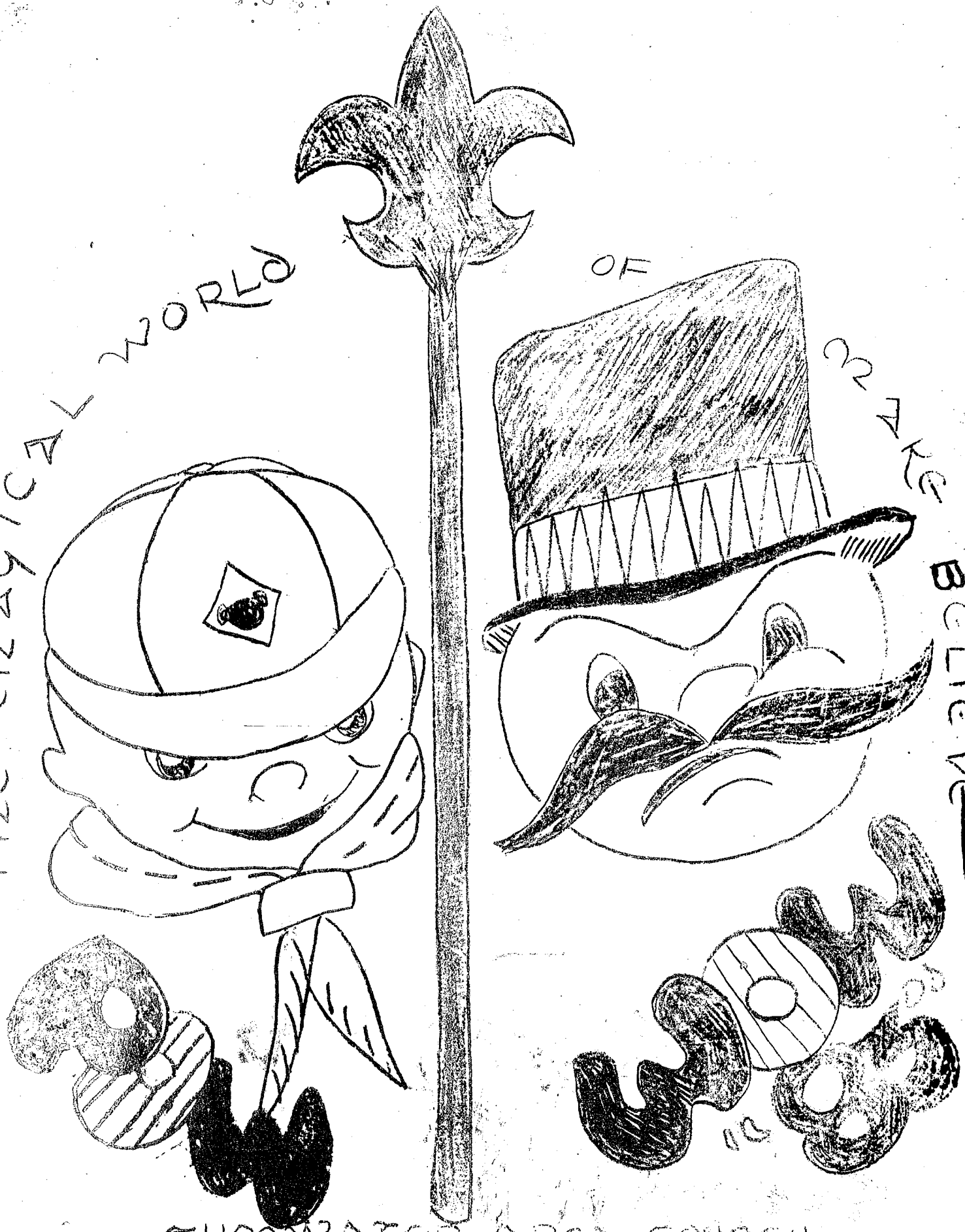
The Magical World of Make Believe



Cumwater Area Council

January 22, 1983

Dear Cub Scouter:

Welcome to Cub Scouting's magical world of make believe! Whether you realized it or not, when you first joined Cub Scouting, you embarked on a trip through fantasy land, with stops at Communication, Pioneers, and Shape Up. Your passport will also take you to Scouting 'Round the World, Energy, Show Biz, Bright Ideas, and several other stops. It covers Pinewood Derby races, bike rodeos, Scout-O-Rama, Pow Wow, Blue and Gold dinner, and day camp to name just a few - every one of which I'm sure you'll enjoy!

Cub Scouting IS a lot of fun. That's not saying it isn't a lot of work, because it it. Anything worthwhile takes work - a lot of effort - but isn't it worth it? You must feel it is, or you wouldn't be here today!

I don't know if you've thought about it, but at age 9, your son is half grown. Have you taught him half of what you want him to know by the time he leaves home? Or do you have some catching up to do? 8-, 9-, and 10-year-old boys are at a delightful age - and a very trying one, too. They have unbounded imagination and energy. Do you? The best we can do usually is to lasso their imagination and hang on for dear life. We've learned we are most successful when we channel what we want to teach them - morals, ideals, values, and citizenship - through their imagination by using ceremonies, skits, puppets, and games while working on advancement -- in short, the Cub Scout program.

Give them the WHOLE PROGRAM - not just bits and pieces. If you shorten it, you're cheating your son - and yourself. He's much too precious for that - you BOTH deserve the best - and Pow Wow's the ideal place to get ideas to put this program together! Your presence today shows you're on the right track!

Each of us on the Pow Wow staff is challenging you to lose yourself in Cub Scouting. Remember what it was like to be your son's age (It really wasn't that long ago!) See life through the eyes of an 8-, 9-, or 10-year-old boy. BE 8, 9, or 10 again. If you do that, I'm going to make a prediction: the better the Cub Scout program you give your son, the more you, yourself, are going to learn and grow -- MORE than your son. Oh, MUCH more! I guarantee it! Believe me!

You and your son have a fabulous trip!

Yours in Cubbing,

Rae

Donna Rae Scarth
Pow Wow Chairman

POW WOW COMMITTEE RESPONSIBILITIES

GENERAL CHAIRMAN.....DONNA RAE SCARTH
PACK LEADER GAMUT.....HENRY ROMER
DEN LEADER COACH INTERFERENCE.....SUE HARRIS
WEBELOS LEADER INSIGHT.....DEN MORGAN
DEN LEADER SKINNY.....DEE BIRCHARD

CEREMONIES.....RAYMOND HARRIS
GAMES.....CAROL ULRICH
CRAFTS.....LYDA HUNT
PUPPETS.....SHARREE SLEDGE
SKITS.....MARLENE MISKIMINS
LORAINE NELSON

MIDWAY.....SUE HARRIS
OPENING AND CLOSING CEREMONIES.....RAYMOND HARRIS
THEMECRAFT EXHIBITS.....FAITH ZIMMERMAN

REGISTRATION.....JEANE LA LONDE
PHYSICAL ARRANGEMENTS.....BILL SOUERS
ART WORK.....SHARREE SLEDGE

NOTEBOOK.....JEANE LA LONDE
DONNA RAE SCARTH
SUE HARRIS

STAFF ADVISOR.....BILL SCARTH

MASTER OF CEREMONIES.....KEN KOHLER
Council Training Chairman

A BIG THANKS TO

THEMECRAFT EXHIBITS

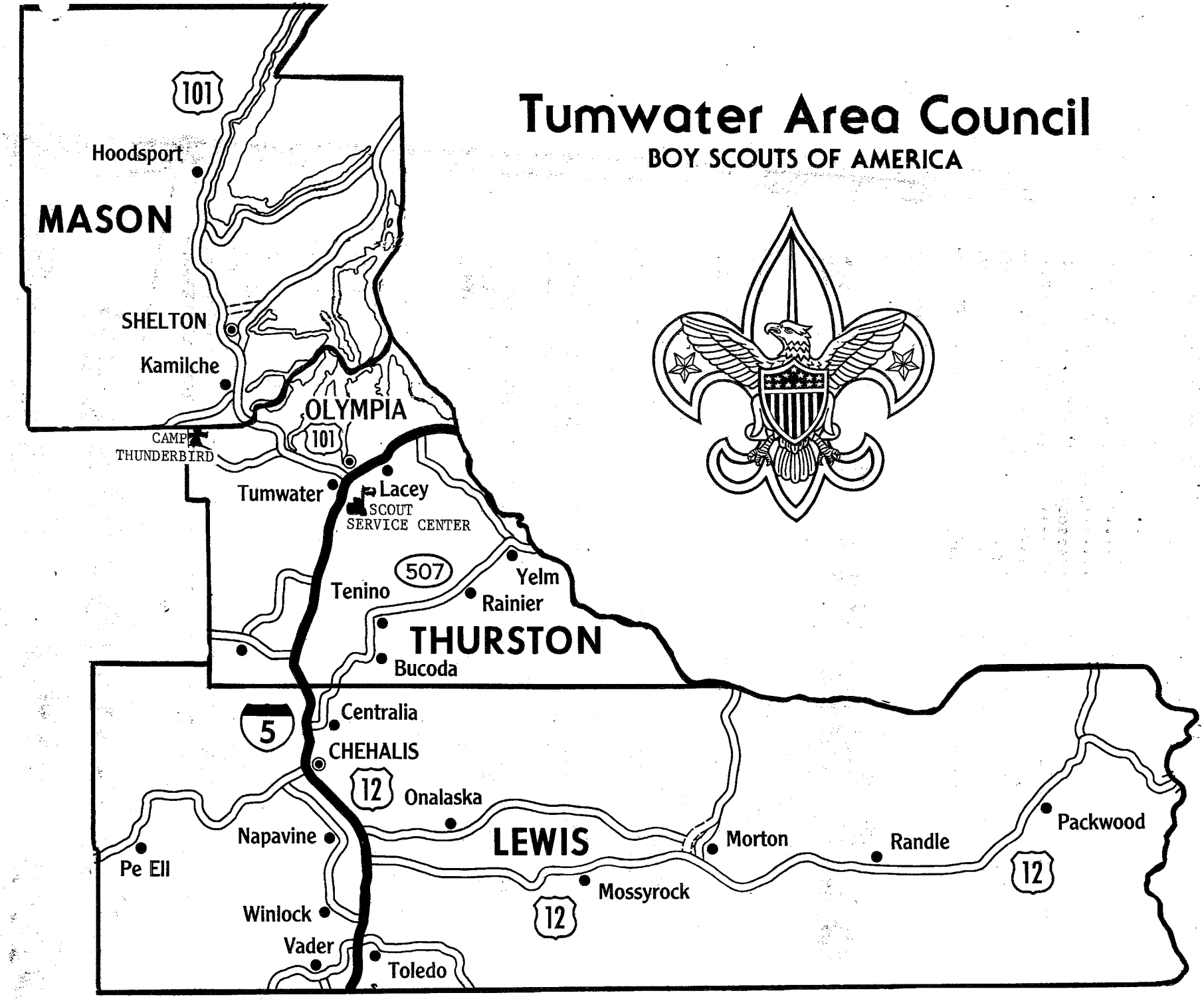
February - Scouting 'Round the World.....Connie Walker
March - Energy .....Charlotte Crimmins
April - Treasures Under the Sea.....Faith Zimmerman
May - Show Biz.....Debbie Hunt
September - Mr. Fix It.....Margaret Rodriguez
October - Goblins and Ghosts.....Terry Guerrero
November - Bright Ideas.....Pat Arnold
December - Giving Gifts.....Linda Long

MIDWAY

Thurston District Packs: 14, 18, 118, 205, 208, 209, 218, 266, 268
Mason District Packs: 115
Kiona District Packs: 93, 94
Tyee District Packs: 310, 315, 317, 320, 329, 338

Tumwater Area Council

BOY SCOUTS OF AMERICA



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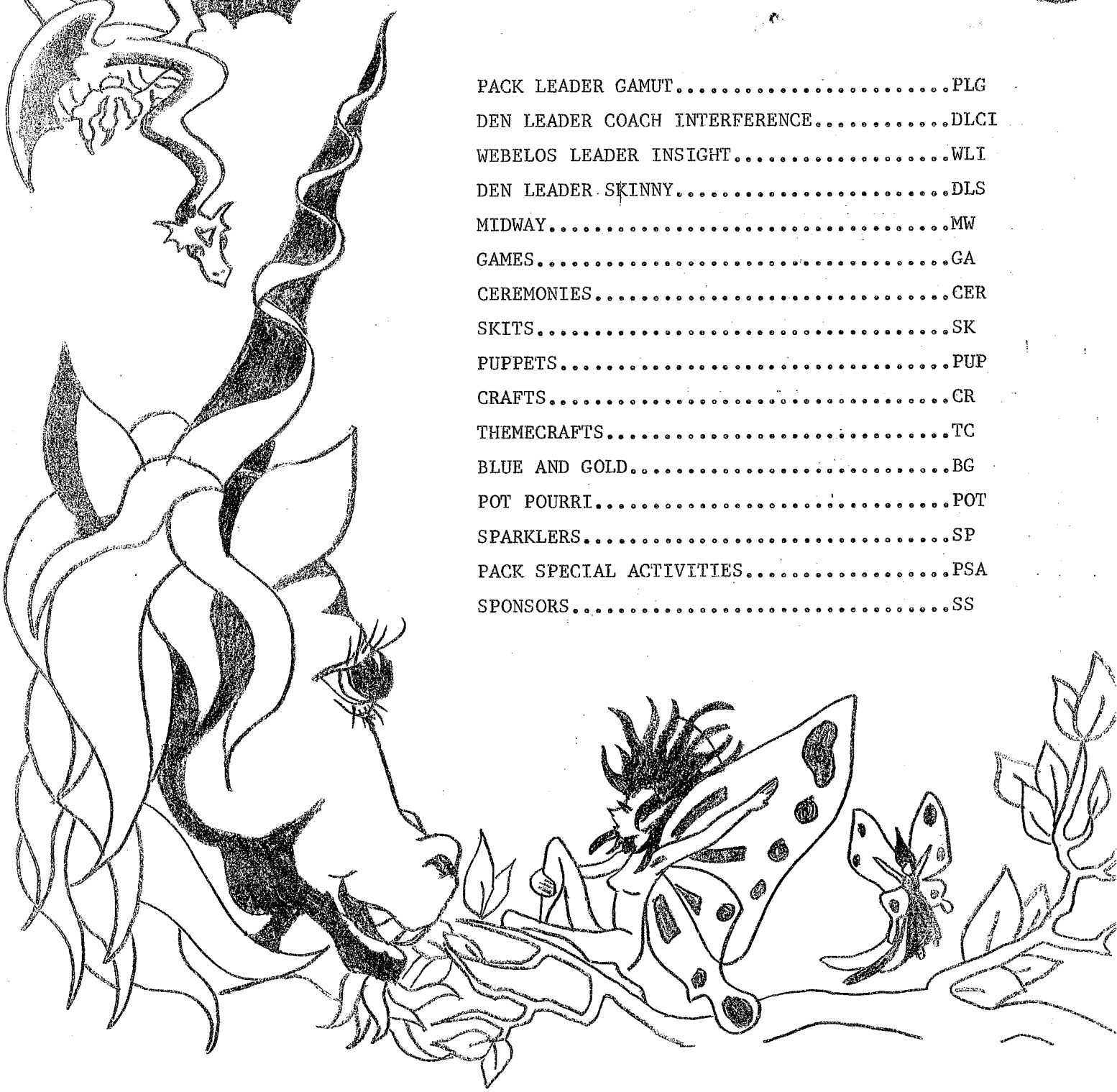


