



*REACT International, Inc.
Junior Member Program*



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Introduction.

The *REACT* Junior Member Program is an optional program -- each Team may choose whether or not to take advantage of this program. Through the Junior Member Program, persons under 18 years of age can be accepted as active members of a Team. *REACT* International established the Junior membership category so that these teens can participate as members of a Team.

Each Team must decide for themselves whether the *REACT* Junior Member program is something it can use and what guidelines the Team feels are needed in their situation. Motivated and qualified Junior members have proven to be a great asset for many Teams. We encourage Teams to review this program guide and give serious consideration to adopting the Junior Member program.

Purpose.

The Team and the junior members should both benefit from this program. The Team can gain in strength and capability in every way. The junior members can grow and mature as they take on the responsibilities of *REACT* membership. Junior members will receive training and experience in communication skills as well as learning community service values through participation in the Team and the community it serves. Their feelings of accomplishment and fulfillment will be a benefit that any experienced *REACT* member will recognize and want to share.

The community will also benefit by the Team's increased ability to provide public service, and the worthwhile outlet the program offers for all that youthful energy and enthusiasm.

Membership Requirements.

The prospective junior members should be expected to meet the Team's regular membership requirements, allowing for natural exceptions dictated by his or her age. We suggest a minimum age of twelve, although Teams may choose to adopt a higher or lower age requirement. Junior members at the younger ages should be accompanied by a parent, guardian, or adult mentor during Team activities -- older Junior members may be able to perform some Team functions without direct supervision. Each Team can and should make these decisions based on their own situation and the maturity of each junior member.

Teams will, of course, want the junior members to be the same kind of person as any adult member should be: Someone with the desire, skills, and self-discipline that will make him or her an asset to the Team and the community. These characteristics include a willingness to observe Team rules and procedures as well as a belief in the basic principles and goals of *REACT*.

Teams will generally use the same application forms and procedures for junior members as for their regular adult members, with the addition of a Permission Statement and Release signed by the junior member's parent or legal guardian. The Permission Statement and Release form serves to ensure the parent or guardian is aware of what their child is doing and to offer the Team some protection against claims that the child was involved in activities without the knowledge and consent of the parent or guardian. The sample form provided at the end of this document is simply a guide and may require modification to suit the laws of the jurisdiction where the Team operates as well as the activities the Team conducts.

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It is also a very good idea to have one or both parents attend a Team meeting and at least one training session (if they are not already Team members themselves) before you accept the Junior applicant into membership. The parents are thus more fully aware of and involved in their child's new activity and responsibility -- and, who knows, you might even attract the parents as new members.

Junior REACT ID and Privileges.

Junior REACT members will receive their own Junior membership cards from REACT International Inc. Juniors are fully covered by the REACT liability insurance, the same as adult members.

The Junior Advisor.

If your Team has or expects to have a significant Junior membership, an adult member should be appointed as the Junior Advisor. This person would be responsible for coordinating the Junior efforts and needs with those of the adult Team. He or she must be someone who enjoys working with young people and is good at it.

The qualities of a Junior Advisor should include someone who is patient, organized, friendly, energetic, able to set an example, fun but firm, and able to work both one-to-one and with multiple children.

- **Patience** - Calm during training, understanding when children lose focus, don't understand, or misbehave.
- **Organization** - Able to take on the tasks and skills of teaching children on their levels, keeping training exercises easy and quick to learn for all. Able to make training fun but still educational.
- **Friendly** - Able to control temper. Affectionate and appropriate as a leader as well as a friend. Trustworthy.
- **Energetic** - Able to keep up with the children's energy and enthusiasm.
- **Leadership** - Be a role model. A person who is able to lead children in events and in training.

A notable exception to this would be the Team situation that emphasizes family involvement in REACT, where there is purposeful integration of adults and their children. In the right Team and the right community, this can be a unique opportunity to bring families closer together through their common interest and participation. Young people might therefore be registered with REACT International as Junior members but no separate Advisor would be necessary or wanted. This is just another example of the choices your Team leadership must make in deciding how (or even whether) to implement the Junior REACT program for your Team.

The Buddy System.

The practice of assigning an adult "buddy" to a Junior member has worked well not only for monitoring but in other situations where the Junior member participates in Team activities. Obvious examples would include parades, fairs, bike-a-thon or walk-a-thon events, and especially search & rescue and disaster relief efforts.

In addition, the benefit of having an adult available may be to help handle situations beyond the Junior's capability or confidence.

A ride from his 'Buddy' may well be the only way a Junior will get to the activity. Exactly how feasible it is to implement a Buddy system in your Team will depend on your membership. For some purposes, your older more experienced Juniors could serve as Buddies.



Activities & Orientation / Training.

