

TROOP 94 CAMBERSHIP

Scholarship Program Policy

Adopted and maintained by the Troop 94 Committee. The campership application form is issued as a separate document and is provided to families upon request.

AT A GLANCE

- The maximum assistance is **\$250 per Scout per program year**, and the program year runs August through the following August.
- That \$250 is a combined cap across **both** review periods — annual dues and summer camp. Approval in one does not open a second \$250.
- The committee does not evaluate the cause of hardship and requires no documentation of it. All applications are confidential.
- Awards are merit-based on participation, fundraising effort, and advancement. Eligibility does not guarantee approval.
- Camperships cover only the stated period; continued assistance requires reapplication.

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REVISION HISTORY

Date	Version	Author(s)	Description
1/8/2026	1	Nelson Brown	Initial draft release for committee consideration.
4/19/2026	2	Nelson Brown, Nicole Kirshy, Annette Alegret	Changes made with feedback from committee.
6/2/2026	3	Nelson Brown, Nicole Kirshy, Annette Alegret	Changes made with respect to durations and maximum amounts.

ASSISTANCE

The Troop 94 Campership Program is a limited scholarship program intended to prevent Scouts from leaving the Troop due to financial issues alone. Absent such a program, Scouts have historically either: (1) left the program, or (2) relied on ad-hoc personal payments from individual volunteers with vested or emotional interest in seeing all youth benefit. Those outcomes are undesirable, unsustainable, and unfair. The Troop wants to help.

The purpose of this funding has been dedicated to ensure that a scout may participate where the family has expressed a financial hardship, there is a strong desire to participate, and the scout has a demonstrated commitment to the scouting program. This campership policy centralizes assistance decisions, distributes responsibility across the committee, and preserves fairness.

BACKGROUND FOR FAMILIES

Participation in Scouting America programs involves costs that can vary year to year, including dues, equipment, and program or camp fees. The Troop works to reduce these costs through fundraising activities and cost controls whenever possible. However, the committee recognizes that fundraising opportunities may not always fully offset expenses, may vary between years, or may not align with a family's circumstances. Financial hardship can arise for many reasons, including timing, temporary changes in income, family obligations, or unforeseen events. All Scouts should have the opportunity to participate meaningfully in the program, regardless of these circumstances.

Families should understand that requesting a campership is not a statement of failure, lack of commitment, nor does it carry a reduced expectation of participation. This campership program exists specifically to support continued engagement. Parents are encouraged to work collaboratively with Scoutmasters or committee members to complete this application, including participation summaries, advancement history, future plans, and fundraising participation.

The Scout statement and future advancement plan may be prepared separately with the Scout, and there is no requirement that the Scout be informed that a campership request has been submitted. The committee's focus is on supporting Scouts who wish to participate, grow, and advance within the program while maintaining fairness and sustainability across the Troop.

The committee does not evaluate the cause of hardship, only whether a request has been made in good faith. There is no need to provide any artifacts attesting to the nature of the hardship, accepting that scouting families are trustworthy, thrifty, and kind. This is done to remove and alleviate any stigma that a family may feel when making an application. The strong considerations for the scholarship application are based on the Scout's engagement, participation, and ability to benefit from continued involvement in the program. Families are asked to consider the limited nature of the program and the needs of other Scouts when submitting an application. Requests are reviewed alongside others in the same cycle to ensure consistent treatment across all applicants. All campership applications are treated as confidential and are reviewed only by committee members involved in the decision-making process.

FAIRNESS

Fairness is achieved through balance. The committee wants to ensure that families who pay dues and keep the Troop sustainable are included in a considered process. Campership awards are not guaranteed to be equal for every Scout. Awards may vary based on demonstrated need, the number of applications received, and the amount of funding available. Funds used for camperships come from non-dues sources. These may include unused fundraising proceeds held in "scout accounts" when a Scout no longer continues in the program, refunds for program activities declined by a Scouting family, donations explicitly set aside for camperships, and surplus activity proceeds.

Each allocation of these funds into this scholarship program are voted on by the committee. These scholarship funds which are set aside are finite. These funds may be reallocated back into a general fund whenever there is an evaluated risk to normal operating funds. The committee during review periods balance these scholarship funds against the need for core program expenses such as equipment purchase, repair, administrative or other fees which take priority to ensure the program is enjoyed by all participants.

In addition, some forms of assistance (e.g., deferred or scheduled payments) create ongoing administrative workload and financial risk to the Troop if a scout withdraws after funds are committed. Additional administrative workload increases the overall risk of volunteer burn out especially for core supporting volunteers. The entire Troop program could not exist without the volunteer labor critical to its success. In some cases, volunteers pay out of pocket for continued training or participation of their youth. The campership program exists to ensure fairness both to families and participating volunteers, and to ensure that all voices are heard during committee meetings when it comes to the granting of funds and resources toward this campership program.

The ability to offer assistance is therefore subject to the capacity of volunteers willing to administer those offerings and for the full committee to review and approve of the program processes. For these reasons, the number of camperships and the type of assistance offered must be limited and managed deliberately by the committee with transparent records of the process and award outcomes.