G E N E R A L I N F O R M A T I O N

1. Where do you register:

Through your pack committee, at:
Council Service Center
5737 Linderson Way
Tumwater, WA 98501

Mailing address
Post Office Box 1308
Olympia, WA 98507

Phone: 357-3331 Olympia
736-5258 Centralia

2. Where do you secure registration forms?

THROUGH YOUR PACK COMMITTEE, AT COUNCIL SERVICE CENTER.

3. Which adults should register?

SCOUTING COORDINATORS, ALL PACK AND DEN LEADERS AND ASSISTANTS, ALL PACK COMMITTEE MEMBERS, AND ALL COMMISSIONERS.

4. When should I register?

FOR NEW LEADERS, NOW. FOR "OLD" LEADERS, BEFORE YOUR PACK CHARTER EXPIRATION DATE EVERY YEAR (DECEMBER 31).

5. Where do you purchase new uniforms, pack numerals, den numerals, Cub Scout literature, gift items?

ANY AUTHORIZED SCOUT DISTRIBUTOR:

PEOPLES (Olympia)

YARDBIRDS (Olympia, Centralia)

PENNEY'S CATALOG

6. Where can you get offician badges of office and rank?

THESE MAY BE OB AINED ONLY AT THE COUNCIL SERVICE CENTER. BADGES OF RANK MAY BE OBTAINED ONLY BY PACK ADVANCEMENT PERSON, CUBMASTER, OR OTHER PACK OFFICIAL WITH THE PROPER FORMS, AND FORMS MAY BE OBTAINED IN THE COUNCIL SERVICE CENTER.

7. When do you wear your uniform?

AT ANY CUB SCOUT OR BOY SCOUT FUNCTION YOU ATTEND WHERE YOU KNOW THERE WILL BE BOY SCOUTS OR CUB SCOUTS IN ATTENDANCE, ALSO.

8. May my pack have a fund raising project?

YES, HOWEVER, IT IS NECESSARY TO HAVE THE PROJECT APPROVED BY THE COUNCIL OFFICE BY COMPLETING A UNIT MONEY-EARNING APPLICATION FORM.

9. What is a tour permit and where do I get one?

A TOUR PERMIT IS APPROVAL FROM THE LOCAL COUNCIL TO CONDUCT A CUB OR SCOUT ACTIVITY INVOLVING TRAVEL. A PACK SHOULD FILE A TOUR PERMIT ANY TIME THEIR ACTIVITY TAKES THEM OUT OF THE CITY LIMITS...A DEN, TOO. WHEN IN DOUBT, FILL IT OUT! TOUR PERMITS MAY BE OBTAINED AT THE COUNCIL SERVICE CENTER. IF APPLYING BY MAIL, ALLOW AT LEAST 2 WEEKS FOR PROCESSING.

10. When should a pack or den use a permission slip?

A PERMISSION SLIP SHOULD BE USED ANYTIME A CUB GOES ON AN ACTIVITY WITHOUT HIS PARENT'S ACCOMPANYING HIM. THIS INSURES GOOD COMMUNICATIONS BETWEEN THE PARENT AND THE PACK.

11. Where can you get answers to your questions?

A. UNIT COMMITTEE, CUBMASTER, OR DEN LEADER COACH.
B. CUB SCOUT LITERATURE
C. YOUR UNIT COMMISSIONER
D. ROUNDTABLES AND TRAINING COURSES
E. COUNCIL SERVICE CENTER

12. What about insurance?

THE COUNCIL FURNISHES ACCIDENT AND LIABILITY INSURANCE FOR ALL REGISTERED YOUTH AND ADULT MEMBERS.

13. What do you do if you are not receiving information about District and Council activities?

PHONE THE COUNCIL SERVICE CENTER TO MAKE SURE THAT YOU ARE REGISTERED. IF YOU ARE, EXPLAIN WHICH MAILINGS YOU ARE NOT RECEIVING AND THEY WILL CHECK IT OUT FOR YOU.

14. What do you do after you've been a den leader for 1, 2, or 3 years and want to "retire" from den activities, but still be registered and available to help out?

JOIN THE DISTRICT COMMITTEE. PHONE THE COUNCIL SERVICE CENTER FOR COMPLETE DETAILS.

THE TWO WORDS "INFORMATION" AND "COMMUNICATION" ARE OFTEN USED INTERCHANGEABLY, BUT THEY MEAN QUITE DIFFERENT THINGS. INFORMATION IS "GIVING OUT"..."COMMUNICATION" IS "GETTING THROUGH".

M Y P A G E

(Fill in the blanks with the information applicable to you.)

I am in the TUMWATER AREA COUNCIL.

I am in _____ DISTRICT.

My Scout Executive is James A Phillips, Jr. Phone: 357-3331

My District Executive is _____ Phone: _____

My District Chairman is _____ Phone: _____

My District Commissioner is _____ Phone: _____

My Cub Scout Chairman is _____ Phone: _____

My Unit Commissioner is _____ Phone: _____

My pack is # _____

My pack's sponsoring institution is _____

My Committee Chairman is _____ Phone: _____

My Cubmaster is _____ Phone: _____

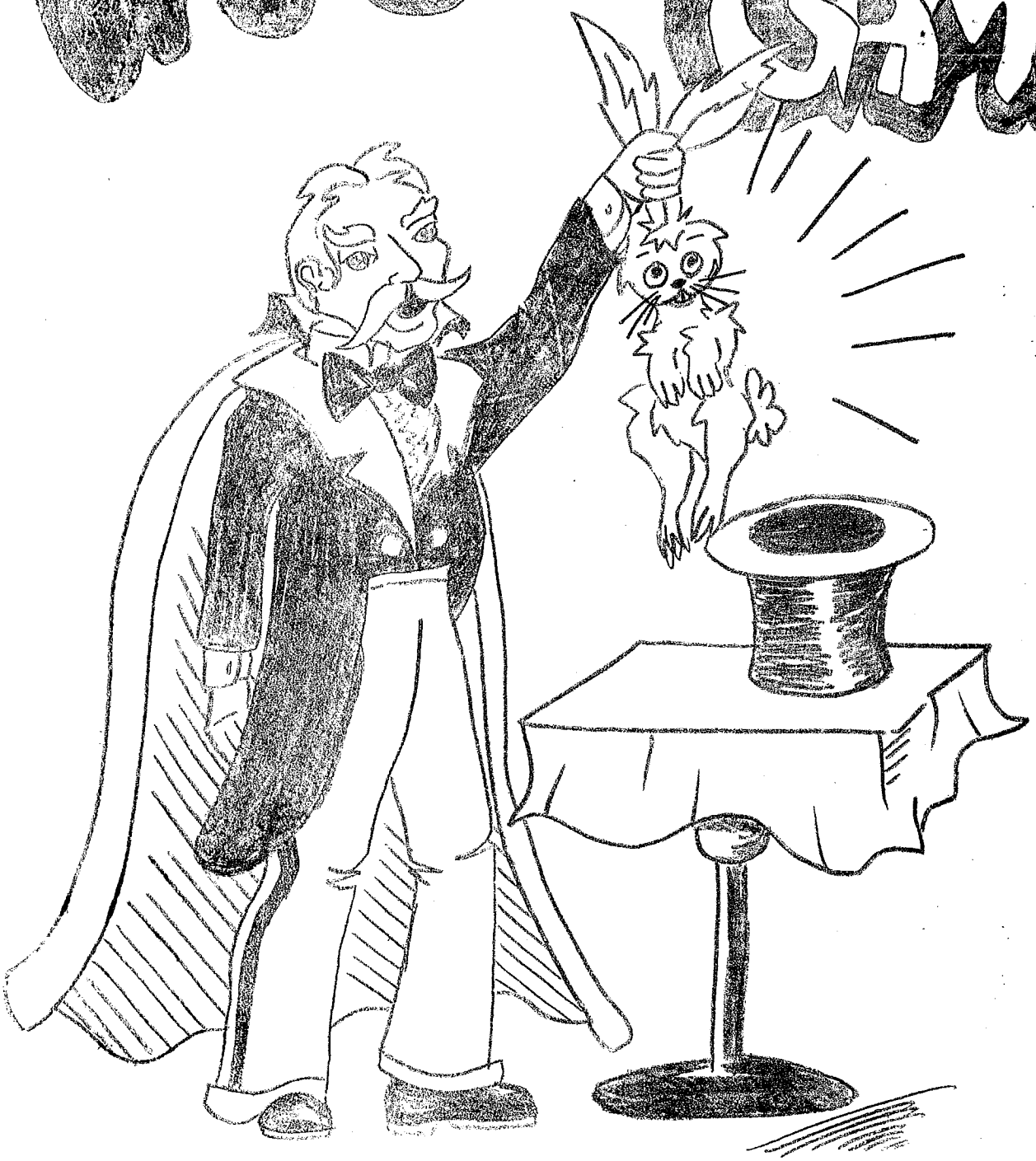
My Den Leader Coach is _____ Phone: _____

My District Roundtable is held on _____

at _____ at _____

...IT'S THE COMMON MAN WHO KEEPS THE WHEELS TURNING, BUT LET'S NOT FORGET IT WAS THE UNCOMMON MAN WHO INVENTED THE WHEEL.

PACK LEADER SAMP



TUMWATER AREA COUNCIL

BOY SCOUTS OF AMERICA

PACK LEADER GAMUT

THE PACK COMMITTEE: Who are all these people?

	Got one	No got
COMMITTEE CHAIRMAN - Responsible for monthly committee meeting, prepares adgenda, recruits committee members.	☐	☐
CUBMASTER - Responsible for pack meetings, coordinates activities with den leaders, works closely with committee chairman, contact point with parents.	☐	☐
ASSISTANT CUBMASTER - Helps cubmaster with pack meetings, runs pack meetings if Cubmaster is absent.	☐	☐
SECRETARY - Keeps records and registration up to date.	☐	☐
TREASURER - Handles pack finances, prepares budget.	☐	☐
ADVANCEMENT - Checks monthly advancement, picks up awards, assists in planning awards ceremonies.	☐	☐
DEN LEADERS - Responsible for weekly den meetings, main contact point with boys.	☐	☐
DEN LEADER COACH - Helps new Den Leaders get started, troubleshouts den problems, Den Leader support, enrichment, good use of retired Den Leader	☐	☐
SPECIAL ACTIVITIES - Outings, Blue & Gold dinner, Scout-O-Rama, Pinewood Derby, SME, use to add involvement, share work with Committee Chairman and Cubmaster.	☐	☐

WHAT DOES MY PACK COMMITTEE DO?