The subjects of this section are combined because they are so closely related. The types of activities and projects in which your Junior members will be involved will determine the nature and extent of training.

Have your Junior Advisor or person in charge of Junior training take the first steps. The first step is a basic introduction to the Team and its functions, called "Orientation." In addition to a general "Welcome" the Junior members should receive an explanation of the purposes, policies Team rules and bylaws, the dues and membership benefits, and other basics of what will be expected of them. The second step would be to give them some basic training in radio communications procedures.

Beyond these basics, the Team may want to offer further training in such things as Weather Spotting, First Aid, CPR, or other emergency procedures. Visits and instructional sessions with local law enforcement and emergency services are probably as good an idea for Junior REACTers as for adult members.

Once a Junior member has successfully completed their training, they should be ready, willing, and able to accept a share of the responsibilities of the Team.

Benefits of Working Together.

Junior REACTers should basically have the same regular duties as other Team members, minus those that their age makes impossible or unwise. Again, this is going to have to be a judgement call on your part, with parents providing their own guidance as well. While the Junior member's energy and enthusiasm is admirable (even enviable!) Team leaders must maintain a responsible presence of mind. Many situations that a REACTer will encounter may require a physical, vocal, and emotional responsibility not easily come by, especially at the younger ages. While it is unfair and unkind to under estimate someone simply because of age or size, it would be foolish, if not dangerous, to ignore some of the unavoidable limitations of youth in emergency, high pressure, otherwise demanding situations.

The Junior Division.

If the Team decides to go with an actual Junior Division, then go with it! Give the plan a real chance to succeed by investing some real effort and enthusiasm of your own into every stage of the plan development and growth. Choose your Junior Advisor with great care. Also, let your community know about Junior REACT and the Team's support for the program.

Local officials with the schools, police, etc., should be informed and consulted at the outset of your planning. Aside from the fact that such cooperation and communication is always good public relations for the Team, these authorities may be able to offer some advice and assistance, or may want to have some input on how certain aspects of the program are handled.

Training.

The following training suggestions may help. If you find others please pass those on to REACT International so that others may use them as well.

Communications.

When planning your radio communications training it is recommended to keep it simple but to always rely on correct communications procedures - do not allow members to use slang or other incorrect procedures that they will just have to un-learn later.

- 1) Use plain language - no 10-codes or other type of codes. [Plain language is the national standard for emergency communications.]
- 2) Teach the phonetic alphabet. Always use the ITU international standard phonetic alphabet, the same alphabet used by the US military. Do not use any of the out-dated "Police" phonetic alphabets based on names. The phonetic alphabet can be made into a game by spelling others names or using license plates on vehicles while traveling.

A – alfa (AL -fa)	B - bravo (BRAH -voh)
C – charlie (CHAR -lee)	D - delta (DELL -tah)
E – echo (ECK -oh)	F - foxtrot (FOKS -trot)
G – golf (GOLF)	H - hotel (HOH -tell)
I – india (IN -dee-ah)	J - juliet (JU -lee-ett)
K – kilo (KEY -loh)	L - lima (LEE -mah)
M – mike (MIKE)	N – november (no- VEM -ber)
O – oscar (OSS -cah)	P - papa (PAH-PAH)
Q – quebec (keh- BECK)	R - romeo (ROW -me-oh)
S – sierra (SEE -air-rah)	T - tango (TANG -go)
U – uniform (YOU -ni-form)	V - victor (VIK -tah)
W – whiskey (WISS -key)	X - x-ray (ECKS -ray)
Y – yankee (YANG -key)	Z - zulu (ZOO -loo)

3) When calling another person on the radio, the proper procedure is to identify the station being called first, then "*THIS IS*" and the identity of the calling station. On a Team that uses unit numbers the call would be something like "Unit 19 *this is* Unit 8", many smaller Teams just use names, such as "Joe, *this is* Liz." When using "tactical" identifiers a call might be something like "Net Control, *this is* Shelter One." The sequence is *always* first the name or designation of the station being called, then *THIS IS*, followed by the identification of the station who is calling: "You *This Is* Me" -- **never** "Me calling You" or "Me to You"

4) Explain the need to keep all transmissions on the radio short. This helps to ensure that all stations who need to make calls can do so and it also helps to save your radio battery. If members follow proper procedures they will help to make all communications clearly understood and will sound like a professional organization.

5) Message Relay Game (sometimes known as "Telephone Message"). Write down a simple message of about 3-5 sentences. Have the first player read the message silently then give you back the paper and quietly whisper the message to the next player. Each player then whispers the message to the next player. Finally the last player repeats the message out loud to the group. See how close the final message is to the original. While the results are often funny, adults generally don't do any better at this game than the juniors.

Other Skills.

