Specialist                            |                                                                                                                               |
| Pastor, Outpost Chaplain, Chaplain's Aide, Historian, and Scout                              | <i>No change</i>                                     | Most organizational leadership titles remain unchanged. The changes reflect leadership terminology in common use today.       |
| District Commander                                                                           | District Director                                    |                                                                                                                               |
| Deputy District Commander                                                                    | Assistant District Director                          |                                                                                                                               |
| District Training, Communications, & Outreach Coordinators and FCF President                 | <i>No change</i>                                     |                                                                                                                               |
| All Regional staff titles                                                                    | <i>No change</i>                                     |                                                                                                                               |
| National Commander                                                                           | National Director                                    |                                                                                                                               |
| National Administration, Training, Communications, & Programs Coordinators and FCF President | <i>No change</i>                                     |                                                                                                                               |

## » LEADERSHIP AWARDS

|                                      |                                     |                                                                                                                                                                                                                                                              |
|--------------------------------------|-------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Gold Star Award                      | National Executive Leadership Award | The titles of many leadership awards directly referenced the insignia worn by leaders in the corresponding positions. With the changes made to the position insignia, it was necessary to likewise update the titles of the corresponding leadership awards. |
| Gold Eagle                           | National Leadership Award           |                                                                                                                                                                                                                                                              |
| Silver Eagle & Silver Cluster Awards | District Executive Leadership Award |                                                                                                                                                                                                                                                              |
| Gold Cluster & Blue Cluster Awards   | District Leadership Award           |                                                                                                                                                                                                                                                              |
| Senior Commanders Award              | Outpost Coordinators Award          |                                                                                                                                                                                                                                                              |
| Outpost Commanders Award             | Outpost Leadership Award            |                                                                                                                                                                                                                                                              |
| Leaders Service Award                | Outpost Service Award               |                                                                                                                                                                                                                                                              |

## » TRAINING &amp; JUNIOR LEADER DEVELOPMENT

|                                        |                                                 |                                                                                                                                                                                    |
|----------------------------------------|-------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Leadership Training Academy (LTA)      | Rangers Ministry Academy (RMA)                  | The RMA now encompasses all Royal Rangers training—classroom and event-based.                                                                                                      |
|                                        | Outpost Leader Advancement Levels (OLAL)        | The OLAL represent the adult leaders training track of the RMA.                                                                                                                    |
| Leaders Medal of Achievement (LMA)     | Medal of Excellence (MOE)                       | Although the two awards are significantly different in requirements, the MOE has now replaced the LMA as representing the pinnacle of achievement for local Royal Rangers leaders. |
|                                        | Continuous Learning Opportunities               | Many of the LTA training modules that were not incorporated into the OLAL may be considered Continuous Learning Opportunities due to their continued value to the local leader.    |
|                                        | Ranger Essentials                               | This is a one-day fun, interactive training event that is required for the READY level of the OLAL.                                                                                |
|                                        | Ranger Safety                                   | This is an element of the SAFETY level of the OLAL and is earned by completing the "Safety and the Church" training module.                                                        |
| Instructor Certification Seminar (ICS) | Training Academy                                | This replaces the ICS as the means for certifying Royal Rangers training instructors and serves as the prerequisite for all other academies.                                       |
| Ranger Kids Training Conference (RKTC) | National Elementary Education Conference (NEEC) | The details of the NEEC are still in development. It will include key components of the RKTC, be very hands-on & interactive, and will require less time to complete.              |

— Continued on next page

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A: IN 1964, DALE LARSON (N. CALIFORNIA/NEVADA DISTRICT) WAS AWARDED THE FIRST GMA.

Q: WHEN WAS THE FIRST GOLD MEDAL OF ACHIEVEMENT AWARDED?

## » TRAINING & JUNIOR LEADER DEVELOPMENT (*continued*)

|                                                                                       |                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|---------------------------------------------------------------------------------------|---------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| National Training Camp (NTC)                                                          | National Rangers Ministry Camp (NRMC) | Since the content and objectives of NRMC are completely different from those of NTC, they are not direct equivalents. However, NRMC is the new core national training event for male Royal Rangers leaders and a primary requirement for the completion of the leader training process.                                                                                                                                                                                 |
| District Leadership Training Course (DLTC) & National District Leaders Seminar (NDLS) | Organizational Leader Training (OLT)  | The OLT process is designed to challenge individuals in positions of service beyond the local level to grow spiritually, to develop well-rounded ministry competencies, and to enhance their leadership aptitudes. There are four levels that have requirements for education, service, reading, leadership seminars, personal goal setting, and completion of the Organizational Leadership Seminar (Johnnie Barnes Excellence in Ministry and Leadership Initiative). |
| Basic DTC and Basic JTC                                                               | Junior Leadership Foundations         | It is the first step in developing leadership skills in boys. It is repeated each time a boy assumes a new leadership position in the patrol or outpost. (Guidelines are in the Leaders track of TRaCclub.)                                                                                                                                                                                                                                                             |
|                                                                                       | Leadership Merits                     | They are key training tools for Discovery, Adventure, and Expedition Rangers. Leadership merits are intended to be taught every six months by the group leader. Each merit includes instruction on some universal skills—social, equipping, attitude, leadership, and servant.                                                                                                                                                                                          |
| Expedition Rangers Leadership Award                                                   | Trail of the Saber                    | The Trail of the Saber requirements include leadership merits, attendance at district junior training camps, and reading.                                                                                                                                                                                                                                                                                                                                               |
| Patrol Staff                                                                          | Group Leadership Team (GLT)           | The GLT is the team of junior leaders within a specific age group that provides leadership to their group under the direction of their Senior Patrol Leader.                                                                                                                                                                                                                                                                                                            |
| NTT/JTT, NCE/JCE, WNTC/JWC, JSC, and JMC                                              | Action Camps                          | Many of these camps were duplicated in adult and junior training. They will be combined into district-sponsored Action Camps where men and high-school age boys attend together to learn exciting skills, such as canoeing, backpacking, survival, winter camping, etc., for use at the local outpost. The national office is developing key guidelines for each camp so the content will match in every district. As the camps are developed, they will be released.   |
| DTC, JTC, AJTC, and EJTC                                                              | <i>No change in title</i>             | The content for these camps is expected to change as needed to reflect our current methods and training philosophy.                                                                                                                                                                                                                                                                                                                                                     |
| ANTC, ATC, and Junior Academy                                                         | Discontinued                          | Key information from these camps is being included in other national and junior training events.                                                                                                                                                                                                                                                                                                                                                                        |

## » OTHER TERMS

|                                                                              |                                           |                                                                                                                                                                                                                                      |
|------------------------------------------------------------------------------|-------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| National Council                                                             | LEAD Conference                           | LEAD Conference is the annual national leadership conference. However, the term National Council continues to be used to refer to the representative body of district & regional leaders who gather for business at that conference. |
| GMA Service Project                                                          | GMA Capstone Project                      | The GMA Service Project has been replaced by the Capstone Project in the form of FIRE Institute to place greater emphasis on discipleship and personal spiritual growth.                                                             |
| Expedition Rangers awards (Achievement, Leadership, Service, and Activities) | Expedition Rangers E1, E2, and E3 awards  | The ER advancement system has been restructured to resemble the standard three-step advancement systems used in Discovery and Adventure Rangers.                                                                                     |
| Leaders Guides, Leaders Merit References, and Boys Workbooks                 | TRaCclub (The Rangers Curriculum club)    | All merit teaching materials are now available online in electronic format for easier access and maintenance.                                                                                                                        |
|                                                                              | Logbooks                                  | Logbooks provide a simple, visual, low-cost method for tracking a boy's advancement progress.                                                                                                                                        |
| Boys Handbooks                                                               | <i>Currently in review</i>                | The boy's handbooks are currently in review and are scheduled for an update within the next year.                                                                                                                                    |
| <i>Leaders Manual</i>                                                        | <i>Leader Manual: Inspire the Journey</i> | It continues to serve as the primary printed resource for Royal Rangers information although material subject to periodic change has been moved to the national web site.                                                            |
| Council Fire Service                                                         | Spiritual Service                         | The title of this service was changed to reflect a more general use.                                                                                                                                                                 |
|                                                                              | Honor GMA                                 | This new award recognizes boys who have achieved longevity in the program by earning the highest award in each of the four age groups.                                                                                               |
|                                                                              | Together Plan                             | It is a program strategy for smaller churches desiring to conduct Royal Rangers and Girls Ministries in a joint format.                                                                                                              |



# TRANSITION DATES

*at a Glance*

**TRANSITION  
UNIFORM**

**DATE  
July 31, 2011**

Reference the official *Uniform Guide*, found online, and transition all members to the new insignia placement and uniform standards, if not already completed.

**ADVANCEMENT**

Every outpost should now be using the new 2010 advancement system. If you are still using the 2002 system, transition as soon as possible. The transition for Discovery and Adventure Rangers must be completed before December 31, 2012, and by May 31, 2013, for Expedition Rangers.

If you have not transitioned, you are late and putting your boys and young men at a significant disadvantage that could prevent many of them from completing their advancement system.