		Yes!	Sometimes	Are you Kidding?
1.	Recruit Cumbaster and Committee Chairman.	☐	☐	☐
2.	Provide Pack meeting place.	☐	☐	☐
3.	Coordinate Pack program with Chartered sponsor.	☐	☐	☐
4.	Assist Charter Renewal.	☐	☐	☐
5.	Develop program activities for the year.	☐	☐	☐
6.	Supervise finances.	☐	☐	☐
7.	Work closely with Cubmaster.	☐	☐	☐
8.	Assure year round Cub program.	☐	☐	☐
9.	Participate in Roundtable.	☐	☐	☐
10.	Conduct parent training.	☐	☐	☐
11.	Cooperate with other Scouting units.	☐	☐	☐

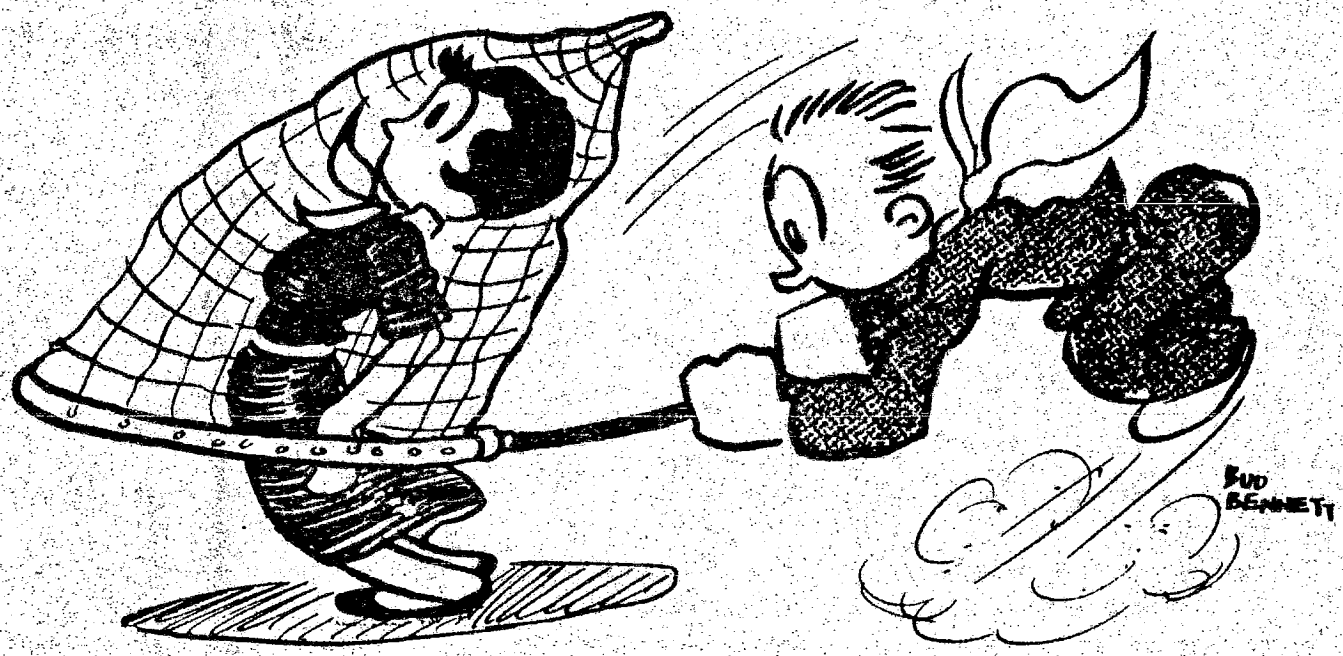
QUESTIONS ? ? ? ? ?

* Does your committee meet each month?

* Who does the work?

* Do you have seperate Committee and Leaders meetings?

* How often do you talk or meet with your Sponsor representative?



GETTING LEADERS!

* Know your parents - who would do a good job?

* Ask for specific involvement.
  "I think you would make a good Webelos Den Leader."

* Don't let them do the whole job themselves.

* Other good ideas?

This is my place to write down the best ones I heard.

PACK BUDGET AND FINANCE

PLANNING THE BUDGET

Expenses:
- Registration
- Awards
- Leader support
- Special activities

Income:
- Parents
- SOR tickets
- Sponsor
- Fundraising (Council approval)
- Den Dues

Keeping track:
- Finance section of Pack Record Book
- Compare actual expenses with budget
- Pack bank account
- Expenditure authorization procedure (who can spend pack money?)

PACK RECORDS

Pack Record Book

Den Leader Records

Advancement recording

Who keeps the records? - Secretary, Cubmaster?

Who uses the records?

CUB SCOUT PACK 2

DEC. 1981 - DEC. 1982 BUDGET

EXPENSES

REGISTRATION			
30 Cub Scouts @ $2.00	$ 60.00		
9 Leaders @ $7.00	63.00		
		$123.00	
BOYS LIFE			
30 Subscriptions @ $3.60	$ 108.00	108.00	
ADVANCEMENT AWARDS (Bobcat, Wolf, Bear, Webelos)			
30 Cub Scouts @ $2.00	$ 60.00	60.00	
PROGRAM ASSISTS			
Immediate Recognition Kits (10 per kit) 2 @ $4.00	$ 8.00		
Cub Books Presented on Birthdays 30 @ $1.75	52.50		
Webelos Colors at Induction 10 @ $1.95	19.50		
Tenure Pins 30 @ Pins 40¢ ea./Backings 12/39¢	13.87		
Attendance Pins 30 @ 45¢	13.50		
Summertime Activity Pins 30 @ 30¢	9.00		
Leaders' Badges 9 @ 80¢	7.20		
Den Flags 4 @ $2.89	11.56		
Denner Cords 4 @ 79¢	3.16		
Asst. Denner Cords 4 @ 69¢	2.76		
Leaders' Books 5 @ $1.75	8.75		
Program Helps 5 @ $2.00	10.00	161.80	
DEN PROGRAM SUPPORT (Supplies, etc.) (To be kept in treasury)			
5 Dens @ $20.00	$ 100.00		
SPECIAL EVENT FUND			
Scoutarama, Blue & Gold, Christmas	$ 50.00		
CUB SCOUT AND WEBELOS CAMP			
30 @ $10.00	$ 300.00	300.00	
TOTAL EXPENSES			$900.80

INCOME

Registration and Boys Life ($69.40 in treasury)	$231.00	
Scoutarama Ticket Sales	100.00	
Cake Raffles 4 @ $30.00	120.00	
Additional Fund Raisers (Bake sales, car wash, garage sales)	258.80	
Olympia Rotary Request	200.00	
TOTAL INCOME		$900.80

KEEPING THE PACK GROWING

SCHOOL NIGHT FOR SCOUTING

Get flyers home a week before meeting.
Get Den Leaders signed up at the meeting.
Get registration completed promptly.
Get new Den Leaders trained.
Have the first pack meeting of the fall shortly after.

TIGERS

Where the new cubs and leaders come from.

PLAN AHEAD FOR LEADERS

Ask parents if they will take a specific job for next year.
Get new parents involved.
Look for parents with several boys.
Look at parents that have come out of Tigers.

HOW ARE WE DOING - MEASURING THE RESULTS

HONOR UNIT AWARD

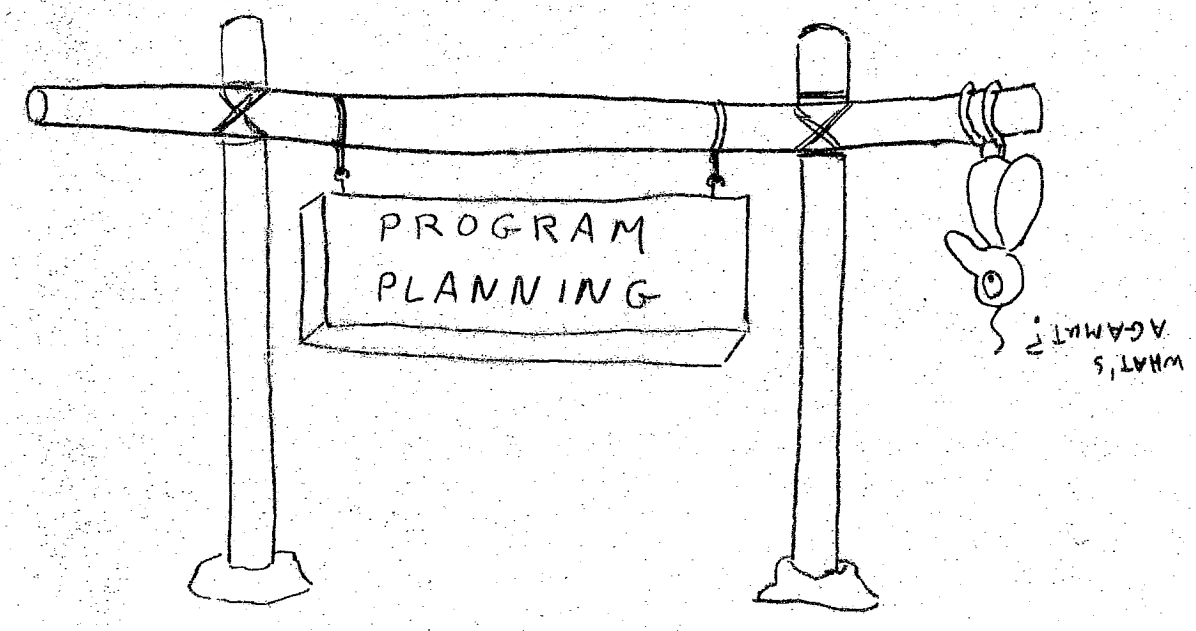
1. Register on time, conduct roll call and uniform inspection.
2. Have one or more Assistant Cubmasters.
3. Have a trained Cubmaster.
4. Have an outdoor program.
5. Have at least 51% rank advancement.
6. Have an active Webelos Den.
7. 100% Boy's Life.
8. Use the Pack Budget Plan.
9. Have annual and monthly planning meetings.
10. Do a Service Project.

WORKING ON PROBLEM AREAS

Leader training
100% Boy's Life
Den Chief's for all Dens
Graduation to Scouting
Summertime Pack Award
(My own problem areas)

ANNUAL DISCUSSION WITH COMMITTEE AT THE END OF THE YEAR (May, June)

PARENTS MEETING



ANNUAL PLANNING CONFERENCE

Pack Committee outlines plans for next year.

When to hold? Spring, Summer?

Time to talk about last year.
- What worked?
- What didn't?
- How to change?

Time for new ideas.

Using Program Helps.
- Need to know the themes for 1 year ahead.

Our approach.
- Some months the program is set by tradition or annual events.
- Some months we follow Program Helps.

My list of favorite activities or themes

PACK 2 HANDY ANNUAL PLANNING FORM
(We do this unless we decide to do something else)

September - 1st meeting with new boys
Follow Program theme
Not much time for preparation
Talk about what we did last year

October - Program theme

November - Preparation for Scout-O-Rama
Program theme

December - Holiday theme
Uniform Inspection

January - Pinewood (we do this because we are never sure when the District runoffs will be, and this gives the boy and his family time over Christmas vacation to work on the car.

February - Blue & Gold Dinner

March -
Flexible
April - Follow theme
Have a weekend/outdoor meeting
May - Special Project

June - Blaine Peace Arch trip

Summer - Day camp
Picnic

MONTHLY PLANNING

Done at Committee Meeting
Details of next pack meeting
Rough out plan for meeting 6 weeks away
Follow annual plan unless we decide not to
Rotating schedule of Den responsibilities
Set up
Flag/Opening Ceremony
Skit/Game
Cakes for raffle

USING PROGRAM HELPS

Helps Den Leaders in their planning
Good ideas
We skip around some

SUMMER ACTIVITIES

Day Camp
Pack level activities
Den meetings? Once a month?
Vacations - families/leaders
Conflict with other activities - Little League, Soccer

PARENT PARTICIPATION

HOW TO INTRODUCE PARENTS TO CUBBING

- School night
- Parents Meeting
- Individual conferences

HOW TO KEEP THEM INVOLVED

- Parent talent survey
- Get them involved in special projects
  - Pack meetings
  - field trips

PARENT ATTENDANCE

- Tie to boy's receipt of award
- Cubby
- Perfect attendence award for boys

SME - Sustaining Membership Enrollment

- Remind parents how much time each boy gets from Cubs each year (hours)
- Make sure they realize how much leaders depend on the Council for support.

1206 Plymouth Ct. S.W.
Olympia, WA 98502
March 10, 1982

Dear Cubbing Parents:

It takes a lot of people to make Cub Scouting happen. There are the people you see in our pack - myself, den leaders, and committee members. There are also the people in the Local Council Office who provide us with the support and tools we need to be able to run a pack. There is also a fine summer camp that must be maintained.

S.M.E. - Sustaining Membership Enrollment - is our way of providing the funds for the Local Council Office and Council Programs. The money you give adds to what Scouting receives from the United Way and other local contributors. It helps us make Cub Scouting happen for your son, each week, each month.

Please think of the hours each year that your son enjoys Cubbing and give or pledge as much as you can.

** Mark the amount of your gift on the left and right hand parts of your SME card.

** If you wish to be billed for the balance of your pledge, circle the payment schedule desired. You will received payment reminders in the mail.

** If you wish to use your Charge Card, write the card number and expiration date where requested on the left hand part of the SME card.

** Sign the left hand part of the card and return it to me or your son's den leader.

** Keep the right hand part of the card for your records.

Thank you for helping Cubs,

Henry F. Romer

Henry F. Romer
Cubmaster

WHAT THE TUMWATER AREA COUNCIL DOES FOR

CUB SCOUTING

As a result of the Annual Council Finance Campaign (Sustaining Membership Enrollment) your Council provides support to sponsors of Cub Scout packs through service to Cub Scout leaders and their packs in the following ways:

MAINTAINS A SERVICE CENTER WITH CLERICAL STAFF TO:

1. Handle registration, "Boys' Life" subscriptions, and special requests.
2. Stock a supply of insignia, forms, certificates, etc.
3. Keep records of training, advancement, etc.
4. Produce monthly and special council bulletins.
5. Produce notices, minutes, agendas, etc.
6. Handle countless phone calls and help visitors.
7. Provide, without charge, dozens of regular and special forms.
8. Produce programs, calendars and schedules, kits, and special aids.
9. Make reservations for films and visual aid equipment, leadership development courses, Scout-O-Ramas or shows, meetings, Cub Leader Pow Wows, annual council and district meetings, and den chief events.

EMPLOYS A TRAINED, FULL-TIME STAFF WHO COUNSEL, GUIDE, AND INSPIRE

1. Through informal training in unit operation.
2. Through person-to-person counseling.
3. Through guidance of all committees, meetings, conferences, and activities in the development of programs.
4. Through working with sponsors and others.
5. Through contacts with community resources to secure help for units.

PROVIDES THE PACK WITH DISTRICT AND COUNCIL ACTIVITIES AND SERVICES BY:

1. Conducting community activities in which packs participate.
2. Organizing shows or Scout-O-Ramas, Webelos Days, and other Council-wide events.
3. Working with various community groups to arrange for our youths' participation in civic affairs.
4. Recruiting and maintaining a staff of commissioners for pack leader and committee visitation and counseling, plus roundtable planning.

PROVIDES THE PACK WITH TRAINING BY MAKING AVAILABLE:

1. A library of films, filmstrips, and records for use in leadership development and promotional programs -- at no cost to the pack.
2. Informal and formal leadership development courses with all of the cost of literature and materials, etc., and all staff time included in the council budget.
3. Monthly roundtables for the benefit of pack leaders, den leaders, committeemen, and assistants.
4. Scouter's Key and Training Awards, Den Leader's Training Award, Silver Beaver, and other Scouter recognition.
5. Cub Leader Pow Wows, den chief training.