Besides radio communications, there are a number of other skills that are generally appropriate for Junior REACT members. First Aid and CPR are strongly encouraged for all REACT members. The American Red Cross has excellent training available at low cost -- training from the Red Cross may be available at no cost if your Team works with your local Red Cross chapter's disaster services or community safety programs.

In communities where the Community Emergency Response Team (CERT) program is active, this training may be available for your members, including at least the older Junior members.

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The National Weather Service provides weather spotter and weather safety training nationwide. Contact your local NWS office to determine what training is available in your area. Often the NWS will conduct weather spotter training specifically for your group if you can provide a place to conduct the training and have enough people who will attend. If the NWS is unable to provide weather spotter training in your area, online training is available through the MetEd website at https://www.meted.ucar.edu/training_course.php?id=23. This training is generally more suitable for adults and older junior members.

Training for Junior members should focus on the same skills used by regular Team members although the exact details of the training may need to be adjusted to suit the age range of the junior members of your Team. For example, Teams in rural areas may choose to include training in scoutcraft and woodcraft, often using the Boy Scout Manual as a guide for training. Teams in urban and suburban areas are likely to focus on other skills more suited to the needs of their local community. In any of these cases, map reading is often an excellent skill, but the techniques taught vary greatly based on whether the team uses topographic maps common in rural areas or street maps more typically used in cities and towns. Either way, knowing where you are and how to get where you need to be are valuable skills.



JUNIOR REACT ACTIVITY CONSENT FORM AND APPROVAL BY PARENTS OR LEGAL GUARDIAN



This form is for the consent and approval for Junior REACT members and guests to participate in any training, trip, event, or other activity.

FIRST NAME	MIDDLE INITIAL	LAST NAME
DATE OF BIRTH (MO/ DAY/ YEAR)	AGE	(AREA CODE) TELEPHONE NUMBER
ADDRESS		
CITY	STATE	ZIP

Has approval to participate in:

ALL ACTIVITIES CONDUCTED BY _____
NAME OF REACT TEAM

OR

NAME OF ACTIVITY, EVENT, TRAINING, TRIP, ETC. _____ From _____ to _____
(Date) (Date)

INFORMED CONSENT, RELEASE AGREEMENT, AND AUTHORIZATION

I understand that participation in some REACT activities may involve the risk of personal injury, including death, due to the physical, mental, and emotional challenges in the activities offered. Information about those activities may be obtained from the activity coordinators or local REACT Team officers. I also understand that participation in these activities is entirely voluntary and requires participants to follow instructions and abide by all applicable rules and the standards of conduct.

In case of an emergency involving my child, I understand that efforts will be made to contact me. In the event I cannot be reached, permission is hereby given to the medical provider to secure proper treatment, including hospitalization, anesthesia, surgery, or injections of medication for my child. Medical providers are authorized to disclose protected health information to the adult in charge and/ or any physician or health care provider involved in providing medical care to the participant. Protected Health Information/Confidential Health Information (PHI/CHI) under the Standards for Privacy of Individually Identifiable Health Information, 45 C.F.R. §§160.103, 164.501, etc. seq., as amended from time to time, includes examination findings, test results, and treatment provided for purposes of medical evaluation of the participant, follow-up and communication with the participant's parents or guardian, and/or determination of the participant's ability to continue in the program activities.

With appreciation of the dangers and risks associated with programs and activities including preparations for and transportation to and from the activity, on my own behalf and/or on behalf of my child, I hereby fully and completely release and waive any and all claims for personal injury, death, or loss that may arise against REACT International, Inc., the local REACT Team, the activity coordinators, and all employees, volunteers, related parties, or other organizations associated with any program or activity.

NOTE: REACT International, Inc., and local Teams cannot continually monitor compliance of program participants or any limitations imposed upon them by parents or medical providers. List any restrictions imposed on a child participant in connection with programs or activities below and counsel your child to comply with those restrictions.

List participant restrictions, if any (write NONE if no restrictions, use back of form if more room is needed): _____

PARTICIPANT'S PRINTED NAME	PARTICIPANT'S SIGNATURE	DATE
PARENT OR GUARDIAN PRINTED NAME	PARENT OR GUARDIAN SIGNATURE	DATE
OTHER PARENT OR GUARDIAN PRINTED NAME	OTHER PARENT OR GUARDIAN SIGNATURE	DATE
PREFERRED ROUTINE CONTACT TELEPHONE NUMBER	PREFERRED ROUTINE CONTACT EMAIL ADDRESS	
EMERGENCY CONTACT NAME	EMERGENCY CONTACT PHONE	EMERGENCY CONTACT ADDRESS

Contact the adult leader with any questions:

Name: _____ Phone: _____ Email: _____