**NOTE:** The Ranger Kids advancement system did not change. No transition is necessary.

**ADULT TRAINING  
Blue & Gold LMA  
to OLAL**

**December 31, 2012**

To qualify for this transition, all Gold & Blue LMA requirements should have been completed and submitted to the district before December 31, 2010. The additional transition requirements must be completed by December 31, 2012. The completed Transition Application, available online, must be received by the national Royal Rangers training department on or before January 31, 2013.

**NOTE:** As of January 1, 2011, districts are only offering the new OLAL.

**TRAIL of the  
SABER MEDAL**

**December 31, 2013**

Please reference the article (in this magazine) entitled, "Develop Junior Leaders," and read the "Trail of the Saber Medal" section for full information.

## ROYAL RANGERS AND GIRLS MINISTRIES

# TOGETHER



girls  
ministries

Royal Rangers and Girls Ministries are the premier, gender-specific discipleship ministries in the United States. Unfortunately, smaller churches and churches just getting started often have not had the volunteer numbers to implement the two ministries separately; therefore, they have looked elsewhere for ministry resources. Also, due to the churches' smaller size, their budgets have not allowed them to invest in the curriculum necessary to make their programs successful.

In response to these concerns, Royal Rangers and Girls Ministries have worked together to produce the Together Plan, a low-cost option for churches with a big vision but a small staff. The Together Plan allows churches to have the gender-specific distinctives they want while operating with a combined staff.

For more information, read chapter 41 of the 2010 Royal Rangers *Leader Manual: Inspire the Journey*.



# ALIG

SYNGING-UP LOCAL, DISTRICT, AND NATIONAL

## > THE FOCUS OF ALL

— Local, District, National —

## > LOCAL LEADERSHIP

A Simple & Effective Discipline

### NEEDS

*The needs of boys everywhere are great, and we are focused on meeting them by establishing, strengthening, and serving successful local outposts.*

### VISION

*Influence more boys and young men than ever, more effectively than ever.*

### VALUES

**INDIVIDUAL**  
*We will each be exemplary Christ followers, mentors, servants, leaders, team players, and faithful.*

### ORGANIZATIONAL

*We will be a missional, learning, and relational organization.*

### MINISTERIAL

**OUR PURPOSE**  
*Evangelism & Discipleship*

**OUR POWER**  
*The Holy Spirit*

**OUR CALL & EXPRESSION**  
*From God*

**OUR COMMUNITY**  
*Loving*

**OUR DISCIPLINE**  
*Prayer*

### MISSION

**EVANGELIZE**  
*the world*

**EQUIP**  
*the next generation of Christlike men*

**EMPOWER**  
*lifelong servant leaders*

### BOYS ARE ENCOURAGED TO:

**INVITE FRIENDS**  
*This shapes boys into evangelists who care about their peers and the world.*

**EARN MERITS**  
*This shapes boys into Christlike men.*

**SERVE OTHERS**  
*This shapes boys into servant leaders.*

### LEADERS ARE PREPARED TO:

**ENCOURAGE**  
*a fun and friendly environment*

**PROVIDE**  
*hands-on learning opportunities*

**FACILITATE**  
*maximum boy-led leadership development*



# ENLIGHTENMENT

AL MINISTRY FOR GREATER INFLUENCE AND EFFECTIVENESS

**LEADERSHIP**  
Leadership Process

**> DISTRICT & NATIONAL LEADERSHIP**  
Working In Alignment For Local Church Success

## MENTORING METHODS

As described in the new  
*Leader Manual: Inspire the Journey*

### FRIENDSHIP

*Mentoring in  
Christlike manhood*

### ACTIVITIES

*Draw men and boys together  
around mutual interests*

## DISTRICT PRIORITIES:

### GROW

*Grow the number of AG, PCCNA,  
& qualified independent churches  
using RR: Grow the number  
of chartered churches;  
Grow the number of members;  
Encourage the health of  
existing outposts*

## NATIONAL PRIORITIES:

### CURRICULUM

*via TRaCclub*

### PUBLIC RELATIONS

*So everyone knows about  
Royal Rangers*

### ADVANCEMENT SYSTEM

*Measurable, personal,  
& spiritual growth process*

### INTERACTIVE LEARNING

*Hear, see, do, teach*

### UNIFORM

*Group identity*

### DEVELOP

*Train adult  
and junior leaders  
following national  
guidelines*

### TRAINING

*Establish national standards  
for adult & junior training;  
Partner with districts to certify  
proficient instructors;  
Set the example by offering  
key national training event*

### PATROL SYSTEM

*Servant leadership  
development*

### SERVICE & MINISTRY OUTREACH

*Servants first, leaders second*

### RELATE

*Build community  
among all the men  
and boys in the district*

### EVENTS

*Such as Camporama  
and Rendezvous*

### MISSIONS

*Royal Rangers International,  
PathFinder Missions,  
BGMC, & STL*

**>** Local, district, and national leaders are always in a **QLC** (Question, Learn, Change) posture, providing feedback to improve services at all levels so that Royal Rangers remains in alignment with the needs of boys in our nation.



# > ALI

SYNCING-UP LOCAL, DISTRICT, AND NAT

NATIONAL

DISTRICT

LOCAL

GOD

Jesus prayed in John 17:11 for alignment in Royal Rangers; He asked His Father that we would be in agreement as He and the Father are. Unity is powerful. In Acts 2:1, the believers were in “one accord and one place” (the place Jesus had instructed them to be), and they received the promised outpouring of the Holy Spirit for mighty ministry.

Unity makes us unstoppable. In fact, the level of agreement among the people building the Tower of Babel was such that God said, “Nothing they plan to do will be impossible for them.” The problem was the people were not in step with what God was doing, and He halted their project.

Herein lies our formula: Alignment with God + Alignment with one another = Successful ministry.

## Alignment with God

Success starts when we set aside our own interests and cooperate unconditionally with God’s purposes. He is “not wanting anyone to perish, but *everyone* to come to repentance” (2 Peter 3:9). He invites us to follow His example—He abandoned the splendor of heaven to “seek and save what was lost” (Luke 19:10); He wants us to abandon our own dreams and comforts to “go into *all* the world and preach the good news” (Mark 16:15). God calls us to invest our all in spreading His love to everyone everywhere.

This is the reason our ministry vision is to “*influence* more boys and young men than ever, more *effectively* than ever.” We want to shake loose any lingering programmatic mindset so we can hold tightly to our ministry mandate—“to make disciples,” that is, to mentor future men. Ministry to people, not program, is our vision. We want to be so attractive (influential and effective) that every boy/young man, church or unchurched, will love to be part of Royal Rangers. We have adjusted our methodology so that we can be obedient to the Word and go into “*all* the world,” that is, reach the broadest number of boys and young men as possible whether their interest is in the outdoors, sports, technologies, trades, arts, etc.

## The Great Commission:

# ALIGNMENT

ATIONAL MINISTRY FOR GREATER INFLUENCE AND EFFECTIVENESS

Our vision is in alignment with God's Word and will, as is our mission. Royal Rangers exists to "evangelize, equip, and empower the next generation of Christlike men and lifelong servant leaders." Evangelism, discipleship, and leadership development—they produce lasting results 100% of the times they are consistently tried because God asks us to do them. Obedience works. Our responsibility is to adjust our personal and ministerial activities and priorities to be in sync with God's purposes.

When leaders at all levels—local, district, and national—all focus on fulfilling our vision and mission, we are in alignment with God's heart. Next, we have to work in agreement, or alignment, with one another for success to be achieved.

## Alignment with One Another

For the purposes of our discussion, alignment is when local, district, and national activities and priorities are synced up to achieve greater Kingdom influence and effectiveness. As in team sports, this is achieved when everyone knows his position and plays it well. Everyone has a role to play in Kingdom work. The boys, yes, even the young men, their local commanders, as well as district and national leaders, we all have unique and important roles.

## LOCAL LEADERSHIP

Reference the "Local: A simple and effective discipleship process" section of the chart. Since the chart requires little explanation (and is covered appropriately in chapter 1 of new *Leader Manual: Inspire the Journey*), much of the dialogue below reinforces values we have learned from experience that facilitate ministry success.

## Evangelize

In order to make Royal Rangers an evangelistic ministry, boys are encouraged to invite their friends. If they do, it will be because adult leaders have

## a-align-ment

**uh-lahyn-muh-nt - noun**

1. an adjustment to a line; arrangement in a straight line
2. the proper adjustment of the components for coordinated functioning: *The front wheels of the car are out of alignment*
3. a state of agreement or cooperation among persons, groups, etc., with a common cause or viewpoint
4. an organization of people involved in a pact or treaty
5. the act of adjusting or aligning the parts of a device in relation to each other

**—Synonym:** Alliance, an agreement between two or more to cooperate for specific purposes; a merging of efforts or interests by persons, families, states, or organizations to achieve a particular aim

**—Antonym:** Nonalignment, people who are not aligned with other people in a pact or treaty

been proactive about creating a fun and friendly environment—by, yes, being friendly and, yes, making meetings and activities highly appealing to boys and young men.

These methods—friendship and activity—are in keeping with our value system as a ministry. We will be personable and approachable leaders because we know this is the basis of any mentoring relationship. We will seek to create a community that loves one another extravagantly; friendship will charge our ministry atmosphere. We will make personal and spiritual growth fun, hands-on, and experiential.