PROVIDES CAMPING AND OUTDOOR ACTIVITIES BY:

1. Maintaining summer camping facilities and a year-round Scout reservation for Boy Scout camping. These facilities are available for the pack's Webelos Dad and Son overnight camping with reservations.
2. Covering the necessary cost of repairs, replacements, maintenance, insurance, ranger, etc., at camp that are not covered by fees paid by Scout campers.
3. Providing facilities and arranging necessary support for Camp Akela and Webelos Encampment.

PROVIDES WITHOUT CHARGE:

1. Awards such as ribbons, plaques, and scores of different certificates.
2. Roundup program and awards; Scout Week kits, posters, and other materials.
3. Sample song sheets, ceremonies, games, and contests.
4. Source materials and personnel.
5. Materials, books, pamphlets, folders, filmstrips, and special helps from the National Council and cooperating organizations.
6. Monthly program roundtables.
7. Introductory and additional leadership development courses.
8. Personal visits from District Executives and Commissioners.

PROTECTS THE PACK LEADER BY:

1. Screening requests for services, money-earning proposals or others, guarding against improper use, Scouting commercialism, and exploitation.
2. Providing tour permit requests that aid in planning trips.
3. Refusing to give out names or addresses of registered leaders.
4. Having a liability and medical insurance policy that protects leaders and Cubs during Cub Scouting activities.

YOUR SUPPORT OF SUSTAINING MEMBERSHIP ENROLLMENT WILL

CONTINUE TO MAKE THESE SERVICES POSSIBLE

The following information reflects the percentage of unit and program service that the Tumwater Area Council provides for its service area, which includes Lewis, Mason, and Thurston Counties.

		Tumwater Area Council	Western Region	National Office
Total Youth Population		19,949	3,318,624	21,490,919
% Youth Enrolled		17.2	19.7	15.0
% Youth Gained		4.2	2.8	1.1
Total Units	This Year	123	28,599	130,571
	Last Year	117	27,891	129,727
% Gain		5.1	2.5	.7
#Total Youth Served by Council Executive		9,974	5,352	

#Of 415 councils, only 26 have a density of 10,000 youth per executive. Of this number, 25 have had a significant loss of youth membership.

CUB SCOUTS

Population		4,876	803,367	
Enrolled	This Year	1,953	288,399	
	Last Year	2,018	295,448	
## % Enrolled		40.0	35.8	31.7

##112 councils have over 40% of available youth enrolled in the Cub Scout program. The Tumwater Area Council is in the top third in the nation.

BOY SCOUTS

Population		4,832	817,040	
Enrolled	This Year	1,109	232,390	
	Last Year	1,037	217,582	
### % Enrolled		22.9	28.4	20.6

145 councils have over 23% of available youth enrolled in the Boy Scout program. The Tumwater Area Council is in the top third in the nation.

EXPLORERS

Population		10,241	1,698,217	
Enrolled	This Year	377	135,594	
	Last Year	244	125,363	
#### % Enrolled		3.5	8.0	4.5

####We are well below both regional and national standards in keeping up with the Exploring programs. The reason for this is due to the lack of professional staff.

Of the 26 councils rated, the Tumwater Area Council is the only council that had a significant gain in membership. Statistically, this is not possible. The reasons for the gain are the high quality and extensive experience levels of the professional staff, backed with a proficient office staff, plus the dedicated work done by the volunteers.

*Information extracted from the 1981 Annual Report to Congress. Youth and Unit figures are from local councils and verified by regional offices.

Tumwater Area Council | Boy Scouts of America

QUALITY ITEMS

		Tumwater Area	Regional	National
1.	Total Boys' Life	1,653	253,802	
	% Cubs & Scouts	54.3	48.7	53.1
2.	Top Leaders Trained	73	17,752	
	% Leaders Trained	59.3	62.0	64.0
3.	Cubs in Day Camp	430	68,613	
	% Cubs in Day Camp	29.5	31.8	21.3
4.	Scouts in Camp	529	93,536	
	% Scouts in Camp	59.3	51.4	43.3
5.	Total Honor Units	75	9,205	40,511
	% Honor Units	60.9	32.2	31.0
6.	Advancement per 100 Cubs	90.1	89.3	34.7
	Advancement per 100 Scouts	58.4	55.0	49.7
7.	Units Rechartered	88.0	78.3	71.2
8.	Units per Commissioner	2.4	3.5	3.0

Summary of the Tumwater Area Council in Relationship to Regional and National

1. While 54.3% of the registered youth are subscribing to Boys' Life, every effort should be made to increase this number in order to provide the TOTAL program for the Scout.
2. Training remains one of our weak areas and we are below both regional and national standards.
3. Less than one-third of our Cubs are attending Day Camp. This should be increased and a major effort to keep Cub packs operating during the summer.
4. Because of the effectiveness of the program, the facilities, and the excellent land management practices, it not only attracts a number of our own Scouts, but others from outside the Tumwater Area Council.
5. Only six Councils have 60% honor units. The Tumwater Area Council is one of the highest in the nation for honor units. Commissioners per unit must be worked on in order to keep this high level.
6. Advancement is above both regional and national levels. This is due to the Merit Badge Seminar program and continued emphasis at the unit level.
7. Units rechartered reflects on the Unit Commissioner service and is above both regional and national standards.
8. The Tumwater Area Council Unit Commissioner density is highest in the region and national level. Commissioner service is responsible for health and quality programs in each Cub Scout pack, Boy Scout troop, and Explorer unit.


Den Leader
Coach
Interference
SHARREE L. SLEDGE

DEN LEADER COACH INTERFERENCE

WHAT IS LEADERSHIP?

Leadership is the activity of influencing people to cooperate toward some goal which they come to find desirable.

A DEN LEADER COACH IS.....

D.....DETERMINING	if leaders have acquired the necessary skills and knowledge
L.....LEARNING	experience, immediate training, monthly den leaders meetings
C.....COMMUNICATIONS	between den leaders and pack committee
O.....OBJECTIVE	is to motivate and stimulate every den leader
A.....ASSOCIATION	with pack, they know she is dependable and available when needed
C.....COACHING	guidance and encouragement
H.....HELP	by giving program and resource information

DEN LEADER COACH QUALIFICATIONS

The Den Leader Coach must be at least 21 years old and should have.....

1. A fundamental interest in people and the ability to work with others.
2. The patience and interest to be a good listener.
3. An understanding of the broad purposes and goals of Cub Scouting and the determination to achieve them.
4. The imagination and creativeness to see new solutions to problems within the broad framework of the Cub Scout program.
5. Preferrably, membership in the chartered institution that sponsors the pack.

DEN LEADER COACH'S DUTIES

The major duties of the Den Leader Coach are:

1. To give immediate training to all new den leaders.
2. To help all den leaders in the pack with any and all problems.
3. To help in recruiting new den leaders.

RESPONSIBILITIES

The major duties mentioned above broaden into more specific duties which include:

1. Keeping the Cubmaster and the Pack Committee informed of the needs and condition of the dens. Also, if a den leader is unable to attend the committee meeting it is the responsibility of the Den Leader Coach to inform the leader of any decisions, etc., which affect her den.

2. Have a monthly den leader's meeting where she helps with program ideas, crafts, games, skits, costumes, and puppets which relate to the monthly theme. Also, the meeting gives the den leaders an opportunity to discuss any problems they may be having with their dens.

3. Meet with the new den leader as quickly as possible to coach her in outlining and conducting a den meeting. Perhaps she could be invited to attend the den meeting of an experienced den leader. Give some basic training until there is a scheduled training session in the district or on the council level. Help her decide on the meeting place and what needs to be done to prepare it for her first meeting.

4. To enrich the den program with new ideas, provide resources and to share the information received at the monthly Roundtables.

5. To help with the recruiting of new den leaders where needed.

6. Motivation and encouragement are two very important responsibilities of the Den Leader Coach. That new den leader is unsure of herself, scared, and lacks confidence. You can give her that confidence and encouragement she needs.

DEN LEADER COACH RECRUITMENT

Recruiting a den leader coach is a real exercise in judgement for the Pack Committee. This woman can be a vital asset to your pack since she will be dealing with and, hopefully, keeping your den leaders active, enthusiastic, and eager to do a good job of Cub Scouting.

If you can persuade a former den leader, who did an excellent job with her den, to do the job during the year her son is a Webelos, you have it made.

Another thought is to use a current den leader. Select one who has a good assistant helping with the den so she does not have a heavy load to carry alone.

Why not find a lady who is a former den leader who now has time on her hands because her boys are grown. Grandmothers are great.

TRAINING ON A ONE PACK BASIS

Any of the training courses (except Pow Wows and Roundtables) can be given on a one pack basis. The council or district may be able to provide a coach/counselor to lead the sessions. If not, you may be able to conduct the training yourself as the Den Leader Coach. Invite the parents of the boys to your training as prospective leaders and assistants.

Methods of training are designed for any Cub Scout Leader. In the personal coaching method, the coach is an experienced Cub Scouter who will work with you using the materials in the Cub Scout Devilopment Kit No. 6400. This kit is available at the Council Office.

DEN LEADER RECOGNITION

TRAINING RECOGNITION

Den Leader Training Award

See requirements in Awards section of the new Cub Scout Leader's Handbook.

Den Leader Coach Training Award

See requirements in Awards section of the new Cub Scout Leader's Handbook.

Other Leader Recognition

1. A public "thank you" at the pack meeting.
2. A Pack Appreciation Certificate
3. Other awards such as plaques, trophies, or a nice hand-made thank you.

DESCRIPTION OF A DEN LEADER COACH

Dedicated is this Lady I speak about.
Enthusiasm she has - there's no doubt:
Never grows tired of helping others,
Leader and Helper of all her Den Mothers.

Endeavoring always to understanding be,
As she works for her pack unselfishly!
Doing her best - Scouting purpose to impart.
Each Den Mother she helps to get a good start.

Ready to help when a Den Mother asks,
Cheering them on as they perform each task!
Once every month she helps them plan,
and gives them support whenever she can!
Cub Scouting has become her way of life,
Her time is shared as Scouter, Mother, and Wife.

By Joyce Newell, Torrey Pines District

THE WORLD'S MEANEST MOM

Because of the growing lack of parental respect in our homes and the disregard for parental authority, the following from the Phoenix Gazette, "The World's Meanest Mom", may stimulate better understanding.

A woman recalled the painful years when she was growing up. She said, "As a child I had the meanest mother in the whole world. She was real mean. When other kids ate candy for breakfast, she made me eat cereal, eggs, and toast. When others had Coke and candy for lunch, I had to eat a sandwich. As you can guess, my dinner was different from other kids."

"My mother insisted on knowing where we were at all times. You'd think we were on a chain gang. She had to know who our friends were and what we were doing. She insisted that if we said we'd be gone for an hour, that we would be gone one hour or less. She was real mean."

"I am ashamed to admit it, but she actually had the nerve to break the child labor law. She made us work. We had to wash all the dishes, make beds, learn to cook, and all sorts of cruel things. I believe she lay awake nights thinking up mean things to do to us."

"She always insisted on us telling the truth, the whole truth and nothing but the truth. By the time we were teen-agers she was much wiser, and out life became even more unbearable."

"None of the tooting the horn of a car for us to come running. She embarrassed us no end by making our dates and friends come to the door to get us. I forgot to mention, while my friends were dating at the mature age of 12 and 13, my old-fashioned mother refused to let me date until I was 15 and 16."

"My mother was a complete failure as a mother. None of us has ever been arrested, or beaten a mate. Each of my brothers served his time in the services of his country. And whom do we have to blame for this terrible way we turned out? Your're right, our mean mother."

"Look at the things we missed. We never got to take part in a riot, burn draft cards, and a million and one things that our friends did. She made us grow up into God-fearing, educated, honest adults."

"Using this as a background, I am trying to raise my children. I stand a little taller and I am filled with pride when my children call me mean. You see, I thank God He gave me the meanest mother in the world."

From this we would way the country doesn't need a 5-cent cigar; it needs mor "mean" mothers ---------- and dads.

RECOGNITION

There are a lot of adults in our program that do a lot to keep Cub Scouting fun and active. They do not always hold a specific position within the pack, but they still need to be recognized.

What follows are a few ideas to help you. I have found that if you just take a few minutes to observe your volunteers you will see a specific personality or trait that makes this person stand out from the crowd. This is what I often use to create a specific award for that individual. Feel free to modify any of these ideas to fit the person you want to recognize. Most of these awards are given with humor, and are not meant to poke fun at anyone or anything.

You will find that I am a strong user of poster board and cardboard. Some of the items I have bought at variety stores in the toy section. I always go to the "under $1 area". Everything else is stuff and odds and ends around the house. Before you start, look around the house, out in the garage and in the yard. Most important of all, HAVE FUN!

Don't forget the kids. Even the little sisters and brothers need recognition, especially if they have to tag along all the time.

SWEETHEART AWARD: Cut out a large heart from red or pink cardboard or construction paper or fabric. (If you use construction paper or fabric you will have to glue it to cardboard of the same shape.) Now frame the outside edge by gluing either white paper doilies or purchased gathered lace. On the front, sew or glue a big colorful sucker or Hershey Kiss. Hang by colored ribbon.

Suggestions: Someone very cheerful and happy; someone who provided a lot of treats or especially good ones; a lady who got married; or, as in our case, the leader who decided our den would make a REAL gingerbread house using real candy, frosting and gingerbread.

RIGHT ARM - Cut from cardboa;rd the shape of an arm bent at 90 degrees at elbow with fingers in Cub Scout or Boy Scout sign, color in. To be given to Den Chief or Assistant Cubmaster or anyone who served as the "right arm" of someone.

