

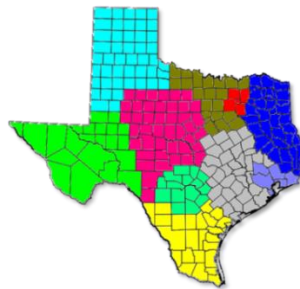
TROOP SUPPORT STRUCTURE AND LEADERSHIP

The Trail Life USA workforce structure is dependent upon volunteers! Derived from our TML value of being Volunteer-Driven, our [Levels of Support](#) document explains our unique framework upon which our organization is built.

The volunteers who serve together in TLUSA share the goal of impacting our world for Christ. They are men and women of character and boldness who choose to commit themselves to our mission. They live to grow, they exist to serve, and they strive to duplicate themselves. Our Biblical mandate to do so is found in Scripture (see Exodus 18:13-26 and 2 Timothy 2:2).

AREA LEVEL LEADERSHIP

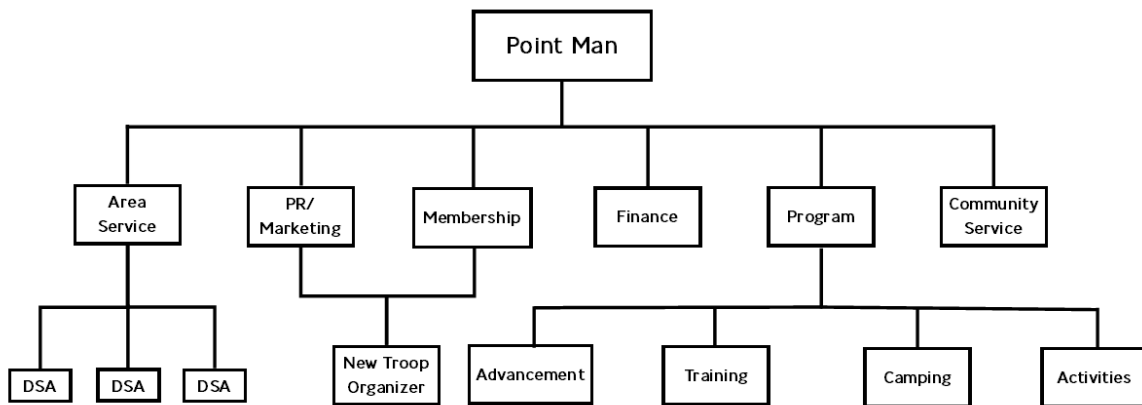
Beyond the local Troop level of volunteers are Area and Regional leaders. The purpose of Area leadership is to provide support, direction, and encouragement for local Charter Organizations and their Troops. Area volunteers are the local go-to resources for all things TLUSA. They provide answers and updates from the Home Office via their Regional Team Leaders.



All Troops are part of a local administrative zone called an “Area.” As can be seen in Texas example above, Areas vary in size—maybe only one county in densely-populated places, but larger in rural places, where there is less population density or TLUSA participation. Areas coordinate events like multi-Troop campouts, monthly Trail Gatherings (also called Leader “Roundtables”), Summer Adventures, and in-person Leader Training courses (such as EQUIP or EquipYouth). Areas provide direction to help Troops plan calendars, develop budgets, and much more. Area leaders are full of ideas to help Troops *thrive*! Click the [Resources Your Area Team Provides](#) document.

Area Point Man – The Point Man serves as the volunteer administrator, mentoring a team of volunteers who make up the Area Committee (also known as the Area Team). As Chairman, he recruits and mentors these volunteers and facilitates and oversees the operations of the Area. Point Men are guided and mentored by their Regional Team Leader.

Area Committee Members – These are subject matter experts who volunteer in specific roles to provide support for Troops. These leaders register as Registered Adults Non-Troop (RA-NTs). Subcommittees include Membership, PR/Marketing, Community Service, Finance, Direct Service, and Program. “Program” has many subcommittees: Advancement, Training, Camping, and Activities. “Membership” includes both retention of current Troops and their members, and increasing our impact through the [New Troop Organizer](#) (NTO). Each subcommittee has a Chairman who reports to the Point Man. The Area Service Chairman (ASC) oversees a team of Direct Service Advisors (DSAs). They are experienced former Troop Leaders who coach and mentor current Troop leaders, visit Troop meetings, and provide resources and direction to help Troops THRIVE.