**"Go and make disciples of all nations..."** (Matthew 28:19)

Unfortunately, this is very different from the image a few have of Royal Rangers. Some recall leaders who employed shaming methods of public intimidation to diminish or embarrass them into behaving or performing properly. While this approach may work with a *few*, we are called to reach *many*. Let us never forget that word “all” in the Great Commission.

Because friendship and fun will supercharge our ministry, enabling us to “influence more, more effectively,” we should replace any vestiges of distance, positional power, and fear tactics with genuine love and excitement. Authentic friendship and fun are positive and replicable. When we employ them, we display the character, kindness, and zest for life exhibited by Christ and described in the Ranger Code. This is something boys can copy at school and will attract their peers to Christ and to Rangers. As the old saying goes, “You attract more flies with honey than with vinegar.”

Evangelism is maximized at the local level when leaders are genuinely friendly and kind, when they encourage the boys and express confidence in them and their abilities, when they inspire them to accomplish great things and overcome challenges, when they show personal interest in their development, and when they invest the time and energy to make meetings and activities fun to the core. It is to this kind of group to which boys will invite their friends.

## Equip

In order for Royal Rangers to be an effective discipleship ministry that equips the next generation of Christlike men, boys are encouraged to earn merits. Our advancement system is a measurable discipleship process in godly manhood.

- » Our *skill merits* provide activities that build the mentoring relationship (because men and boys build friendships by doing things together) and that build boys’ personal confidence, communicating that they have the hand, head, and heart skills necessary to be godly men in America today.
- » Our *Bible merits* provide instruction in biblical manhood, teaching godly perspectives on sexuality, culture, doctrine, character, and worldview.
- » Our new *leadership merits* provide practical



direction in servant leadership behaviors, teaching the social, equipping, attitude, leadership, and servant skills that make adult and junior leaders influential.

Contrary to what some adults think, boys really do want to learn, to grow, and to be challenged, especially when the growth opportunities are hands-on and experiential in a fun and friendly environment. To this end, learning in Royal Rangers revolves around a hear-see-do-teach model. Boys learn and build friendships best in an interactive environment. Experienced leaders make learning so much fun that boys hardly know they are being guided on a measurable, life-shaping discipleship process. (Let’s just keep that our secret!)

Yet, even here, when discussing our equipping strategies, we must embrace flexibility. As a commander, you need to know you can reach every boy and young man by creative means, using outdoor activity, sports, technology, trades, arts, ministry, service, etc.

This same flexibility is needed with the uniform. Every adult leader, boy, and young man is encouraged to wear the Royal Rangers uniform. The National Royal Rangers Ministries empowers the local outpost to select the uniform option that best reflects the culture and personality of its church and community and enables them to attract the greatest number of members. We encourage every church to measure the value of the utility uniform shirt with blue jeans and/or optional Ranger Tac pants. *Whichever official uniform is chosen by the outpost will be recognized at all local, district, and national events.* (Note: Leaders choosing to serve on staff or as instructors at district or national training events will wear the prescribed uniform(s) of each event.)

Equipping future men is maximized at the local level when it is both intentional and flexible.

# The growth formula in Royal Rangers is:

## Empower

In order to effectively empower boys for a lifetime of Christian service, leaders are asked to facilitate boy-led leadership development by encouraging boys to serve others. For example, boys and young men can help plan the group's annual calendar, assist with activities, lead portions of the weekly meetings, and much more. By using the patrol system and by planning service and ministry outreach projects, leaders create a safe environment for junior leaders to succeed and fail, and by setting a good example, they prepare boys and young men to become model servant leaders. These actions empower young men to assume greater and greater leadership of Royal Rangers, making it a boy-led, adult-facilitated ministry. What is more, by serving, boys become partners in the evangelize-equip-empower cause (not merely benefactors). Over time, boys will recognize they are serving a God-given cause greater than self—the *greatest* cause, building God's Kingdom.

## DISTRICT & NATIONAL LEADERSHIP

Reference the “District & National Leadership: Working in alignment for local church success” section on the chart. When Rangers leaders are successful at the local level, Rangers is truly successful. My personal commitment, and that of every organizational leader serving at the district or national level, is to do everything in our power to help you enjoy the greatest degree of ministry success as possible. That way we all succeed!

Below I describe what those of us in district and national organizational positions do to serve you:

### District Priorities

Districts, like outposts, play a unique and important role in the evangelize-equip-empower cause. While the top three priorities—grow, develop, and relate—may not encompass the entire activity of those in district leadership, it certainly does define where the greatest majority of energies ought to be devoted for maximum benefit to overall district ministry.

Let's look at the top priorities of district leadership that will keep local, district, and national leadership in alignment:

### Evangelize

Districts play a vitally important evangelize role, though this imperative can easily be overlooked if busyness of other activity is allowed to crowd it out.

Evangelism must certainly remain the top priority of every district. The primary way that districts reach the lost, however, is not event-related. Rather it is by increasing the number of Assemblies of God (AG), Pentecostal Charismatic Churches of North America (PCCNA), and qualified independent churches that use Royal Rangers. It is also by encouraging the health of existing outposts. When more churches implement Royal Rangers and gain health, a greater number of boys and families are influenced by the gospel. When a district intentionally devotes leadership, focus, and creativity in increasing the number of churches that use Royal Rangers it is “influencing more boys and young men than ever, more effectively than ever.”

### Equip

The equip role of districts involves training and developing adult and junior leaders. The growth formula in Royal Rangers is this: “More churches = More men = More boys.” That is, the more churches using Royal Rangers, the more men will involve themselves in leadership, and the more boys (and junior leaders) the ministry will gain.

Training is vital to the success of any ministry. As districts offer training in a manner that mirrors the curricular philosophy and adheres to national training standards, leaders will be inspired and resourced to effectively mentor future men.

### Empower

The empower role of districts involves conducting or participating in strategic events intended to build wholesome relationships among men and boys throughout the district. John 13:35 says, “By this all men will know that you are my disciples, *if you love one another.*”

District leaders intentionally build a community that loves extravagantly; they set the tone for the outpost leaders. They properly see events as opportunities to mentor leaders and boys. The natural outcome of such a community is a strong sense of commitment to serve one another and to reach the lost. This is true because love, by its very nature, requires us to notice others and to sacrifice on their behalf.

Forging such a community starts and is sustained when district (and national) leaders stoke the spiritual fires so hot that it purifies our adult and junior leaders. No such transformative, loving community can exist apart from a deep, loving relationship with God.



**MORE CHURCHES = MORE MEN = MORE BOYS**

# ALIGNMENT WITH GOD + ALIGNMENT WITH ONE ANOTHER

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## SUCCESSFUL MINISTRY

### National Priorities

Now let's turn our attention to the top priorities of national leadership that will keep local, district, and national leadership in alignment:

#### **Evangelize**

The evangelize role of the national ministry is largely focused on two things: 1) building practical and enjoyable curricular resources that will bring leaders personal ministerial satisfaction as they watch boys develop and that will give boys enjoyment while being led through a purposeful journey toward Christlike manhood and lifelong servant leadership and 2) building a comprehensive marketing and communications strategy that will inform the public and shape the image of the ministry.

#### **Equip**

The equip role of the national ministry is designed to create relevant training programs that mobilize, inspire, and resource adult and junior Royal Rangers leaders. This is achieved primarily through three avenues: 1) establishing national standards for all adult and junior leadership training, 2) partnering with districts to certify proficient instructors, and 3) setting the tone and the example by offering key national training events.

#### **Empower**

The empower role is focused on key national and international events and ministry outreach:

The National Royal Rangers Ministries leads national (and, when appropriate, international) events that bring Rangers from across the nation (world) together to learn, to grow, and to relate.

The National Royal Rangers Ministries supports Royal Rangers International and mobilizes key leaders to establish, strengthen, and serve Royal Rangers around the world.

Also, Royal Rangers supports PathFinder Missions to involve men and teen boys in approved construction projects.

Royal Rangers partners with Boys and Girls Missionary Challenge (grades K-5) and Speed the Light (grades 6-12) to involve boys in missions giving and awareness.

#### **QUESTION-LEARN-CHANGE (QLC)**

In addition to knowing our unique roles and positions (local, district, national) and playing them well, there is one final element that will keep us in alignment, and that is for everyone to remain in a QLC-posture (to retain a teachable and pliable spirit, eager to be Kingdom effective). Everything changes, and we must discern the shifts that affect our ministry to boys and young men in order to remain responsive to their needs. It was said of the sons of Issachar that they knew the times they lived in and they knew what Israel should do (1 Chronicles 12:32). That kind of discernment comes from the Lord, and we should pray for and seek it.

Alignment is all about the formula: Alignment with God + Alignment with one another (syncing up local, district, and national efforts for greater influence and effectiveness) = Successful ministry. That is what God wishes for Royal Rangers—that we “influence more boys and young men than ever, more effectively than ever” always! ☺



“We recently launched a multi-site Royal Rangers outpost—one outpost meeting in two locations. Our goal is to follow our lead pastor’s model of being ‘one church in many locations.’ As the outpost and leadership at one site grows, we will start an outpost at another site.”