WISHING YOU WELL - You could purchase a small plastic wishing well and mount to a frame, or draw a wishing well, color, paint or glue pieces to a cardboard and write "Wishing (name) Well". To give to and adult that is retiring from an active position within the pack, or if they are moving either to another area or going on to Boy Scouting.

LETTERS TO EDITOR: Draw or trace at random 10 to 15 letters. Cut out letters and string together. You can make letters from heavy construction paper, cardboard, felt, dough art, etc. Make them colorful! You may string them together in one long strand, or hang like a mobil. This award was given to the newsletter editor of the pack. It could also be given to a secretary, or someone who does a lot of witing and organizing for your group.

BIG WHISTLE AWARD: Use either a large whistle (you can usually find big plastic toy ones at variety stores in the toys area), or toy horn or draw these from cardboard and hang from sting or yarn. This is appropriate for a den leader coach for "Coaching" your den leaders, or perhaps a committee member or parent that talks a lot about himself or does a lot of things behind the scenes that never gets talked about.

THE PURSE STRINGS or TREASURE CHEST AWARD: For purse strings, make a small pouch from scrap fabric (felt). Cut the Fabric in the shape of a circle and punch holes around the outside edge. Then take shoe laces and weave them in and out through the holes. When you pull the laces together you form the pouch. Then put some toy coins in the purse. For the Treasure Chest, you again can buy a small toy chest. (You could also make one from cardboard or use a small box). Decorate the outside with sequins, beads and glitter. On the inside put some old jewelry. You could also fill it with clear colored beads or glue glitter to pieces of cotton balls. This could be given to the pack treasurer. It could also go to someone that is a "treasure" to the pack; someone that always seems to come up with supplies that they scrounged; a "treasure full" of ideas; or, perhaps someone who has worked on a fund raiser.

BIG BANG or ON YOUR MARK-GET SET-GO AWARD: Carve from wood, a shape of a gun. You could buy a small plastic gun or draw and cut from cardboard. Gun could be painted black (or left plain) and a black and white checkered flag made from paper and stapled to a small wooden dowel (any stick would do) and glue into a hole drilled into the barrel of the gun. This award could be given to the pinewood derby chairman; the cub olympics or bike rodeo chairman; or; smoeone who likes to get things "off with a BANG".

LEAD POCKETS AWARD: Make a pocket by sewing two old jeans back pockets together and put a few pieces of pinewood derby lead in it. Give this to the man who weighed in all our pinewood derby cards. This award could also go to someone that is very active. The lead pockets could help to slow him down or stand still long enough to be recognized or slow down so the rest of us could catch up.

"SIS BOOM BAH" AWARD: Using toilet paper or paper towel rolls and yarn you can make Pon Poms for someone with a lot of spirit. Make a big tassle of yarn and tie it or staple to the roll. Decorate or cover the roll. You could also cut colored paper into thin strips and staple or glue to paper towel rolls or small dowels. Asecond choice for the same award would be to make a megaphone. You could simply draw one and cut it out or using heavy paper cut a graduated rectangle and staple the edges together. Use a pipe cleaner for a handle. This second idea could be given to someone that is very shy, quiet or soft spoken so that everyone could hear what they had to say.

EARLY BLOOMER AWARD: This is done several different ways. You could simply present a large artificial flower or you can be creative and make one. Cut large petals of tissue paper, construction paper, wrapping paper, fabric or felt. Glue, sew or staple to a cardboard circle For the center, either draw in a smile face and decorate with paint, colored pens, colored cut out pieces of paper, sequins, beads, buttons or glitter. Or glue tuffs of cotton balls to center. You could decorate a petal or two with stickers of ladybugs or pipe cleaner bugs. Make stems and leaves from the same list as petals. Or use green pipe cleaners. This is good for a mom who blooms with kindness, love, spirit, smiles or ideas. Or someone who started out low keyed or quiet or shy and is now more vocal or visible.

CHEF HAT AWARD: For someone who really cooks with ideas or activities or yummy treats. Cut a chef hat shape out of cardboard and paint or color white.

THE PATH FINDER: For someone who is never in the right spot at the right time or has a tendancy to get lost a lot. Use a toy compass and map or cut from cardboard a circle. Put N, S, E, W, on the circle. Cut an arrow from paper or cardboard and using a brad attach to circle. Buy a map or simply draw one.

CLOWN AWARD or BIG YUK YUK AWARD: For the person who is always clowning around with the boys. Make a clown mask of colored construction paper and elastic or make a clown hat of paper or fabric. Use cotton balls to decorate and make ball at tip of hat.

THE MISTAKE PROOF PENCIL: Available at a novelty store; a pencil with an eraser at both ends. Or draw one of cardboard; or take two new pencils and pry the eraser off of one and glue to the unsharpened end of the other. Could be given to the pack secretary. Also, appropriate for a person that does a lot of written organizing or a den leader frustrated with keeping track of advancement, dues, attendance, etc.

THE BIG BUNDLE: Take one sheet from a newspaper and fold it up until you have a small square bundle approximately 4" by 4". Tie a string around it. This can be given to the paper drive chairman. You could do the same with play dollars and give it to the SME Chairman.

PRACTICAL WREATH AWARD: Cut a donut shaped circle from cardboard. Attach play money to it either by punching holes in the wreath or glueing or stapling the money to it. You also could take monopoly money, crushing each bill in the middle so it looks like a bow tie, then staple it to the donut on one side completely filling in the cardboard. This was made for the chairman of a wreath sale. Also, could be given to the SME chairman or treasurer only instead of using the donut shape, use ($) a dollar sign.

THE BIG AWARD: For the advancement chairman - cut a large award from cardboard using the Scout leader medals and pinewood derby medals as the shape. Cover with red, white and blue ribbon or paint, color or use colored paper. Then cut out a large star and glue glitter to one side. Punch a small hole at the top of one point of the star and at the bottom of the ribbon. Hang star from ribbon with string, ribbon or yarn, or staple the two together. This award could be given to almost anyone for any reason or occasion.

THE DO-RAY-ME AWARD: For someone that leads songs well, sings a lot, sings sell or can't carry a tune. Simply cut out a large black musical note. If given to someone that enthusiastically sings off key, put the note in a brown paper sack and it becomes the SINGER'S AID AWARD for someone who can't carry a tune in a paper bag.

FIRST TO SHINE AWARD: Using either yellow construction paper or yellow felt, cut out the shape of a sun. Use paint, colored pens, buttons, sequins, glitter or beads and put a smiling face on the front. This is a good one for kids as well as adults. It could be given to a den boy or adult who excells or is the first at something. It could be a rotating award for the first den at pack meetings or events.

ROCKING CHAIR AWARD: Use a small plastic toy rocking chair or picture of one. This can be used for a den leader who is retiring or an adult position that is retiring or for someone who has been active for "ages".

YAK YAK AWARD or RINGY DINGY AWARD: Use an old piece of fur, cut in a circle, hem raw edges and run elastic through the hem or use an old pair of ear muffs. This is good for someone who spends a lot of time on the telephone. The cover fits over the ear piece of the telephone. Or use two tin cans or frozen juice cans, tie each end of a long string to the cans. This could be a second telephone line in their home so that the regular telephone can be used for other than scout calls or so that once in awhile you can get through and not continue to get a busy signal.

THE TICK TOCK AWARD: For the person who is always late. Cut out circle and draw a clock face on it. Cut out hands and attach to face using a brad. If you wish, make a paper chain and staple to clock so it looks like a pocket watch. You could also buy a toy watch. This award is also good for someone who times events in pinewood, Olympics, etc.

BIG BAND AID AWARD: For someone who can fix anything or has always got a cure for a problem. Cut from paper an over-sized Bandaid. Paint or color. It is also good for the non-handy person who is always hurting himself when trying to work on a craft or the person that is always sympathetic and has a kind work or kiss and hug for someone.

BOG BOX AWARD: For the person who seems to be forever collecting things; "In case we might need it later". Or the person who can't throw anything away. Or for the person that always seems to "store" things because no one else has room. Simply find a large empty box, either plain or decorated.

THE GENIUS AWARD: A box of odds and ends; one sock, loose buttons, broken pencil, etc. For the person who seems to take junk and create a useful something. Or for a creative person when they run out of ideas can take the junk from the box and entertain themselves or create something when they get bored or run out of things to do.

GOOD AS GOLD or HALO AWARD: For the person who is perfect or is always right or is just really nice and agreeable. Use coat hangers and bend into two circles, one for halo and one to fit on head. Attach the two circles with one straight piece. Cover with glue and dip in glitter or wrap with gold braid or spray paint gold.

WORTH THEIR WEIGHT IN GOLD AWARD: Draw a scale on cardboard and cut out. Glue a picture of person on one side of scale and put glob of blue on other side of scale. Pour gold glitter onto glue for "pile of gold".

EARLY BIRD AWARD: This is great if you have someone who just does things before they need to be told, or if you ask them to do something and an hour later it is done instead of a day, week or month later. Basically, make, buy or draw a bird. Any kind, any shape and decorate. Make it as funny or silly as you please. Before awarding this, make sure you have included the worm!

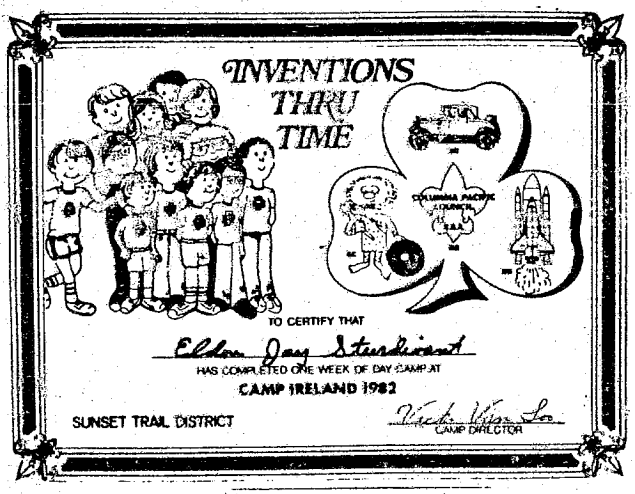
BIG ROCK AWARD: For someone that is the rock or rock of Gibralter in the group. Someone tried and true, stead and constant, never ruffled or upset by things.

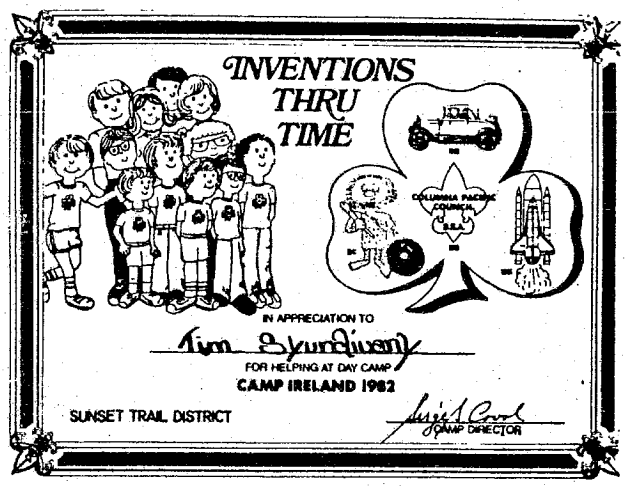
BULLS EYE AWARD: For someone that is always "on target". Make a circular target of cardboard.

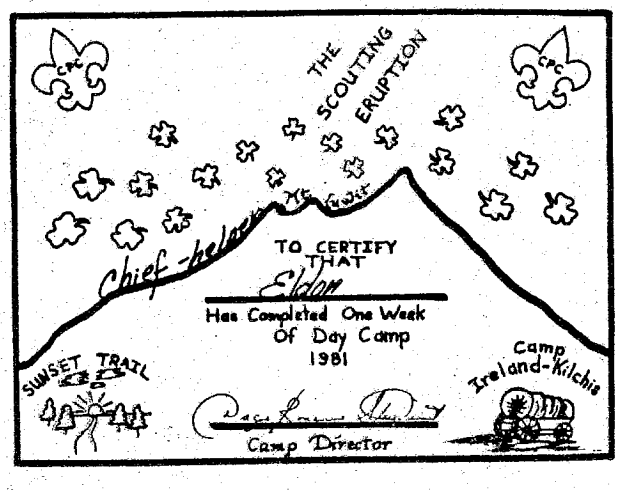
BIG IDEA AWARD: Draw a picture of a large light bulb. For the person with big ideas.