GUIDING PRINCIPLES

- Assistance is available when there is an expressed hardship, and is not to be used as a general substitute for dues or other program expenses.
- Requests are reviewed openly by the Troop Committee and votes are conducted transparently.
- Assistance is tied to participation and engagement to create a shared responsibility.
- Funds and volunteer administrative capacity must be preserved to create a sustainable program.
- Decisions are made using common criteria across all applicants to promote consistency and fairness.

SCOPE AND CONSTRAINTS

Financial Constraints

- Campership funds are limited and may not be sufficient to support all requests.
- As of 2025, the limit for each scout is no more than \$250 over all activities per calendar year. This amount may be revisited in future years dependent upon available campership funds.

- Council and national dues are paid to these external organizations. Only ~20% of annual dues are collected to directly pay for equipment and program fees at the Troop level. If a Scout withdraws after payment, those funds paid to these external entities are not recovered.
- Deferred or scheduled payments expose the Troop to financial loss if participation ends prematurely and could jeopardize a sustainable program moving forward.

Administrative Constraints

- Each campership increases tracking, communication, and follow-up responsibilities for volunteers who are not paid for their time and increases the risk of volunteer burn out.
- Offering deferred or scheduled payments to all families would create an unsustainable administrative burden.
- For this reason, not all forms of assistance may be offered to all applicants, even if hardship is demonstrated.

NATURE OF THE PROGRAM

This is a scholarship-style program, not an entitlement. Assistance:

- Must be requested.
- Merit based (attendance, fund raising, and advancement).
- Is reviewed and voted on by the Troop Committee.
- Is limited in number, amount, and duration.

ELIGIBILITY REQUIREMENTS AND REVIEW PROCESS

To qualify for consideration, the Scout must demonstrate the following items which will be reviewed with input by Leaders and the Committee:

- **Participation.** Reasonable attendance at meetings and campouts, relative to availability.
- **Fundraising Effort.** Participation in fundraising activities (effort required; outcomes not required).
- **Advancement Progress.** Demonstrated advancement appropriate to the Scout's rank and tenure.
- **Scout Statement Quality.** A written statement from the Scout describing how they will continue to participate.
- **Scoutmaster Endorsement.** Written concurrence from at least one Scoutmaster confirming participation history and/or a realistic participation plan.
- **Committee Review.** Available funds, number of requests received, amount requested, and any other relevant circumstances identified by the committee.

Eligibility does not guarantee approval.

AVAILABLE FINANCIAL ASSISTANCE OPTIONS AND LIMITS

The maximum campership assistance available to a Scout is **\$250 per program year**. The program year runs from August through the following August.

This \$250 limit applies across both review periods, including the annual membership renewal review period and the summer camp review period. Approval during one review period does not create a separate or additional \$250 limit for the other review period.

The committee may approve less than the maximum amount based on need, available funds, number of applications received, prior assistance awarded during the same program year, and other relevant circumstances.

Annual Dues

The first review period for campership applications opens in August and closes one month before the Troop's annual membership renewal period, which is currently in December. This timeframe may be adjusted if National or Council modifies the membership renewal schedule. For example, this review period may be realigned if the renewal cycle moves to February in 2027.

At the end of the review period, the committee will notify the Scouts and families who applied whether their applications were approved and, if approved, the amount of assistance awarded.

Summer Camp and Program Fees

A separate review period will occur for summer camp financial assistance. This review period begins after the annual dues campership application period has closed and continues until a deadline set by the committee for summer camp assistance.

For the summer camp review period, a Scout may be eligible for up to \$250 in total annual assistance, less any amount already approved for that Scout during the annual dues campership review period.

Summer camp campership applications should be submitted early enough to allow committee review before the camp payment deadline. When possible, award decisions will be communicated at least two weeks before the summer camp payment due date, which typically occurs sometime in May or June.

If the camp payment deadline changes, the committee may adjust the application deadline and review schedule accordingly.

APPLICATION AND REVIEW PROCESS

Families must affirmatively submit a written application either in person or scanned. Applications will be provided upon request.

Applications are reviewed during:

- Annual membership renewal reviews,
- Summer camp planning cycles,
- As designated by the committee chair.

Full applications are reviewed and voted on by the Troop Committee or by a subcommittee as designated by vote of the full committee.

Any findings from the subcommittee must be reviewed and accepted either in aggregate or reviewed on a case by case basis and are determined by a majority vote of the committee. **Parents of scouts who have applied must abstain from any votes regarding camperships.**

Decisions are based on:

- Demonstrated participation and merit of the scout,
- Available funds,
- Administrative capacity,
- Number of concurrent applicants,
- Risk exposure to unrecoverable costs.

Awards may be modified to preserve fairness and sustainability of the program.

CONTINUATION AND REAPPLICATION

- Camperships apply only to the specified period or program as noted in the program.
- Continued assistance requires reapplication.
- Failure to maintain participation after receiving assistance may affect scholarship decisions.