- Rick Dostal, Coordinator, Outpost 360  
Springfield, MO



**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.

**RR-QLC** is a continual cycle intended to keep Royal Rangers relevant by being responsive to regular cultural shifts. 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 below to give us your feedback today!

- **INTERNET:** Pastors, parents, Ranger boys, non-Ranger boys, and others are invited to complete an online survey at [www.royalrangers.com/qlc](http://www.royalrangers.com/qlc)
- **EMAIL:** Anyone at anytime is welcome to email 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.

**Thank You** *For Your Participation!*



Recently, a modern parable has become very popular as the topic of sermons and videos on YouTube®. The author is anonymous.

There is a modern parable about a crude little lifesaving station on a dangerous seacoast where shipwrecks often occurred. The few devoted members went out day and night, tirelessly searching for the lost.

Some of those who were saved wanted to join the life saving station. As the station grew in popularity, fewer members were interested in saving people, and the station became a club.

Around this time, a large ship wrecked off their coast. The cold, wet, and dirty victims created chaos as they filled the station.

At the next meeting, many of the members voted to stop the life saving activities because they were uncomfortable, and it messed up their social routines. The few members that insisted upon life saving moved down the shore and set up another little life saving station. Over time, the station grew, was expanded, and eventually became another club.

If we are not careful, our Royal Rangers outpost can seem like this lifesaving station. We start with a few boys and focus on outreach to bring them in. The more boys we get, the less time we spend on outreach, and the outpost becomes a club where men and boys hangout. We need not lose sight of Royal Rangers' number one mission: evangelism. Visit with your fellow Ranger leaders and with your pastors to discuss how to keep your outpost a lifesaving station. ☺



## Royal Rangers' 50th Anniversary Camporama Celebration!

by Jim Allen, National Administrative Director

The expression "once-in-a-lifetime" is almost a cliché, isn't it? It is used on a regular basis to the point that the significance is almost lost. But from time-to-time there are events that truly deserve being labeled a "once-in-a-lifetime" opportunity. The 2012 National Camporama is one such event. It will be the "Ultimate Guys' Event" and will only happen once in our lifetime because we will celebrate Royal Rangers' 50th anniversary!

Many exciting activities are planned for our 10th Camporama, including:

- » Sports competitions, such as flag football, soccer, and disc golf
- » Shooting competitions, including BB gun, archery, small bore, trap, & black powder
- » Authentic frontier village, including a working blacksmith shop
- » National Ranger Derby racing
- » Royal Rangers museum
- » Static displays
- » Paintball
- » Extreme Inflatables
- » Rangers 5K Eagle Rock run
- » Special guests, including international delegates
- » And, well, there are just too many to mention them all!



# DON'T MISS THE ULTIMATE EVENT FOR GUYS!

“RR!”

## The 2012 CAMPORAMA will be a springboard into our future.

A springboard is a jumping off place, designed to take something higher. That is exactly what this event will be—a springboard into the next 50+ years of increased influence and effectiveness as a ministry to future men. Royal Rangers best days are ahead! There will only be ONE Royal Rangers’ 50th anniversary Camporama celebration! Don’t let a single, eligible boy miss the adventure, competition, fun, friendships, memories, and national and international guests!

Registration opens December 1, 2011, online at [www.nationalcamporama.com](http://www.nationalcamporama.com).

For best prices be sure to charter your outpost. (Chartering alone saves \$49 per person.) Register before May 15, 2012, before prices begin to increase.

Join us! Make the 2012 Camporama the best attended, most successful event in the history of Royal Rangers. Let’s set the stage NOW for Camporama XXIII when we commemorate our 100th anniversary in 2062!

*Come and honor our past while anticipating the excitement of our future!*

“At Ranger camp, the speaker delivered a powerful message. Boys and young men flooded the altar to pray. Many of them shared problems that just broke my heart. One teary-eyed-boy said, ‘My dad acts like I don’t exist.’ Another, ‘My parents fight all the time and are getting divorced.’ A third started to say, ‘My uncle...’ and then broke down in tears and couldn’t finish his sentence. For the next hour, I prayed with boy after boy. That night I was reminded why I’m a Ranger leader!”

– Keith Paul  
Columbus, Ohio

## What are you doing to raise funds for Camporama?

“I’m saving cans, glass, and plastic bottles.”

“We’re selling donated ketchup bottles to the parents so their kids can spray me with it when we meet our goal.”

“WASHING CARS!”

“Selling fire extinguishers.”

Your best source for the latest Camporama information, including camp schedule, fundraising opportunities, promotional materials, menus, and much more is at

# NationalCamporama.com

### Camporama Promotional Materials

Make full use of the many promotional materials to help you get your fellow Rangers leaders, boys, and young men fired up and ready to attend. Most are absolutely free!

Poster # 729-077 FREE    Brochure # 729-200 5¢ each  
DVD # 729-206 FREE    To order, call 1-800-641-4610.



A: 1,445 ACRES AND WAS PURCHASED IN 1984



G: HOW BIG IS CAMP EAGLE ROCK, AND WHEN DID IT BECOME THE NATIONAL ROYAL RANGERS CENTER?

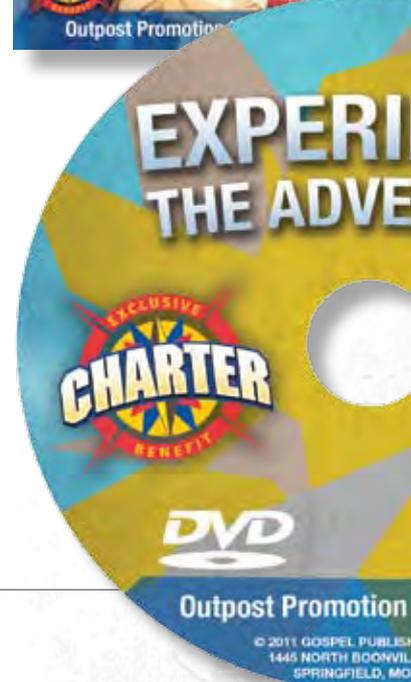
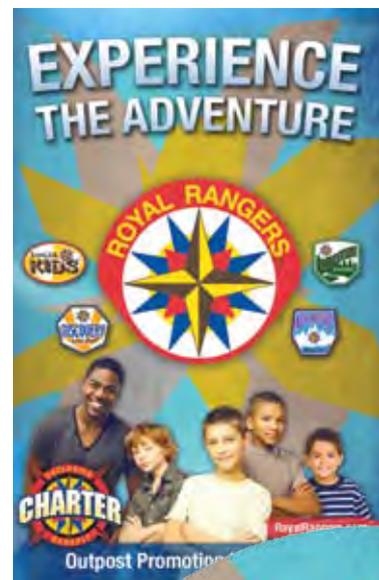


# Join the Cause: CHARTER YOUR OUTPOST

by Jim Allen, National Administrative Director

**Royal Rangers** is a family, a community of men and boys working together to fulfill the Great Commission. Chartering is an important financial engine to support this ongoing effort. By chartering, you play a vital role in this evangelize, equip, and empower cause.

Chartering is a program whereby churches register (*i.e.*, *charter*) their Royal Rangers program with the national office. Chartered outposts receive valuable discounts and exclusive resources while supporting the ongoing development and improvement of the ministry. Chartering also provides valuable data to the national Royal Rangers ministry that enables them to better monitor trends and the progress of the ministry and meet emerging needs as necessary.





## Benefits of Chartering

Chartered groups receive many valuable benefits:\*

- » 15% DISCOUNT on Royal Rangers supplies when ordered through the Rangers Online Superstore on the national web site
- » 15% DISCOUNT on all TRaCclub memberships
- » 15% DISCOUNT on all registrations for national and regional training events
- » 15% DISCOUNT on registrations for national and regional activities, such as National Camporama, National and Territorial Rendezvous, the national LEAD Conference, and more
- » 15% DISCOUNT on registrations for select district training events
- » 15% DISCOUNT on registrations for select district non-training events
- » *Rangers NOW* magazine for each chartered member.
- » *Outpost Promotional Kit*, which is full of resources like promotional videos, reproducible touch cards, clip art, customizable banners to advertise your ministry and/or decorate your meeting rooms, and more! (*one per outpost*)



- » Access to Outpost Navigator, a software application for tracking advancement and training accomplishments for each member of your outpost
- » An official outpost number to identify your outpost, to be worn on your Royal Rangers uniform and displayed as needed

## Chartering Requirements

An outpost must be sponsored by a church affiliated with the Assemblies of God or by a church affiliated with the Pentecostal Charismatic Churches of North America (PCCNA). Other denominations and churches, including independent churches, may qualify if approved by the Assemblies of God district superintendent from the geographic district where the congregation is located. (*Determined on a case-by-case basis.*)

Outposts must have at least one qualified leader for each group at their church—Rangers Kids, Discovery Rangers, Adventure Rangers, and Expedition Rangers.