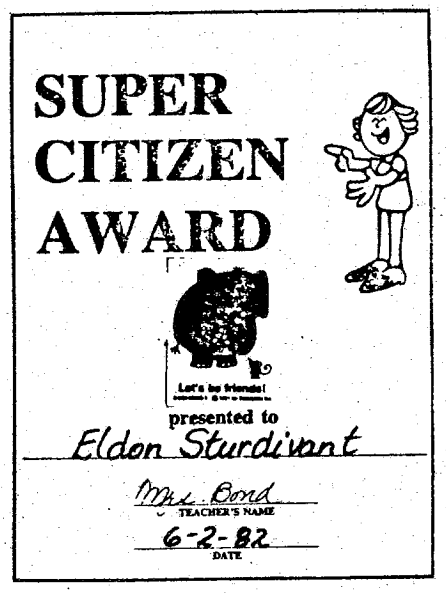
CERTIFICATES

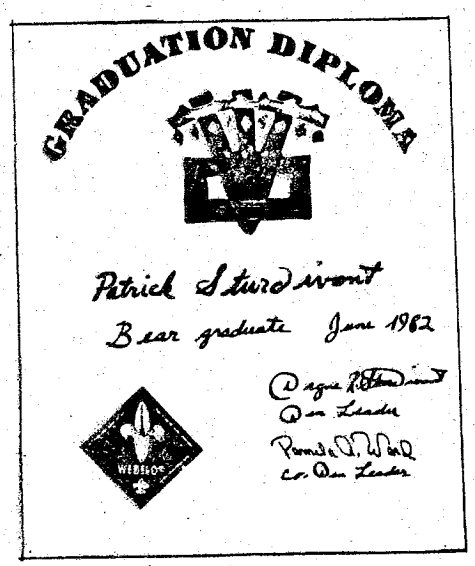
Purchase or make your own

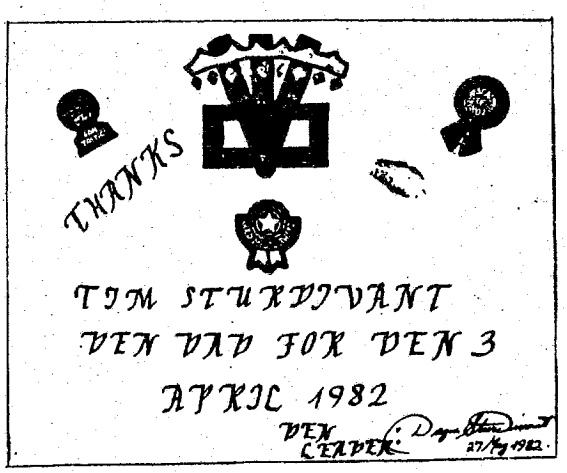




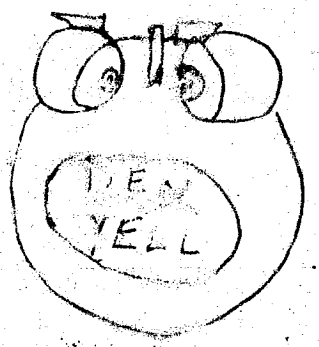




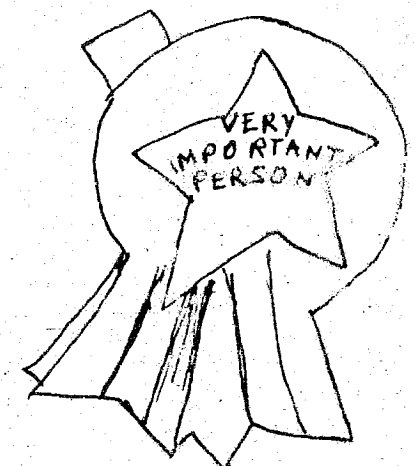




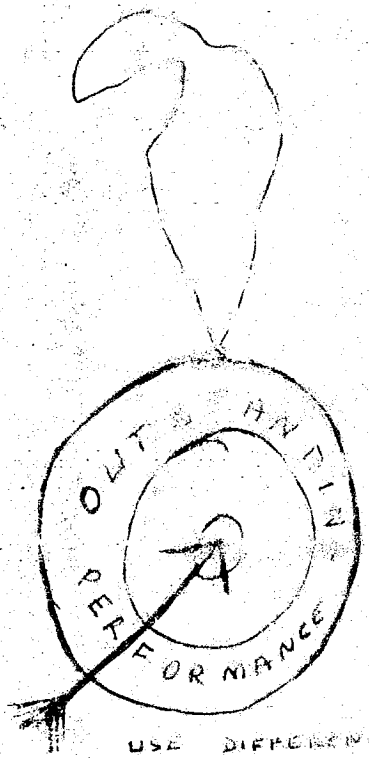
Make up your own awards...



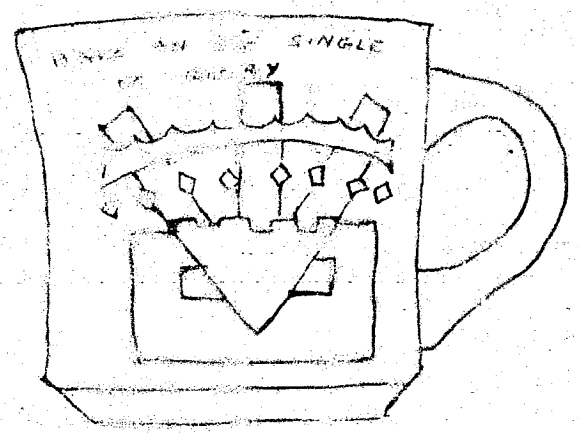
Be enthousiastic



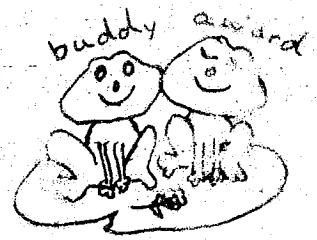
use color



USE DIFFERENT MATERIALS (eg vinyl, leather, wood, paper)



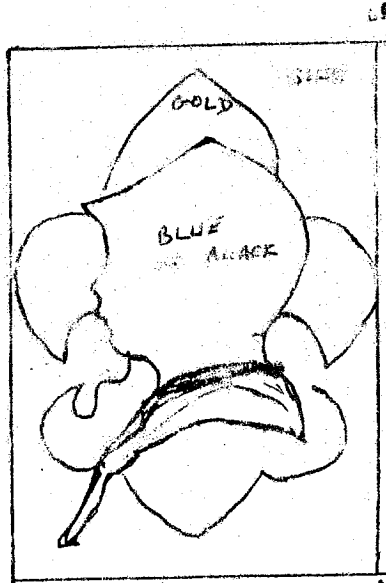
use imaginative combining symbols & colors



USE HUMOR

USE CARDS

BUT...
ALWAYS
RECOGNIZE
A PERSON'S
BEST EFFORT
AND...
ALWAYS SAY
THANKS



Thank You

Your Den 3
Cub Scouts
1981-1982
Patrick David
Eldon
Tyson
Adam
Matt
Dan
Aaron
Mike
Charles
Paul Zender

FOLD FOLD


CEBELOS
INSIGHT
READER
SHARRSE L. SCEDS

WEBELOS LEADER INSIGHT

Insight. . . . ?

Webster's defines insight as "keen discernment or understanding; penetration; intuition" etc., something we all possess to one degree or other.

What does this have to do with being a Webelos Den Leader? Well, let's see...."keen discernment or understanding," might be to just remember we are working with 10 year old boys who need attention, fun, recognition, challenges, competition and once in awhile some plain old-fashioned affection. "Penetration," as a leader do you "penetrate" the boy's world enough to stimulate him to achieve, to be active, to really be a Webelos Scout? "Intuition," or common sense, if you will, should tell you, the leader, that the program will work better for you and the boys if you are trained and are using all the resources that are available to you to reach your goal.

Goal. . . . ? what goal. . . . ?

Your goal is the same as any other adult Scouter, to send that boy along the road of Life just a little better prepared than when you first met. As a Webelos leader you actually have a second goal or objective: to send your Webelos Scouts to a troop ready to participate in its program.

The Pow Wow program will go beyond the basic training you attended earlier and will hopefully give you "Insight" into where you have been the first few months and where you might be going for the rest of the year.

The areas of review and discussion are listed below and can be your guide for the balance of your time as a Webelos leader.

I. In YOUR den; How is it going?

Is it;

Fun-Instructive-Fun-Challenging-
Fun-Motivating boys to become Scouts-
Fun-Using a local troop's help-Fun-
Following program guide line-Fun-
Involving the boy's Dads to help-Fun

If something from this list is missing in YOUR den program, discuss it with your Pack Leaders and try to get it into the program.

II. The Den Activities

Is the Den Meeting doing its job?
How can you tell?
Are the Webelow sorry the meeting is over?
Do they come back next week?

Have you been on an overnight?

WEBELOS

WHERE DID WEBELOS COME FROM AND WHAT DOES IT MEAN?

Webelos came from the Indian word Wee-Buh-Los, which is the name of a tribe that had a chief by the name of AKELA. Webelos means "We'll Be Loyal Scouts." (There is no such thing as a 'Webelo' - it is WEBELOS.)

WHO CAN BE A WEBELOS SCOUT?

Any boy 10 years of age or when he has completed the fourth grade.

WHAT IS THE PURPOSE OF THE WEBELOS SCOUT?

To help prepare a 10-year-old Cub for Boy Scouts through organized, active, fun, disciplined, and supervised den activities and den meetings. Through these den activities and meetings the purpose of Cub Scouting developed by the Boy Scouts of America, can be instilled and developed in each boy.

INFLUENCING the development of the boy's character and spiritual life
DEVELOPING habits and attitudes of good citizenship
ENCOURAGING good sportsmanship and pride in growing strong in mind and body
IMPROVING understanding within the family
STRENGTHENING the ability to get along with other boys and respect other people
FOSTERING a sense of personal achievement by developing new interests and skills
SHOWING how to be helpful and do one's best
PROVIDING fun and excitement, new and interesting things to do
PREPARING them to become Boy Scouts

WHAT IS A WEBELOS DEN MEETING?

A Webelos den meeting is a gathering of six to eight Webelos Cub Scouts that meets early in the evening once a week or on Saturday. The meeting should be a standard meeting day, time and place subject to the convenience of the Webelos den leader and a majority of the Webelos Cub Scouts. The meeting can take place in the home of the Webelos den leader, his assistant, or in a central meeting place such as a room in the chartered institution's building. The important thing is regularity of meetings -- same day of the week, same time, and the same meeting place.

WHAT IS A WEBELOS DEN LEADER?

A Webelos den leader is 18 years of age or older and likes and understands boys. He is selected by the pack committee because of his good moral character and his interest in working with boys. Probably, but not necessarily, the father of a Webelos Scout. The Webelos den leader is a teacher, a leader, a friend, and an understanding adult who will show the boys the right way to do many things that are fun. Things like building a fire and cooking a meal. He also knows the importance of "Do Your Best" so a Webelos Scout can learn new skills and improve on those they already know.

WHAT IS THE DIFFERENCE BETWEEN WEBELOS AND CUBS?

The emphasis for Webelos Scouts is shifting from the home-centered activities of the Cub Scouts toward group-centered activities such as he will have in Boy Scouts: Webelos Scouts are still Cub Scouts. They take part in the meetings and other affairs of the Cub Scout pack. They are under the overall direction

IV. Involved Adults, "The Super Resource"

Who, What, Where?

Activity Badge Counselor
Jack of all trades
Traffic cop - Dispatcher - Quartermaster

Troop Webelos Resource Person

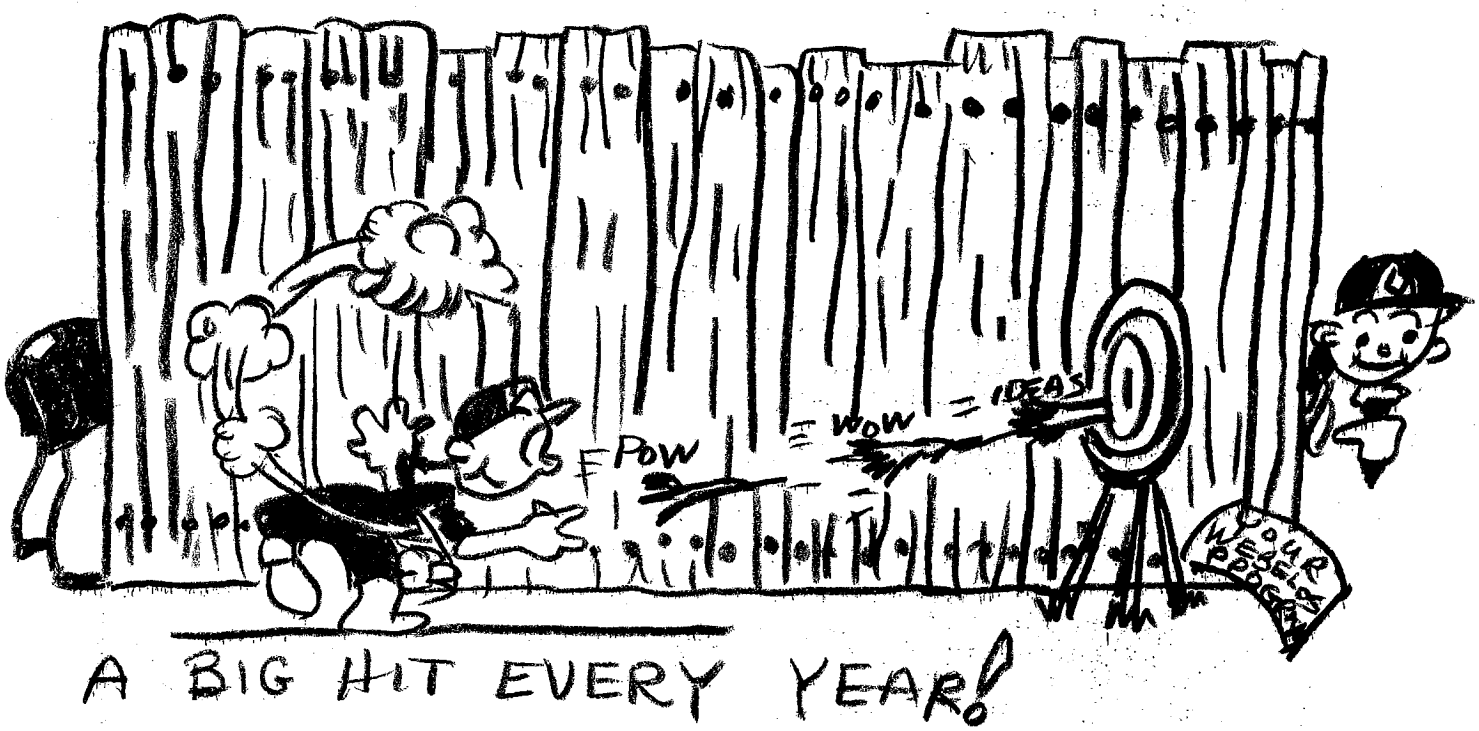
A what?
Scoutmasters won't bite!

V. Closing Thoughts

Where did "I" go wrong?
or
Why didn't I think of that?

Now is the time to repair.

Yes, people, we all have Insight!



Have you used day trips to supplement activity badge instruction?

Had a "just for fun" event once in awhile to breakup work?

