



## **Leadership for Service (L4S)**

Getting Started Guide

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Last updated July 2026 by Z.Taylor

## The L4S Challenge

The L4S Challenge gives recognition to all HOBY alumni and volunteers who complete at least 100 hours of service each year either through volunteering at HOBY and/or serving their local communities.

Volunteering is a great way to hone the leadership skills developed at HOBY. Not only does it allow you to engage with projects that you are passionate about, but also teaches you how to build strong relationships, gain different perspectives, and build new skills.

Over 5 million service hours have been logged by HOBY alumni and volunteers since 1998, and that number continues to grow as participants log over 60,000 hours of service each year!

## Tracking L4S Hours

To participate in the L4S Challenge, download the [Service Log Template](#) to track your hours. The L4S Challenge recognizes the total number of eligible service hours accomplished over the 12-month period from **August 1 and July 31**. Watch our quick tutorial below to learn more about how to use the template.



[Click here to view the tutorial.](#)

## The L4S Award

While those who have met the L4S challenge have traditionally been awarded the President's Volunteer Service Award (PVSA), the PVSA program is currently on pause nationwide.

Our commitment to celebrating outstanding service remains strong. Therefore, HOBY will be honoring L4S participants with **Bronze, Silver, or Gold awards** based on total eligible hours served.

| Age Group            | Bronze        | Silver        | Gold       |
|----------------------|---------------|---------------|------------|
| Young Adults (16-25) | 100-174 hours | 175-249 hours | 250+ hours |
| Adults (26+)         | 100-249 hours | 250-499 hours | 500+ hours |

**2026 Ambassadors** should track your hours and log them using the service log template before completing the 2027 L4S Challenge Verification Form!

**Alumni and Volunteers currently tracking their hours for the 2026 L4S Challenge** should complete the [Service Log Template](#) and then complete the Leadership For Service Verification by **August 31** each year. Review the video tutorial above for more information on this process.

Personalized links to the L4S verification form were emailed to 2026 volunteers and alumni from 2024 and 2025. If you need help accessing your personalized link, please email us at [l4s@hoby.org](mailto:l4s@hoby.org). The form will be open from July 1 - August 31 each year.

## Qualifying Service Hours

HOBY alumni and volunteers are encouraged to participate in community service whenever possible. The guidelines below will help you determine if your service qualifies for the L4S Challenge.

In general, fundraising for, volunteering for, or participation in events, performances, festivals, competitions, activities, etc. will only count as volunteer service if all the following apply:

1. Participation is voluntary and unpaid.
2. The work performed meets a community need.
3. No admission is charged for profit (however, recommended)

donations given directly to a non-profit are allowable).

If you're unsure of what qualifies as service, use the chart below as a reference!

|                                                                                                                                                                                                                      | Yes | No |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|----|
| Volunteering with HOBY<br>(ex: volunteering at a State Leadership Seminar or World Leadership Congress)                                                                                                              | X   |    |
| Community Service Projects completed for class, a graduation requirement, or as a requirement for another organization<br>(ex: needing to complete 50 hours of service in order to qualify for an Eagle Scout Award) | X   |    |
| Training and orientation required by an agency for its volunteers<br>(ex: the animal shelter requires all volunteers to participate in orientation before service)                                                   | X   |    |
| Training and ongoing meetings of a nonprofit board or local government entity in which you are a chosen or elected representative                                                                                    | X   |    |
| Participating in extracurricular sports, or club activities<br>(ex: being a member of your school's baseball team)                                                                                                   |     | X  |
| Service or activities that you are paid for or unpaid requirements of your job                                                                                                                                       |     | X  |
| Service that directly benefits your family<br>(ex: babysitting your siblings or cousins, even if unpaid)                                                                                                             |     | X  |
| Religious Instruction<br>(ex: leading Bible study, conducting worship service, proselytizing)                                                                                                                        |     | X  |
| Doubled service hours<br>(ex: your volunteer site logs 2 hours of service for every one hour worked)                                                                                                                 |     | X  |
| Court-ordered community service                                                                                                                                                                                      |     | X  |

## Finding Volunteer Opportunities

Many alumni and volunteers achieve the L4S Challenge directly through volunteering with HOBY! Visit <https://hoby.org/volunteer/> to apply to volunteer at one of our many HOBY programs.

Here are a few additional resources for finding opportunities:

- [Points of Light](#)
- [Idealist](#)
- [National Park Service](#)
- [United We Serve](#)
- [Volunteer Match](#)
- [Volunteer.gov](#)

## Frequently Asked Questions

The [Frequently Asked Questions list](#) is your go-to resource for answering common questions, clarifying requirements, and guiding you through every step with ease.

Our FAQ list is regularly updated to reflect new information and address common questions. Be sure to check back often to stay informed with the most up-to-date details! To learn more about the L4S Challenge, please view our L4S Guide.

If you have a question that's not covered, feel free to reach out to us at [l4s@hoby.org](mailto:l4s@hoby.org) – we're here to help!