## The Chartering Process

Chartering can be done quickly and easily online at [www.royalrangers.com](http://www.royalrangers.com), and the financial benefits can be realized within 24-48 hours after processing. Those who prefer to charter by mail may print an application and mail it to the national Royal Rangers office with a check. Please note, however, that due to the additional manual processing required for mail-in charters, an additional \$15 processing fee will apply. Once the charter is received and processed the discounts and chartering benefits will be available in approximately 24-48 hours.

The charter year is September 1-August 30 (*traditional school year*). All existing charters must, therefore, be renewed each year during the annual charter period of August 15 - October 31.

Chartering provides a great way for your outpost to join the community of outposts across the country in taking Royal Rangers to the next generation of boys.

More information about chartering and a link to begin the chartering process can be found on the national Royal Rangers web site at [royalrangers.com](http://royalrangers.com).

\* Chartering incentives are reviewed annually and subject to change.



# Thank You! for Chartering





# Where to Get Your: RANGER GEAR

by JR Whinery, National Resource & Logistics Coordinator

**W**ith the improvements in Royal Rangers, there have been a few changes to our products. You might have noticed, right? The specific product changes have been addressed elsewhere. In this article, I will describe: 1) Products that were previously restricted that are now unrestricted (meaning you can order them from Gospel Publishing House or the online Rangers Superstore yourself); 2) Products that are district restricted (meaning you apply for them to your district, or receive them when you attend district training events, or are given them when you fill a staff position); and 3) Products that are nationally restricted (meaning you apply for them to the national office).

## Unrestricted Items

Due to the special nature of select Royal Rangers awards and insignia, many are restricted for district or national distribution only. These products generally relate to position insignia, training programs, special awards, or special membership status. Over time, this list has grown into a significant array of products, requiring considerable effort by districts to manage.

In an effort to reduce the burden on district leaders for approving and/or handling products, many that were previously restricted are now unrestricted. District leaders can now devote this time to more productive and meaningful endeavors.

The following lists represent items that were previously restricted but have now been moved to unrestricted status. You can order these at the online Rangers Superstore at [RoyalRangers.com](http://RoyalRangers.com).

### OUTPOST ITEMS

Missions Project Award & Ribbon  
 Jr. Leaders Service Medal & Ribbon  
 Pastors Award & Ribbon  
 Outpost Leadership Award & Ribbon  
 Outpost Service Award & Ribbon  
 Outpost Coordinators Award & Ribbon

### FCF ITEMS

Frontiersmen Pin, Patch & Bolo  
 Buckskin Pin, Patch & Bolo  
 Wilderness Bolo  
 Trapper's Brigade Pins (all levels)

### DISTRICT STAFF ITEMS

District Staff Pin & Patch (Collar)  
 District Staff Shoulder Patch

### MISC. ITEMS

RR Antiqued Emblem Hat Pin  
 Brown Wool Crusher Hat (various sizes)

# District Restricted Items

The following products continue to be district restricted; secure them through your district.

## INSIGNIA

District Executive Staff Pin & Patch (Collar)

## MEDALS & AWARDS

District Medal of Merit Medal & Ribbon  
 District Outstanding Service Medal & Ribbon  
 District Executive Leadership Award & Ribbon  
 District Leadership Award & Ribbon  
 District Continuous Learning Ribbon  
 National Continuous Learning Ribbon

## TRAINING

DTC Ball Cap & Patch  
 JTC Beret & Patch  
 AJTC Beret & Patch  
 EJTC Beret & Patch  
 JCE Hat & Patch  
 JTT Hat & Patch  
 JSC Hat & Patch  
 JWC Hat & Patch  
 Ranger Basics Certificate & Patch  
 Ranger Essentials Certificate & Patch

**PLEASE NOTE:** Jr. Training changes are forth coming. As changes are released, new patches and headwear will be made available.

# Nationally Restricted Items

The following lists represent items that are nationally restricted. The items are available only by application.

## INSIGNIA

National Executive Staff Pin & Patch  
 National Staff Pin & Patch  
 National Staff Shoulder Patch

## FCF ITEMS

Wilderness Pin & Patch  
 RR FCF Pathfinder Award  
 Pathfinder Pins (Bronze, Silver, & Gold)

## TRAINING

Academy Instructor Hat Pin, Patch, Bolo, and Hat Emblem  
 Adv. Academy Hat Pin, Patch, Bolo, and Hat Emblem  
 Academy Hat Pin, Patch, Bolo, and Hat Emblem  
 Training Academy, Hat Pin, Patch, Bolo, and Hat Emblem  
 Adult Training Ball Cap  
 NRMC Patch, Bolo, and Hat Patch  
 RKTC Ball Cap & Patch  
 JB Excellence Initiative Patch

## MEDALS & AWARDS BY APPLICATION

Medal of Valor & Ribbon  
 Medal of Courage & Ribbon  
 Medal of Excellence & Ribbon  
 National Medal of Merit & Ribbon  
 National Outstanding Medal Service & Ribbon  
 RK Gold Trail Award, Ribbon, & Patch  
 DR Gold Eagle Award, Ribbon, & Patch  
 AR Bronze Medal, Ribbon, & Patch  
 AR Silver Medal, Ribbon, & Patch  
 AR Gold Medal of Ach. Medal, Ribbon, & Patch  
 Honor GMA Medal, Ribbon, & Patch  
 Trail of the Saber Medal, Ribbon, & Patch  
 National Championship Medals (Bronze, Silver, & Gold)

**PLEASE NOTE:** The following medals are nationally restricted. Download, complete, and return the application to the national office.

- » Ranger Kids Gold Trail
- » Discovery Rangers Gold Eagle
- » Adventure Rangers — Bronze, Silver, & Gold Medals of Achievement
- » Expedition Rangers E3 Medal
- » Honor GMA
- » Medal of Excellence

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

They cannot be purchased through GPH. Applications are available from the national Royal Rangers web site at [RoyalRangers.com](http://RoyalRangers.com).

## TRAINING BY APPLICATION

OLAL Patches (Ready, Safety, Trained, & Advanced)  
 OLT Patches (Bronze, Silver, Gold, & Platinum)



G: WHAT YEAR WAS FCF CREATED? A: 1966

G: WHEN WAS ROYAL RANGERS FOUNDED AND BY WHOM? A: 1962 by Johnnie Barnes

# Where to Get Your: RANGERS GEAR

## The Stuff You Need!

- » **CURRICULUM**  
Meeting Guides, New Merits,  
Junior Leadership Foundations, etc.

- » **CHARTERING**



- » **OFFICIAL ROYAL RANGERS GEAR**  
Like the new Leader Manual, new DR,  
AR, ER Handbooks (in 2012), uniforms,  
awards, etc.

- » **NATIONALLY RESTRICTED ITEMS**  
(See chart on previous page for product list)

- » **DISTRICT RESTRICTED ITEMS**  
(See chart on previous page for product list)

## Get It Here!

TRaCclub - Online Mentoring Resources



ROYALRANGERS.COM



Online Rangers Superstore



Gospel Publishing House  
1(800)641-4310

ROYALRANGERS.COM  
(Download applications)

## Your District

## Check Out These Opportunities!

- NationalCamporma.com
- NationalFCF.com
- RoyalRangersInternational.com
- PathFinderMissions.com
- BGMC.ag.org/toolbox
- STL.ag.org
- CharacterConnex.com
- MegaSportsCamp.com

- FaithCase.com
- Welcome To Holsom



- Fire Bible Student Edition
- Fire Bible Kids Edition
- Fire Institute / Capstone Project –  
youth.ag.org/fire/FireInstitute



# NEW RANGER WEAR



ORDER FROM  
[ROYALRANGER.COM/GEAR](http://ROYALRANGER.COM/GEAR) OR CALL 1.800.641.4310 OR SCAN



*Celebrating 50 years as the foremost Christian adventure ministry for boys and men.*



Join the Frontiersmen Camping Fellowship at the 2012 National Camporama as we commemorate the storied history of Royal Rangers.



# ADULT TRAINING

*by Steve Schultz, National Training Coordinator*

**T**he goal of the Rangers Ministry Academy (RMA) is to inspire, mobilize, and resource leaders. When you attend Rangers training you can expect to receive three big benefits:

- 1. Spiritual development** — All classroom and event-based adult leadership training will refresh and inspire you spiritually.
- 2. Ranger Skills Development**—Training will enhance your ability to deliver the seven experiences every Ranger should receive and will help you learn to better relate with boys and young men.
- 3. Leadership Development**—It takes a leader to mentor and develop new leaders. You will receive core leadership development information and experience.

## »» TRANSITION

The Rangers Ministry Academy has now replaced the Leadership Training Academy (LTA 2002-2010.) If you have already completed the blue and gold Leaders Medal of Achievement (LMA), you can seamlessly transition to the Advanced level of the Outpost Leader Advancement Levels (OLAL). All you need to do is complete the transition requirements found on the “LMA to OLAL Application.” It is available on the national Royal Rangers web site: [royalrangers.com/training/general/](http://royalrangers.com/training/general/).