Are other adults acting as "Activity Badge Counselors" at den meetings?

Do the Webelos Scouts understand the new advancement program?
Do you?
Do their parents?

Does your den have a Den Chief?
Have you met a local Scoutmaster?
Has your den visited a troop outing?

III. Advancement

The New Program

Why?
It will produce a greater experience for those involved in the program and it will develop more and better trained boys going into Scout Troops.

The Activity Badge

Using counselors
Earn it! Do Your Best!
Achievement and Recognition

The Webelos Award

It's the first big step of many to come.
It's earned the "Boy Scout Way!"
Tenure, activity badges required, passed by counselors.
Recognition leads to motivation.

The Arrow of Light

The "Eagle Rank" of Cub Scouting.
More beginning Scout skills are needed to earn it.
He Did His Best!
Recognition with Pomp and Ceremony

He is ready for a troop.

of the cubmaster, but the Webelos den makes its own plans, conducts its own programs, and does many things too advanced for the younger boys. It is preparation for the great adventure of Boy Scouting which each boy will want to begin when he reaches 11. In short, Webelos is transitional program between Cub Scouting and Boy Scouting.

The Webelos experience is different in a number of ways from Cub Scouting. Here are the differences:

The den is led by a man instead of a woman.
The den meets in the early evening or Saturday instead of after school.
The den does not follow the monthly theme - it has its own program.
Webelos Scouts don't do achievements and electives as Cub Scouts do - they work on 15 hobby and vocational subjects, called activity badge areas.
Webelos Scouts pass requirements for the activity areas to the Webelos den leader or an adult he designates instead of going to their parents for approval. The adult in many cases should be his dad.
Webelos Scouts are encouraged to have one or two dad-and-son overnight camping trips during the year, as well as other activities and tests related to the things they will do when they become Boy Scouts.
Webelos Scouts have some distinctive changes in their uniforms different from other Cubs.

WHAT IS A DEN CHIEF?

A Scout or Explorer approved by his Scoutmaster or Explorer advisor and acceptable to you. He is responsible for assignments you have assigned which might include:
game leadership -- song leading -- morale activities -- storytelling -- skit leading -- ceremony assistance -- instruction in skills such as those related to skill awards in the Scout program -- outdoor activity assistance -- uniform inspections.

WHAT IS A DENNER?

A Webelos Scout who has been selected to the position by secret ballot of your den's Webelos Scouts. He carries out routine assignments given to him by the den leader including such things as:
opening and closing ceremonies -- preparing equipment and meeting room -- greeting new boys -- assisting den chief.

The suggested term of office for a denner is 3 to 6 months.

THE WEBELOS DEN

There are many ways to organize and operate a Webelos Den. Our purpose here is to introduce to you a proven plan or method of organizing the Webelos Den in your pack.

First, set up a card file on all boys in the pack. This card file should be in birthdate order. This way, when it is time to form a new den, the boys next in line in the file index are pulled and the den is formed. Try to hold the dens to six or eight boys in each as more than eight becomes too cumbersome for the den leader to handle. Less than six doesn't really give him enough to work with. If you are planning to start the new den in May, for example, the incoming boys' names should be pulled from the file in time for the April pack meeting. Ask fathers of the boys to meet with the Webelos Coordinator, who is an assistant cubmaster, and/or the committee chairman, and select the den leader and his assistant from this group. Also at this time emphasize to the other fathers that they, too, are required to participate in the den activities in the Webelos program.

When the den is set up in this manner, the boys start together and graduate together. This prepares them for the patrol method used in Boy Scouts. It will be necessary to discuss your plans with the scoutmasters of the Scout troops which you supply with boys. The only drawback is that some of the boys will be graduating into the Boy Scouts after they are eleven and some that are not quite eleven. Most troops will accept the younger boys and assign them to patrols where they will engage in all troop activities except hikes and campouts. When they reach eleven, they are then registered as Boy Scouts and assume normal activities with the other boys in the troop.

Forming dens with this method also benefits the cubmaster as he has only three or four graduation ceremonies a year instead of eight or nine. The pack is not always searching for Webelos leaders as the leader's boy is in the den and the leader knows he has only a year to serve. He can also set up a program and carry it through constantly going back to recover an activity badge area because of a new addition to the den being unnecessary.

To insure an adequate program is given the Webelos, an assistant cubmaster should be assigned to oversee the entire Webelos operation. His job is to see that the Webelos leader has adequate father participation, a den chief, and all the needed materials and literature. He would also encourage the Webelos leaders to attend the training events related to the Webelos dens and their operations, in the Cub leader training and the monthly roundtable which features an excellent Webelos program session. During the roundtable session up-to-date tips are given on the den operation. The monthly activity badge for the coming month is covered with talks and demonstrations. The Webelos leader is shown possible ways and methods of covering the badge in his den. The Webelos leader will find his time well spent and his den will profit from his experience.

Mr. Webelos Leader, you will find that no two boys in your den are alike. They will have different abilities, different strengths, and different weaknesses. Don't try to judge them as a class, but as individuals. Your den will probably range from the very bright boy to the slightly backward one. Each has to have his chance to participate in his own way and in his own ability range. You will find that one boy will need more help in the badge areas than another boy. What

you would accept from one boy as giving his best, you won't accept from another boy. You, as the leader, will have to draw your lines as to each boy's ability and just what is to be considered "doing his best". You can then judge from there relative to passing them off on the activity badges.

In helping the boys learn the badges, it will be a great help to them if you can find some way to let them identify themselves with the subject. It is natural for a boy to do better in a subject in which he has an interest. A boy who goes hunting with his father is quick to learn about guns. If we can give each badge an identity with each boy, he will learn it faster, better, and will retain more of what he has learned.

TEN YEAR OLD BOY NATURE

1. These are the worst of the testers. They want you to draw a line for them, and as soon as you do, they will constantly try to cross or bend that line. While these boys are stronger and have more muscular skill than the 8 or 9 year olds, they still don't have adult judgment. They must be constantly reminded of their responsibility for property - theirs and others.

2. A 10 year old, like all living persons, thrives on praise and sulks at criticism. He is eager to please those he likes. He responds to demonstrations of interest, sincerity and genuine liking with intense loyalty. These boys will follow a leader and participate in his programs as long as the leader is fair in all his dealings and makes reasonable requests of them.

3. Ten year old boys play hard and then become intensely serious, but only for a short period of time, so mix the periods of fun and seriousness well in den meetings.

4. To have good discipline, you must have a well planned den meeting with lots of activity. Do not let the testers get away with anything the first time, or they will keep at it and then others will join them. Remember, a behavior problem boy usually has a problem either real or imagined. Find out what his problem is and help him solve it, and you will solve your behavior problem, also. Don't let the other boys know what you are doing when you are working with this problem boy. Keep what this boy tells you in strict confidence. When talking to a parent about his or her boy, be careful not to appear a meddler. The founder of Scouting said, "You can only have discipline in the mass if you instill discipline in the individual." If you can put this statement into practice, you can do much to help solve one of our nation's greatest problems, juvenile delinquency.

5. When it comes right down to it, there are no problem boys -- only boys with problems! Problems are only opportunities.

8 STEPS TO A SUCCESSFUL WEBELOS CAMPOUT

1. Call a meeting of Webelos dads to talk over the proposed campout and decide on a time and place for it. Discuss the tour permit and the auto insurance. Discuss the camping gear needed and plan a menu. Discuss what you would like to accomplish at this campout. Divide the assignments and responsibilities for preparation of the campout. Call a Follow-up meeting to finalize the plans.

2. Share the camp plans with your Webelos scouts well ahead of your camping date. Set aside part of each succeeding den meeting towards getting the boys ready for the campout.

   EXAMPLES:
   1. Show how to set up and take down a tent.
   2. Show how to pack for a camping trip.
   3. Review the Outdoor Code.
   4. Discuss ideas for a camp schedule.
   5. Show how to make a hobo stove and have the boys make them.
   6. Have the boys make plans for a campfire program that will be a surprise to their dads.

3. Fill out and submit a tour permit. Fill out and submit a camp reservation if necessary.

4. Before you leave for camp, insure that there is at least one adult for every two boys, and that boys whose dads don't go all have a signed permission slip.

5. Meet at a convenient location for all. Make sure all the equipment is there, get in the cars, and you're on your way.

6. Arrive at camp and follow a prepared camp schedule. (The following schedule is an example of a successful camp schedule.)

SATURDAY	8:00 A.M. --	Meet at Den Leader's house and depart
	9:30 A.M. --	Arrive at camp and set up the camp
	11:00 A.M. --	Free time
	12:00 noon --	Lunch (sack lunch)
	1:00 P.M. --	Nature trail, swimming at Beaver Lake, camp pool, scoutcraft, instruction, wildlife identification hike
	5:00 P.M. --	Boys cook supper for themselves and their dads on hobo stoves they made
	6:00 P.M. --	Cleanup, free time
	8:00 P.M. --	Campfire program
	9:30 P.M. --	Taps

8 Steps to a Successful Webelos Campout (continued)

SUNDAY	6:00 A. M.	--	Reveille
	6:30 A. M.	--	Breakfast
	7:30 A. M.	--	Cleanup
	8:00 A. M.	--	Morning colors and worship services (Aimed at 10-year-olds)
	8:30 A. M.	--	Make plaster casts of animal tracks found down by the creek bed
	10:00 A. M.	--	Free time
	11:00 A. M.	--	Take down camp and return home

7. Recognize the efforts of the boys and their dads at the next pack meeting.

8. Make plans for future campouts, utilizing lessons learned from your last campout.

WEBELOS CEREMONIES

This is an easy reference for you to use in finding ceremonies for den and pack meetings. Except where indicated otherwise, ceremonies are found in Staging Den and Pack Ceremonies book. Also please note that these are from the old books.

OPENING CEREMONIES (Den Meeting)
- Den Chief's Denbook, p. 138 - 139
- Webelos Den Leader book, p. 51-52
- Staging Den and Pack Ceremonies, p. 32-37

COSING CEREMONIES (Den Meeting)
- Den Chief's Denbook, p. 142-143
- Webelos Den Leader book, p. 56-57
- Staging Den and Pack Ceremonies, p. 48-51

INDUCTION CEREMONIES (Pack Meeting)
- Induction into Webelos Den p. 116-118
- Webelos Uniform Ceremony p. 118-119
- Indian Induction Ceremony
- Webelos Den Induction


DEEP SEA SKINNY
SHARREE LISTADE

DEN LEADER SKINNY

Whether you're an "old hand" or "brand new" in Cubbing, there are probably many questions you'd like to ask. There are many tips that we "old hands" can give you "brand new" leaders, and by the same token, there are many ideas you "neophytes" can give us "oldsters". That's one of the things Pow Wow is all about - sharing ideas, problems, solutions, and whatnot. We're here to get the "skinny" on Cubbing... find easier ways to do things, get answers to our questions, have fun learning, and go away inspired with additional knowledge to make our job easier and to give our Cubs a better program.

Here's a bit of philosophy to which many of us subscribe and would like to share with you:

PHILOSOPHY FOR PARENTS

When he grows up, I don't think he'll recall
How, on a sapphire morning in the fall,
Dust pussies tumbled up and down the stair
And smudges lined the woodwork here and there,
While he and I ran hand in hand together,
Carefree, into the bright October weather.

I hope my son looks back upon today
and sees a parent who had time to play
Whether the work was done, or it was not -
Who realized chores are sometimes best forgot,
There will be years for cleaning house and cooking,
But little boys grow up when we're not looking.

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The newly revised Tumwater Area Council Advancement Manual is now available at the Council Service Center. Each den and pack leader should have a copy of this.

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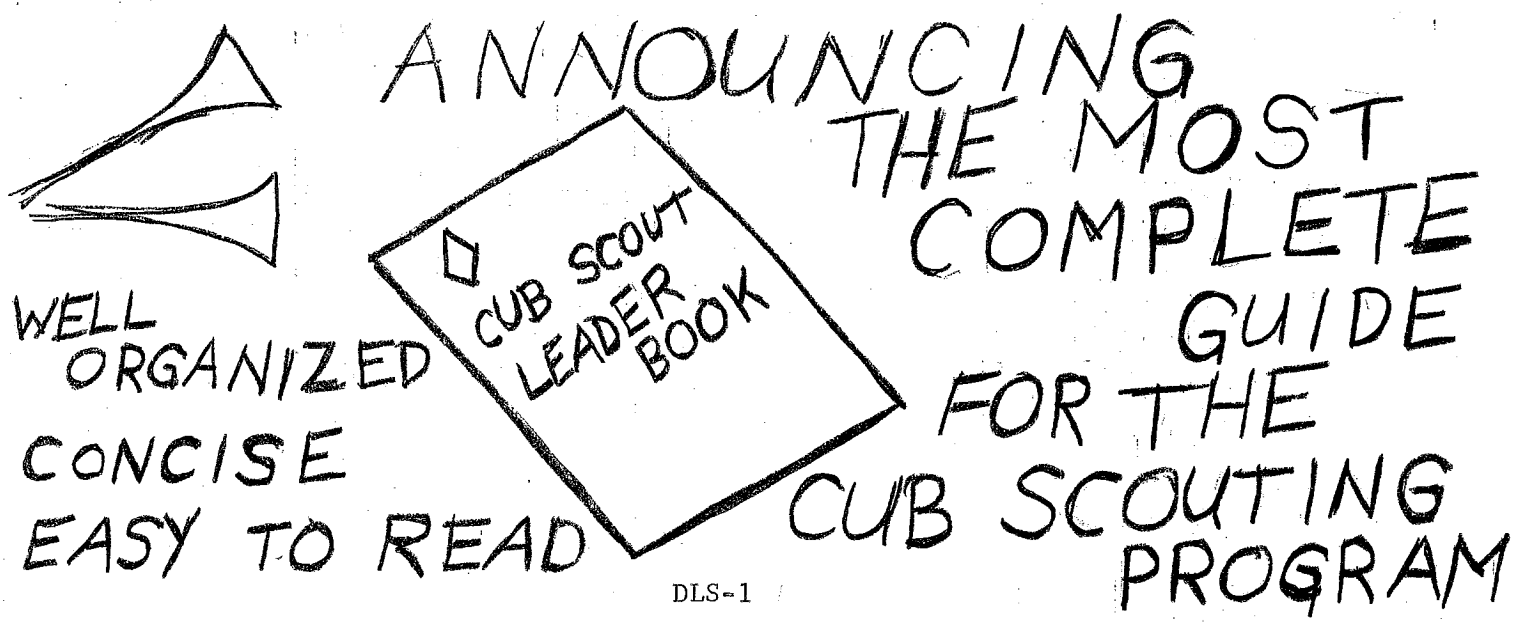

LEARNING AS YOU GO

Imagine if you can, the Den Leader standing unsuspectingly in some doorway, blissfully thinking of the next month's theme "Other Lands", or tonight's dinner or empty bleach bottles; or any one of the hundreds of things Den Leaders contemplate while standing unsuspectingly in doorways. Suddenly four boys, ages 8 and 9, charge up to her, screech to a halt, thrust a magazine in her face and say: "We've found something real neat for the den to make next month. See... this paper mache pinata. Can we do it?"