Area Teams must follow these parameters, guidelines, and requirements:

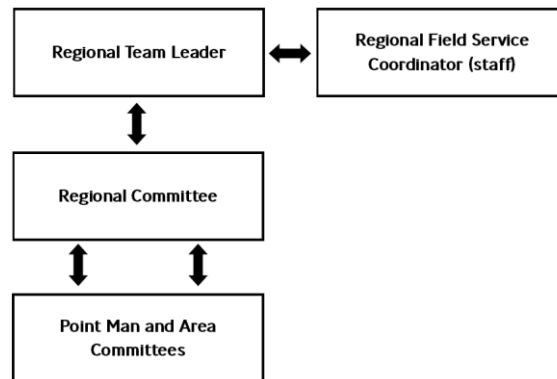
1. TLUSA Home Office, under the direction of the Board of Directors, shall have the sole discretion to approve the number and location of Area Teams.
2. Area Teams must be consistent with TLUSA’s mission, vision and policies, but Area Teams shall be unique and distinct **volunteer** entities, and are not authorized to act as agents or legal representatives of Trail Life USA, but exist solely to assist TLUSA Troops and Charter Organizations with respect to the TLUSA program.
3. All members of Area Teams must be registered TLUSA adult members (at least 21 years of age) in good standing and must be in compliance with all TLUSA policies. Area Team members shall not receive compensation for their TLUSA volunteer services.
4. Members of TLUSA, Point Men and/or Area Teams may not engage in fundraising activities on behalf of or in the name of Trail Life USA except with the prior written authorization of the National Director of Field Operations of Trail Life USA. Occasionally, goods or services may be given by members of the local community in support of an Area event; that’s perfectly acceptable.
5. Because of the legally-required oversight, monitoring, accounting and potential fiduciary responsibilities that would be required of TLUSA, Area Teams may **not** use Trail Life USA’s EIN (tax identification number). **Although not recommended**, if an Area Team wishes to set up a bank account, it should establish its own EIN as a separate and distinct legal entity from Trail Life USA, and adhere to all state and federal registration, reporting, and filing requirements applicable to the nature of the legal structure of the Area Team.
6. When coordinating an Area event, fees may be collected from Troops to pay for the associated expenses. A local Troop could be asked to host such an Area event, and the funds could run through their Troop’s account. The Home Office is researching ways to provide Regional solutions for promoting and facilitation the finances of large Area events.
7. Any monies raised by Areas are to be utilized solely for the purposes of: supporting the Charter Organizations’ Trail Life USA Troops; assisting members and prospective members in starting and supporting new Trail Life USA Troops; and conducting activities for them consistent with Trail Life USA values, standards and policies. This may include the reimbursement of volunteer out-of-pocket expenses to conduct such activities.

8. Area Teams shall not compete with Charter Organizations or Troops in fundraising for Trail Life USA activities or operations of those Troops or Charter Organizations.
9. Area volunteers are covered by TLUSA insurance; however, Area Teams that are established as legal entities are not covered insureds under TLUSA insurance.



REGIONAL LEVEL LEADERSHIP

Six geographical Regions of the country provide support for the Areas. Regional Teams are composed of six volunteer leaders that make up a Regional Committee.



Regional leadership may coordinate regional events for Trailmen to attend, but their purpose is to link together the organizational and programmatic portions of Trail Life USA across large parts of America, and to understand and act upon issues of regional significance. They accomplish this by supporting and seeking assistance from both the Home Office and Area leadership teams to promote and deliver a quality program.

Regional Team Leader – Guides, mentors and administrates a Regional Committee of volunteers.

Regional Committee – Composed of six Regional Vice Chairmen: Leadership*, Program, Membership, Development, PR/Marketing, and Community Service; plus the Regional Direct Service Chairman. * The RTL currently serves as Leadership Vice-Chair coordinates all Area Point Men.

Regional Field Service Coordinator – in the future, this full-time staff member will support the Regional Team Leaders and all regional operations; (including developing Areas); reports to the National Director of Field Operations.

NATIONAL LEVEL LEADERSHIP

Trail Life’s Home Office provides the organizational support needed to carry out the Vision and Mission of Trail Life USA. Business and departmental functions are coordinated by full-time staff and volunteers (including the Board of Directors and National Advisory Council).



National leadership provides strategies, policies, governance, uniforms, merchandise, publications, information, training, and communications.

The organizational structure was designed with an emphasis on servant leadership, delivered by volunteers, with a lean staff at the national (Home Office) level providing administration, as well as leadership through mentorship.