**PLEASE NOTE: The last date to complete all transition requirements is December 31, 2012. Your application must be turned into the national office by January 13, 2013.**

## »» WHAT'S NEW?

Because our curriculum has been updated, our training has been improved to reflect the values and experiences presented in our handbooks and curricular resources:

### OUTPOST LEADER ADVANCEMENT LEVELS (OLAL)

Districts are now offering this new training. The OLAL consists of four advancement levels—Ready, Safety, Trained, and Advanced. It combines training offered by the district (Ranger Basics, Ranger Essentials, First Aid/CPR, Safety course, and continuous learning electives) and training offered by the national office (National Rangers Ministry Camp, NRMC; Ranger Kids Training Conference, RKTC; or World Class Outpost, WCO). A benefit of this new format is that you can take training in any order as it becomes available.

### NATIONAL RANGERS MINISTRY CAMP (NRMC)

The purpose of the NRMC is to provide interactive instruction through a variety of fun and exciting activities that appeal to boys and young men. These activities will include basic “modern” camping, sports fun, trade skills, arts,



and technology. These are activities that you and boys/young men can do together, and they serve a very important purpose—to facilitate relationship and friendships that provide you mentoring opportunities.

You will personally live Royal Rangers’ seven mentoring methods, the seven experiences every leader should provide boys and young men. You will receive instruction, be immersed into the patrol system, and live it from the viewpoint of a boy or young man. This will allow you to better understand how to turn your outpost into a “boy-led, adult-facilitated” ministry.

In addition, you will participate in leadership opportunities, develop friendships, and learn about teamwork through fun competition and shared goals. NRMC also models positive training techniques. Each patrol has an opportunity to earn the bronze, silver, and gold patrol of excellence awards.

Most importantly, you will be inspired to connect with God, to discover what it means to be a godly man, and how to reproduce that in boys and young men. You will be challenged to be a man set apart for a life of holy discipline, to embrace life’s greatest adventures, to offer strength faithfully to the beauty of your life, and to advance vigorously the gospel of Jesus Christ. You will be given opportunities to seek God for greater power to accomplish your role as a mentor of future men.

Go to the national Royal Rangers ministry web site, click on the National Training Schedule and Registration link for current schedule and locations.





### MEDAL OF EXCELLENCE

The Medal of Excellence is a worthy goal for every Rangers leader. This distinguished award represents a high level of commitment and dedication to both your personal growth, as well as the spiritual and leadership development of boys and young men that you mentor. The Medal of Excellence is a nationally restricted and numbered recognition, and its recipients' names are posted on the national ministry web site.

The requirements are as follows:

1. Complete all four Outpost Leader Advancement Levels
2. Take a boy completely through his advancement levels to the highest medal for his age group (RK Gold Trail Award, DR Gold Eagle Award, AR Gold Medal of Achievement, or the ER E3 Award). The boy must have started working on his age group advancements on or after September 1, 2008, to qualify.
3. Submit the Medal of Excellence application with all required information and signatures to the National Royal Rangers Ministries office.

You may earn the Medal of Excellence multiple times by taking different boys through to the highest advancement for their age group. For more information or to download an application, visit the national web site.



### CONTINUOUS LEARNING

Continuous Learning opportunities are intended to expand your leadership skills or competencies in addition to the OLAL. A training event must meet the criteria outlined on the national ministry web site (found on the Outpost Leader Advancement Level page). As a leader, we should never stop learning and improving our skills!

### TRAINING ACADEMY

The Training Academy (TA) track is now available and has replaced the Instructor Certification Seminar (ICS). It is based on a high level of instructor competencies.

Certification is provided through the region in cooperation with the district. The Training Academy prepares graduates to teach in the Rangers Ministry Academy and is a prerequisite for attending all other Academies.



### » CONCLUSION

Rangers training is fun, hands-on learning. You will build lasting friendships and become a better man and better leader for taking time to sharpen the ax. Research tells us that the more training you get, the more you enjoy ministry to boys and young men and the longer and more gratifying your tenure in Royal Rangers is. A well-trained leader is a better mentor of future men. Thank you for encouraging the leaders around you to follow your example and plug into Rangers training.

For more information on Rangers training, visit the national ministry web site at [royalrangers.com/training](http://royalrangers.com/training).



Do I have what it takes to be a man?  
 Do I have what it takes to be a husband and father?  
 Am I really living out God's plan for my life?  
 Can I help boys and young men answer these questions?

**Come to NRMC and find out.**

*"I was blessed in all aspects of my life—as a husband, father, and Ranger commander. I feel I learned to be a better husband, father, and outpost commander! I was truly blessed!"*

- GUSTAVO MEJIA, CA

*"I wanted to tell you that the NRMC was a super blessing, and a Holy Spirit filled weekend for me...I am excited and ready to be a Warrior/Ranger for Christ and to bring our boys to Him in this epic adventure he has allowed us to be in! Glory to Jesus!"*

- OSVALDO COLON-MELENDZ, OK

*"I just attended the 1st NRMC in Pillager, MN, and I must share with you that this was the best adult leadership camp that I have attended in Royal Rangers. I left the camp thinking that every minister with a Ranger outpost needs to hear the message about manhood and how this ministers to the youth in the Church."*

- FRANK SANDELIN, LONG PRAIRIE, MN

*"The presence of God's Spirit was so powerful throughout the entire weekend! I have been transformed deeply."*

- JOHN DIPPEL, AR

*"I was refreshed, enabled, and motivated to implement what I experienced."*

- WILLIAM ZERBY, WA

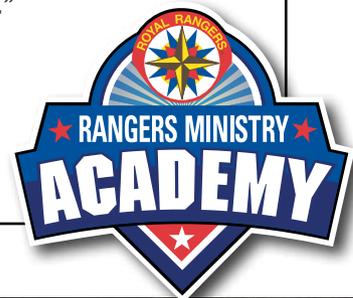
*"I left a different person, ready to be a man for God."*

- ERIC MUNSON, MT

*"Since August, God has really used what I learned at NRMC to improve my day-to-day relationship with him. I have seen improvements in my marriage, leadership skills, personal walk with Christ and many other areas. I can't thank you enough for putting together a first-class camp that men could attend and expect to be challenged to their core. I liked it so much; I would do it again."*

- RON FERRIL, CA

Take your ministry journey to the next level.  
 Sign up for a NRMC near you.  
 Visit [royalrangers.com/training/schedule](http://royalrangers.com/training/schedule)





# DEVELOP JUNIOR LEADERS

by Steve Schultz, National Training Coordinator

**A**uthor John C. Maxwell suggests that those around you determine your level of success. Some of our finest leadership assets in Royal Rangers are our boys and young men. What a privilege we have to invest in their development as godly servant leaders!

Rangers has a well-defined process to help you shape these emerging leaders. This article will deliver important foundational information on that process, including what takes place at the local level and what takes place at the district level. The actual leadership development content is found elsewhere (such as the *Leader Manual*, the soon-to-be-released new *Discovery, Adventure and Expedition Rangers* handbooks, and on TRaCclub where you can find the new leadership merits, Junior Leadership Foundations, and more.)

*So let's go!*

## LOCAL JUNIOR LEADERSHIP DEVELOPMENT

Here are the resources available to local outposts to help them shape junior leaders.

### JUNIOR LEADERSHIP FOUNDATIONS

Basic DTC and Basic JTC have been phased out upon release of Junior Leadership Foundations (JLF) and the Leadership merits, found on TRaCclub. All group leaders should be using JLF to set up junior leaders for immediate success every time they assume new leadership positions. The more you utilize it, the stronger the junior leaders in your local group will become. Repeatedly using JLF will shape your outpost into a boy-led, adult-facilitated ministry.



**"I've been in Royal Rangers for four years and never led a boy to Christ. Tonight that changed. Two boys came to Christ! So glad to be in Rangers and to be part of what God is doing!"**

– David Medina, Group Leader, Outpost 258 Southern California



## LEADERSHIP MERITS

Leadership merits are another important training tool available for your Discovery, Adventure, and Expedition Rangers groups. The group leader and his team should teach a leadership merit every six months in one of two ways: 1) five weekly meetings or 2) a 1 or 1 ½-day weekend format.

Offering these excellent merits will forge your boys and young men into better leaders, and they will enable you to help them practice their new skills in outpost meetings and outings. This can't be outsourced! It must take place in the outpost; the leadership merits must be taught by you on your own home turf. Each merit covers five skills and helps the boys and young men make the following personal commitment:

» **SOCIAL SKILLS:** I will improve my relational skills because if people like me they will be more open to let me influence them.



» **EQUIPPING SKILLS:** Success depends on my ability to make others successful so we can reach our shared goals.



» **ATTITUDE SKILLS:** I will encourage others to aspire to a better future with me even when things are challenging. My attitude is a choice and will determine my altitude in life and leadership.



» **LEADERSHIP SKILLS:** I will develop my God-given talents and share them with those around me to reach important goals that will benefit others.

» **SERVANT SKILLS:** If people know I really care about them and put their needs before my own, they will follow me.

Discovery Rangers leadership merits are red; Adventure Rangers leadership merits are gold; Expedition Rangers leadership merits are sky blue.

**"I tell parents about our Rangers groups; they are age and gender focused, led by dads who want to see our boys grow into godly men and who will show the kind of love all boys need and want from a father. Royal Rangers offers good friends, adventures, and hands-on learning (like rebuilding a bike or an engine). We want the boys to understand that by making the right choices they can do anything."**

**- David Richards, Children's Pastor  
First Assembly of God, Ft. Myers, FL**

## DISTRICT JUNIOR LEADERSHIP DEVELOPMENT

As part of your overall junior leadership development plan, there is great benefit in encouraging your junior leaders to participate in leadership development opportunities outside the local group. For this reason, there are district level opportunities available.