If she has not developed an expertise in paper mache, she might well hesitate before letting herself in for all that a cheery "Yes, indeedy" answer might bring. If you've been a leader for even a short while, you know that requests for activities in which you are not an expert can come at any moment, and frequently do. How do you reply to such requests?

You could say: "No, we can't do that because I don't know how". (Usually a highly unsatisfactory response from the boys' point of view). You could say: "Why don't you get Mrs. X to help you?" (If you happen to know a Mrs. X who is well informed on paper mache). Or you could simply say "Yes" and plunge right in along with the boys, learning as you go. Easier said than done, you say? True, but let's look at the advantages.

Learning as you go can be challenging, stimulating, and a growing experience for both leaders and boys. It's a natural for building adult-boy relationships and appreciation for the pursuit of learning that can last a long time after the subject being explored has faded away into the closet. If you've tried this approach with boys, you probably know the rewards that come with it. If you are reluctant, you aren't alone.

For an adult to say: "I don't know how" to boys may seem hard. To some adults this seems to be an uncomfortable admission of ignorance. But change it to "I don't know how, but I'll learn along with you" and it becomes an expression of willingness and interest that both boys and adults can appreciate. Trust and respect of boys for adults does not necessarily depend on adults "knowing all the answers".

Learning as you go isn't always easy. There may be boys who have more natural talent than you in the chosen subject. It takes courage to face the new, the different, the unexpected, in partnership with fellow learners who are younger than you. But there are advantages. Boys can see, by their leader's example that "not knowing how" is reason to reach out, rather than cause to withdraw or feel ashamed. They see learning as something that continues throughout life. You are "never too old to learn"; there are always new worlds to conquer. Leadership is enhanced. Boys appreciate leaders who are adventuresome and willing to go along with their ideas. They see leadership as something more than "being the expert".

If you've said "yes" to pottery making, practice with clay along with the boys. If they want to do leather tooling, start with inexpensive materials and learn as you go. If the subject is horses, go see some. Whatever your beginning adventure, it will spur you on with new questions and ideas to

round out future projects. There are inexpensive introductory pamphlets and instruction books available on hundreds of subjects. Many outline details step-by-step. Talk to people who have tried what you are about to attempt, but don't try to become an expert overnight. For those who wish to pursue the subject in more depth, therewill be a time later for consulting experts and for perfecting knowledge and skills.

Trial and error and experimentation can be exciting and often funny. Together you and the boys will find better ways to do things than your first attempts yielded. Enjoy the shared experience of both mistakes and failures. Don't claim to be an expert if you're not .. the boys will sense right away that your're bluffing. You want to earn their respect, not lose it.

The chances are good that the experiences shared by you and the boys when you learn as you go will be remembered and cherished even more than if you were an expert on the subject. Why don't you give it a try?

Read "You and the Boys" and "Opening Doors for Boys" , page 26 in The Cub Scout Leader Book.

* *

THE CREATIVITY SACK: Each Cub Scout is given a paper sack with the exact same materials in it - wedge of wood, tongue blade, piece of string, piece of cloth, tacks - and asked to create anything they wish using all the materials in the sack but not adding anything except glue. This is a good activity for a Pack display. There should be winners in each age category, to be fair.

* *

The reason why most men do not achieve more is because they do not attempt more.

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Bite off more than you can chew, and chew it.
Dare to do more than you can do, and do it.
Hitch your wagon to a star, keep your seat,
And there you are.

* *

.....MORE DEPENDS ON WILL POWER THAN ON BRAIN POWER.....

* *

.....IT IS MUCH EASIER TO BE CRITICAL THAN CORRECT.....

* *

GIVING ATTENTION

What does a den leader do when a well-planned meeting goes all wrong because every boy has something important to say, projects to share, a special something to show you, and, Oh yes, sign my book right away, and I brought you this surprise!

Don't fret if this sounds typical. You must be doing something right to stir up so much spirit. There are several methods which may be used to put some order to this enthusiasm without squelching it. Having some structure is necessary for the boys sake as well as your own.

1. Set up a special time for "show & tell" and stick with it.

2. Allow time for cub announcements.

3. Establish a routine for book signing:
   a. Sign books while cubs are having their snack;
   b. Sign books at inspection;
   c. Sign books left on the table with a book mark on page;
   d. Sign books after announcements.

4. Work in stations.

Divide the cub activities into stations and rotate small groups (2-4) of cubs through each station. The stations can be different corners of the room. This insures individual attention and allows more boys to exercise their leadership ability.

Example:

Station I - Book signing and discussion of achievements. Leader: Den Leader.

Station II - Inspection. Leader: Denner.

Station III - Game or Puzzle. Leader: Appoint a cub.

Working in stations works well for crafts, too. When the cubs are in smaller units, the cubs may listen with less distraction. Once started on the project the leader can move on to the next station and supervise there. If a particular boy finishes early, or catches on quickly, he will become the natural leader to help the others in his group or another. In a large group, this speedy genius is often a trouble maker at worst or a nuisance at best. The unsure cub who asks a lot of questions may also have difficulty paying attention. In a small group this is easily handled.

Example:

Station I - Craft (Explain and demonstrate the craft. Cub may do the puzzle when craft is complete.)

Station II - Quiet game (Game is over when leader comes over to do the craft.)

Station III - Puzzle (Puzzle put away when leader comes over to do the craft).

RULES & GUIDELINES THAT WORK - TRY THEM

Den Leaders should be encouraged to set rules and guidelines for their dens. Here are some suggestions:

RULES FOR BOYS

1. Use the back door.
2. Wipe feet before entering. Leave boots on the porch.
3. Go straight to meeting room. No running or wrestling in the house.
4. Take turns bringing refreshments. If you forget, we don't eat.
5. Bring den dues each meeting.
6. Put away all equipment before leaving.
7. Call his mother to pick him up immediately if a boy disobeys more than three times during one den meeting.
8. Always go straight home after den meeting.

GUIDELINES FOR DEN LEADERS

1. Always plan the meeting in advance. Write it down.
2. Keep the boys occupied at all times.. not just with busy work, but with activities that fulfill Cub Scouting's purposes.
3. Be sparing with criticism .. generous with praise.
4. Establish your rules and stick to them.
5. Be fair. Don't permit one boy to get away with something you'd discipline another boy for doing.
6. Begin and end meetings on time.
7. Be consistent with discipline ... not wishy-washy.
8. Treat each boy as an individual.
9. Set a good example by wearing your uniform.
10. Be certain the parents understand B.S.A. does not stand for Baby Sitters Anonymous. You need their participation for the program to work.
11. Use the Cub Scout sign to get attention. Don't shout or yell.
12. Give boys an opportunity to let off steam. Alternate active things with quiet ones.

Surprisingly enough, most Den Leaders find that if their Cubs have rules to follow, their houw, furniture and dignity will remain intack throughtout their Cub Scouting experience. In addition to this, the boys need to know just how fat they can go, and the rules will tell them this.

* *

.....LAUGHTER IS THE SHORTEST DISTANCE BETWEEN TWO PEOPLE.....

* *

SECURING POSITIVE ATTITUDES

Experienced teachers say that discipline is spelled L-E-A-D-E-R-S-H-I-P. Their suggestions below help to prove the point.

Teachers do not fail because they lack knowledge of subject matter. Classroom success depends upon a combination of skills. And so it is with being a Cub Leader.

Below are listed some simple, specific, fundamental procedures for handling a group successfully. These procedures were compiled by 25 master teachers with an aggregate of more than 500 years of successful teaching. We believe they will help you become more successful as a Cub Leader.

1. Always start each meeting on a note of commendation, appreciation or anticipated good things to come.

2. Commend often. Blame seldom. Then commend some more.

3. Never "dramatize" an undesirable incident.

4. Indirectly suggest the desired attitude: "Everybody thinks that our den can get a lot done in a den meeting".

5. Impute a desired attitude: "I can always depend on John to be right on the job". We all tend to live up to expectations .. good or bad.

6. Seldom "bawl out" a whole group. If it seems necessary, always leave a loophole for the innocent.

7. Seldom punish a whole group. Express sincere regret when the action of some makes such drastic action necessary. Ask the guilty to assumy the blame. (It's group pressure on them). Offer to exempt any who will give their word of honor that they are innocent .. but first explain the significance of the work of honor.

8. Make no threats you do not intend to carry out. Better yet .. make no threats.

9. When punishment is necessary, be impersonal but firm. Do not betray irritation or uncertainty.

10. The basis for constructive discipline is respect for personality. This is why sarcasm leaves scars. Everyone has an urge to express himself, to show that he amounts to something. Constructive discipline guides this expression into approved channels.

11. Never refuse a reasonable request unless it is likely to create an undesirable precedent, and then explain and express your personal regret.

12. Develop a sense of values. Don't make an issue out of some isolated incident likely to occur.

Read Chapter 3 "Boys" pb 15-22 in The Cub Scout Leader Book

CLEVER ORGANIZATION TIPS

1. Use individually decorated boxes or grocery sacks (or one very large box) for each boy to use for lunch box, school books, coat, gloves, etc. This avoids lost or forgotten goods after each meeting. Boxes could be painted, decoupaged, or decorated as a den craft. Use "stack-able" boxes to make storage easier. Put Den Leader necessities in the top box at the end of the meeting.

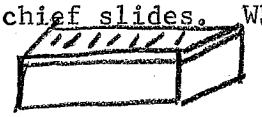
2. Decorate a coffee can to be used as a Snack Can. At the end of the meeting, the empty can is given to the Cub who will bring next week's snack. Clear reminder for Mom!

3. Have cubs make a pocket, like a library card pocket, inside the Cub Scout book to hold announcements and messages.

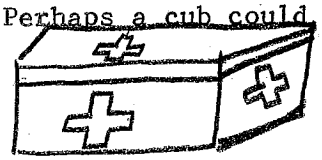
4. Glue a list of all Cub Scout names and phone numbers inside Cub Scout book. Encourage cubs to be friends outside of meetings. If one misses a meeting, how much easier it is to call a friend to find out what's happening.

5. Have cubs write their name on book edges to avoid mistaken identity.

6. Shoe box with lid, attractively painted or decorated, can be used to store scout memorabilia. The lid can be perforated with 1 inch slits to display neckerchief slides. What a neat Christmas gift exchange with the den.



7. Den first-aid box to be taken on field trips and to have during each meeting. Paint a shoe box red. Glue a white cross on lid and sides. Fill with appropriate items. Discuss with cubs what is needed and why. Good time to lay down safety rules. Perhaps a cub could rotate being responsible for the first-aid box.



8. During first meeting, give a tour of the house and yard, satisfy everyone's curiosity, and then establish boundaries. If meeting area is defined, boys will not tend to wander off and explore. If there are "untouchables" and areas of "no man's land", do point this out firmly without hesitation. It is unfair to expect an 8 year old to know by common sense, that a particular chair is unsteady or that a lamp tips over easily. Avoid such errors in judgement by taking a good look at your meeting room.

9. Make an outline or a plan for each den meeting.

10. Review with yourself or your assistant after each meeting. If something disturbs you, try to work it out instead of allowing a slow burn which may result in "den leader burnout".

SELECTING A LEADER

So many games or activities require a captain or a leader that it often becomes a necessity to select a particular scout out of the group. No problem, one might say, until one is face to face with 8 eager little faces all wishing to be picked. This can be traumatic not only for the leader, but also for the cub picked .. and the cub not picked.

Even more devastating can be the method of picking a buddy. What if no one picks me! Not only does the den leader not want me but none of the boys want me either". Such feelings of rejection, however, subtle and unintentional, should beaavoided whenever possible. By selecting criteria that are totally out of the cub's control is an easy method.

EXAMPLE:

1. All boys with blond hair line up here, red hair next, etc.
2. All boys with a birthday in January may go first, etc.
3. All boys with 2 brothers have first choice since they never have first choice at home.
4. Any boy with a freckle on his finger may be on A team; boys with a rubber band in his pocket on B team. To round off A team, anyone with one shoe untied; to round off B team, anyone with his hair combed.

Another method is taking turns if one can keep accurate records. Rotating leaders during the activity is also desirable.

Competition usually implys winning or losing. The young scout will thrive on competition but losing can be most uncomfortable. To insure self-esteem and encourage the cub to do his best, select activities that are completed, not just done first. However, if speed is of the essence of an activity, allow room for form, sportsmanship, and attitude. Team activities also allow room for individual weakness withou drawing attention.

Remember the Cub Scout Motto: DO YOUR BEST!

* *

..........ANYBODY CAN GRAB A TIGER BY THE TAIL. YOU ONLY SURVIVE..........
BY KNOWING WHAT TO DO.............

* *