**DISTRICT TRAINING CAMPS** are being revised to match our new training philosophy and methods and will reinforce and enhance training done at the local level. Districts should implement them as they are released from the national training office.

**ACTION CAMPS** are district-sponsored events where adult men and high-school age boys learn exciting skills, such as backpacking, canoeing, survival, winter camping, etc., to take back to the local outpost. Each action camp is being developed with key guidelines provided by the national office so the content of each action camp will match no matter which district offers it. Different action camps will be piloted each year for the next 3-5 years. As action camps are developed, they will be officially released through the national office. Only officially recognized action camps will be counted in the Trail of the Saber requirements.



**THE TRAIL OF THE SABER MEDAL** is designed to motivate and reward young men who take full advantage of the junior leadership development opportunities available in their outpost and district.

The previous ceremonial saber requirements were tied to the Leadership Medal and based upon the following statement from the 2003 *Expedition Rangers Handbook*: “The first requirement to earning the Leadership Medal is completion of four camps, two of which must include the Junior Training Camp and the Advanced Junior Training Camp. The second requirement is the completion of any twenty-five Spirit Challenge lessons.” These requirements implied graduation from the Junior Leadership Training Academy. Some districts bestowed the honor of the ceremonial saber upon the completion of a fifth camp.

The *Trail of the Saber Medal* is new and expands upon the existing ceremonial saber requirements. Previous requirements varied by district, and some did not offer the saber. The new Trail of the Saber Medal includes earning leadership merits (taught by outpost leadership), attending district junior training camps, completing reading requirements, and meeting age requirements.

Because the Trail of the Saber Medal requirements include earning eight of the new Leadership merits and our recommendation is to only teach two leadership merits per year, the new Trail of the Saber Medal requirements will be phased in over the next four years. Thus, all 9th graders or younger (as of summer 2010), who are just starting the Trail of the Saber, should use the new Saber Medal requirements. All other young men can continue working in the previous system with past requirements. But as of December 31, 2013, only the Trail of the Saber Medal requirements will be available.



Some districts present a ceremonial saber to boys who complete the Expedition Rangers Leadership Medal (with the five junior training camps and twenty-five Spirit Challenges). Presenting a ceremonial saber may be continued for either track.

**Please note:** The requirements for the *Trail of the Saber Medal* and the ceremonial saber do not equate to each other. Those who have earned a ceremonial saber under the previous requirements as outlined do not automatically qualify for the Trail of the Saber Medal. Those who have earned the ceremonial saber from their district can also earn the Saber Medal by completing the additional requirements before the above transition deadline and before the young man turns 18 or graduates from high school (whichever comes later).

(More information on the Trail of the Saber Medal is available in chapter 29 of the *Leader Manual: Inspire the Journey* and on the national ministry web site.)

As you can appreciate, there are excellent leadership development resources available to help you shape excellent junior leaders. But you are not alone. The district stands ready to assist with events that compliment what you are teaching and modeling. The Trail of the Saber Medal ties the local and district efforts together to create a synchronized process and to set a challenging and worthy goal for every Ranger to pursue. ☺



## BE IN THE KNOW: *Training Policies*

» Trainees may attend district and national training events in any of the official uniform options. We do not require trainees to wear a specific uniform option (i.e., dress or utility) to attend adult or junior training events. (**Note:** Leaders choosing to serve on staff or as instructors may be required to wear a particular uniform prescribed by the event.)

» The campaign hat is no longer used at adult or junior training events. Its strong authoritative image is inconsistent with the philosophy of our curriculum and the spirit of our seven mentoring methods.

» The Leadership Training Academy (LTA), including the blue and gold Leader's Medal of Achievement (LMA), was in effect 2001-2010. As of January 1, 2011, it has been replaced by the Outpost Leader Advancement Levels (OLAL) of the Rangers Ministry Academy (RMA). The four levels (Ready, Safety, Trained, and Advanced) of the OLAL are now offered in place of the LTA. (**Note:** If you earned the blue and gold LMA before December 31, 2010, you may transition to the Advanced level of the OLAL by completing a set of requirements as defined on the transition application at [RoyalRangers.com](http://RoyalRangers.com).)

» The Medal of Excellence is a prestigious medal for leaders. Those who earn it have completed the Advanced level of the OLAL and have taken at least one boy on a journey, culminating in him earning the highest medal in any of the four Ranger groups. The medal, pin, or patch may be worn on the uniform as outlined in the uniform guidelines found on the national ministry web site. ☺

# 2012 TRAINING OPPORTUNITIES

**NATIONAL RANGERS MINISTRY CAMP** will give instruction in basic outdoor skills and activities, providing leaders with the skills needed to take their Rangers on exciting outpost activities outside of their normal weekly meeting times. Instruction in effectively implementing the team/patrol method will be offered as a means to facilitate junior leadership development. Also, leaders will be challenged to connect with God and explore spiritual manhood.

|                        |                         |
|------------------------|-------------------------|
| <b>February 3-5</b>    | <i>Ft. Meade, FL</i>    |
| <b>August 24-26</b>    | <i>Emigrant Gap, CA</i> |
| <b>September 14-16</b> | <i>Eagle Rock, MO</i>   |
| <b>September 14-16</b> | <i>Whiteford, MD</i>    |
| <b>September 28-30</b> | <i>Honea Path, SC</i>   |

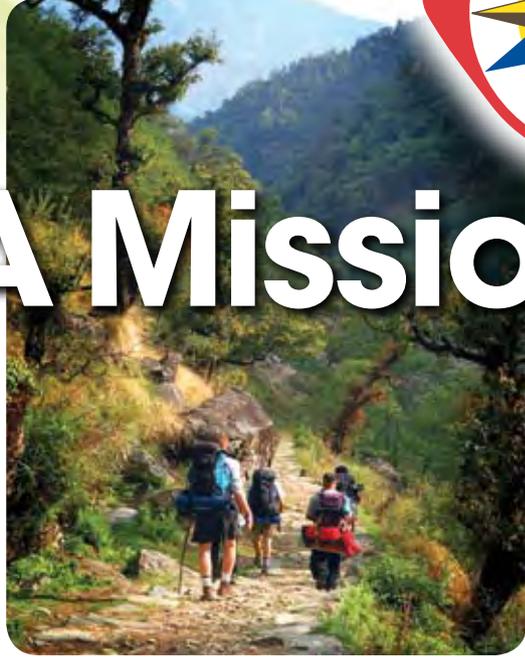
**RANGER KIDS TRAINING CONFERENCE** gives leaders training in various techniques and methods of leadership. Leaders will also receive training specific to the development and needs of the Ranger Kids age group.

|                                |                       |
|--------------------------------|-----------------------|
| <b>May 18-20</b>               | <i>Swan Lake, NY</i>  |
| <b>August 31-Sept. 2</b>       | <i>Woodworth, LA</i>  |
| <b>Sept. 14-16</b>             | <i>Ft. Meade, FL</i>  |
| <b>Sept. 15 &amp; Sept. 29</b> | <i>Sacramento, CA</i> |
| <b>October 5-7</b>             | <i>Alvin, TX</i>      |

**WORLD CLASS OUTPOST SEMINAR** is designed to expose the outpost leadership team to a successful set of practices, methods, strategies, and tools that will enable them to develop into a "World Class Outpost." The greatest benefit of this event is achieved when the outpost/church leadership attend and complete this event together as a team.

|                       |                           |
|-----------------------|---------------------------|
| <b>January 27-28</b>  | <i>Spring, TX</i>         |
| <b>February 24-25</b> | <i>Harrison, AR</i>       |
| <b>February 24-25</b> | <i>Dallas, TX</i>         |
| <b>April 6-7</b>      | <i>Fair Oaks, CA</i>      |
| <b>April 13-14</b>    | <i>Columbus, GA</i>       |
| <b>April 20-21</b>    | <i>Owego, NY</i>          |
| <b>April 27-28</b>    | <i>Radcliff, KY</i>       |
| <b>May 4-5</b>        | <i>Norman, OK</i>         |
| <b>May 25-26</b>      | <i>Woodworth, LA</i>      |
| <b>June 8-9</b>       | <i>Fredericksburg, VA</i> |
| <b>August 24-25</b>   | <i>Lakeland, FL</i>       |





# A Mission To Serve

by John Hicks, National Programs Coordinator

**T**he Royal Rangers Pledge begins, “With God’s help, I will do my best to SERVE...” Every time a Ranger recites this pledge he affirms his commitment to serve others in the name of Jesus. Service to others has always been a core part of Royal Rangers, and that service can take many different forms.

Service can focus on meeting the needs of people in the Ranger’s church, school, or community or on meeting national or international needs. In order to provide a broad range of service and ministry opportunities that outposts can get involved with, Royal Rangers has partnered with other ministries.



**ROYAL RANGERS**  
—INTERNATIONAL—

## Royal Rangers International (RRI)

RRI is an Assemblies of God World Missions endeavor, designed to spread the gospel around the world using the Royal Rangers ministry. RRI is active in more than eighty countries and provides resources and guidance for local and national ministries. Your outpost can help establish and strengthen Royal Rangers overseas by supporting RRI. Visit their web site at [royalrangersinternational.org](http://royalrangersinternational.org) for full information.



## Speed the Light (STL)

STL is the middle school and high school student initiated, volunteer, charitable program that provides much-needed equipment to missionaries across the United States and in more than 180 countries around the world. Since its beginning, STL has raised more than 220 million dollars for missionary equipment around the world. For more information, visit the STL web site at [stl.ag.org](http://stl.ag.org).



## Convoy of Hope

Convoy of Hope mobilizes, resources, and trains churches and other groups to conduct community outreaches, respond to disasters, and direct other compassion initiatives in the United States and around the world. During a Convoy of Hope outreach, free groceries are distributed, job and health fairs are organized, and activities for children are provided. Royal Rangers are encouraged to help at Convoy of Hope outreaches, be members of response teams, and build disaster barrels as outpost projects. For more information on Convoy of Hope, visit their web site at [convoyofhope.org](http://convoyofhope.org).



## Pathfinder Missions

Pathfinder Missions provides missions-related building construction services in the United States and in the most remote areas of the world. Those who participate may serve in a variety of situations and conditions from Native American reservations to rain forests or jungles. They may travel up the Andes Mountains, into scorching deserts, up the Amazon River, or into the heart of Africa. For more information on Pathfinder Missions and the projects currently being planned, visit the Pathfinders web site at [pathfindermissions.com](http://pathfindermissions.com).



“Our outpost had tried to support a missionary in the past, but we never met our pledge. Needless to say, I had little faith when Matt Kling, Ranger missionary to Chile, visited our outpost. The boys were very attentive, but that did not affect my faith. As soon as he drove away, I got them together, and we agreed to support our missionary at \$25 per year. Over the next three weeks, we collected over \$50 and got real excited about missions. So we picked five more missionaries to support. We committed \$25 but have sent \$50 to each. Our little outpost collected \$300 last year for missions. I’m blown away. My expectations were small, but God taught this leader an important lesson in faith.”

– John Robinson, Outpost 182  
Alabama District Director

## Boys & Girls Missionary Challenge (BGMC)

BGMC is the missions education emphasis for elementary children in the Assemblies of God. BGMC supports our missionaries in their fields of ministry in the United States and around the world with the supplies and tools they need to reach out to the lost through evangelism and discipleship. Ranger Kids and Discovery Rangers participate in BGMC through our joint effort, called Master’s Toolbox. For more information on the Master’s Toolbox, visit the BGMC web site at [bgmc.ag.org](http://bgmc.ag.org).



Rangers have given over  
**\$150,000**  
to BGMC-Master’s Toolbox  
in the last year!

These ministries and others provide Royal Rangers with excellent ways to serve others through giving, caring, and helping in tangible and valuable ways. Look for ways to get your group involved in service and live out your commitment to *serve God, your church, and your fellow man.*

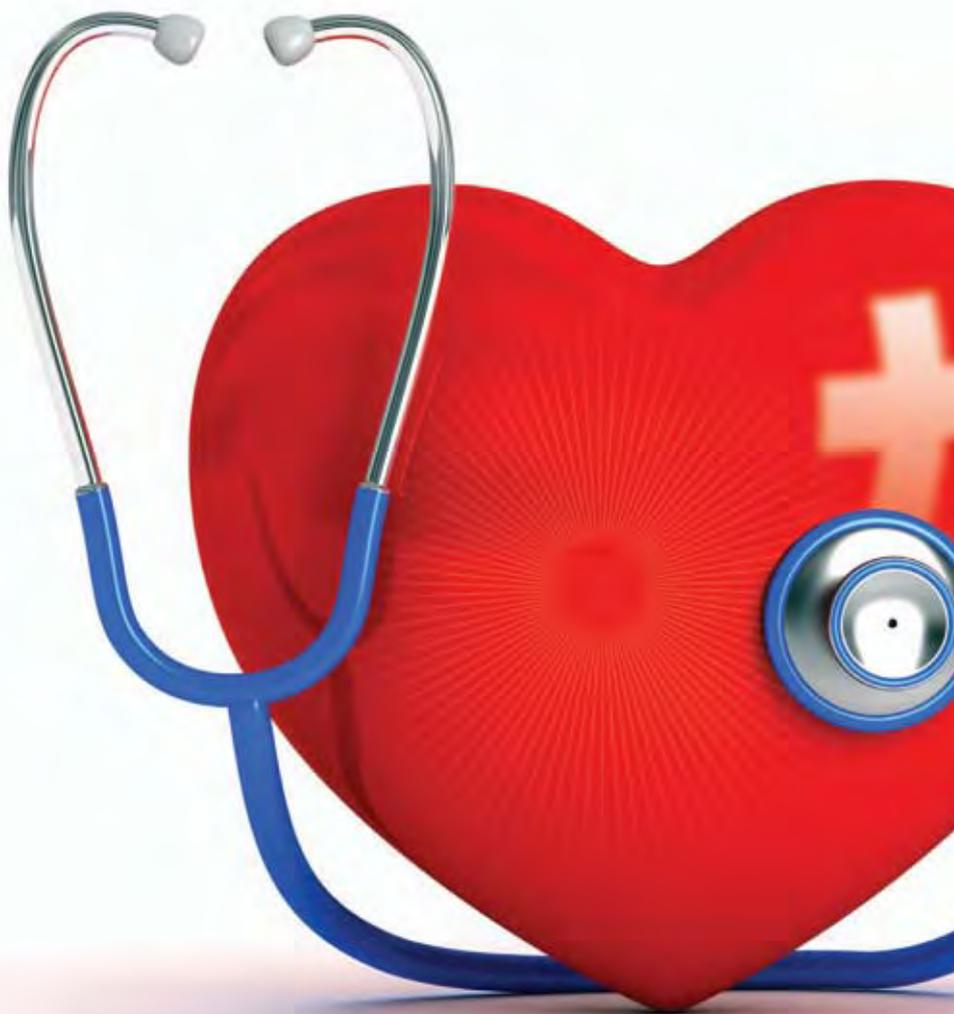


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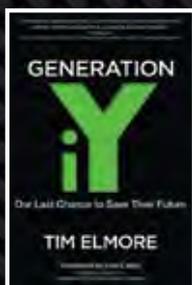
# LEAD 2012



## ROYAL RANGERS NATIONAL CONFERENCE

Dallas, Texas | March 15 - 17, 2012

This is the LEAD Conference you won't want to miss! Dr. Tim Elmore will be our featured speaker. And, we'll be kicking off our 50th anniversary celebration, rejoicing in all God has done through the ministry of Royal Rangers since 1962!



LOVE › ENCOURAGE › ACCOMPLISH › DEVELOP

**Establishing,  
Strengthening  
and Serving  
Royal Rangers  
In Each Nation.  
Get Involved.**



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**National Royal Rangers Ministry**  
For the latest updates on curriculum (Bible, skills and leadership), make sure you're subscribed to TRaCClub, the Ranger online curriculum.

**TRaCClub** | National Royal Rangers  
[www.tracclub.org](http://www.tracclub.org)  
Welcome to TRaCClub — a year-round online community for Royal Rangers parents and youth leaders (parents) to Royal Rangers students!

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**Victoria Christiane Weeks** We are currently using the online curriculum at my Outpost, Church on the Rock O.P. 214. It makes planning so much easier!  
 **1** hour ago · Like

**Danny Holwerda Jr.** Wish like a storm has lots of useful info.  
 **2** hours ago · Like

**National Royal Rangers Ministry** Thanks Victoria Christiane Weeks and Danny Holwerda Jr. I use it for my outpost too. It's a lot easier to always have a few extras printed for any new boys that show up.  
 **2** hours ago · Like · **1** version

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Website content:  
"I hope many of you will be able..." on ROYAL RANGERS's photo.  
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**National**  
**CAMPORAMA**

**JULY 9-13, 2012 ★ EAGLE ROCK, MO**

**THE ULTIMATE ROYAL RANGERS EXPERIENCE!**

***Mark Your Calendars!***

The 2012 Camporama will be held July 9-13, at Camp Eagle Rock in Missouri! It will be here before you know it! This exciting national event represents the pinnacle of Royal Rangers' activities and serves as the highlight of many boys' involvement in Royal Rangers. Many exciting events at Camporama will coincide with the golden anniversary of Royal Rangers as we celebrate 50 years of ministering to boys with some special events!

The 2012 Camporama will be like none before it! Plans are already being made! Many of your favorite activities will return—swimming, shooting and biking competitions, the FCF Village, and, of course, powerful evening services in the presence of God! Events never before seen at past Camporamas will also be unveiled.

Start planning those fundraisers now to help offset the cost for those attending from your outpost. We are earnestly praying and believing to have thousands in attendance from all over the world.



**Don't let a single boy miss it!**

FOR THE LATEST NEWS AND UPDATE VISIT:  
**[nationalcamporama.com](http://nationalcamporama.com)**