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Trained

Leader Basic Training

PACK LEADERS JOB DESCRIPTION?

(See Cub Leader Book 2001, 23-3 for more information)

CHARTER ORGANIZATION REP (COR): A direct contact between the Pack and the Chartered Organization. Assigned by Chartered Organization. Recruits unit leaders.

COMMITTEE CHAIR (CC): Assigned by Chartered Organization; responsible for Annual Planning Meeting, Monthly Committee Meeting, and recruiting committee members. Assures that the pack is functioning smoothly.

MEMBERS OF COMMITTEE (MC): These can be parents or other adults

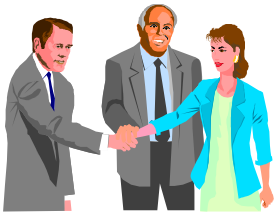
Secretary/Membership: Keeps records and registration up to date; helps recruit and orient new boys & parents; key member at rechartering time.
Treasurer: Handles pack finances, prepares budget.
Advancement: Checks monthly advancement, picks up awards
Youth Protection/Safety: Responsible for youth protection training in unit; collects and maintains health forms for each boy and leader.
Activities: recruits other adults as needed for event chairmen; responsible for events and outings such as Blue & Gold, Day Camp, Scout Fair, Pinewood Derby, etc.

PACK TRAINER: Orients pack leaders and new families; responsible to train new leaders; encourages ongoing training, such as Youth Protection, Roundtable, & Pow Wow.

CUBMASTER (CM): Responsible for pack meetings, assigns boy to dens, coordinates den activities, works closely with CC and members; works with Scoutmaster to find den chiefs.

ASST. CUBMASTER (CA): Helps Cubmaster with Pack meetings, other activities as assigned.

DEN LEADERS (DL): Responsible for weekly Den Meetings; main contact point with boys.



DEN ASSISTANT (DA): Helps den leader as assigned

WEBELOS LEADER (WL): Responsible for weekly meetings with Webelos Scouts. Encourages all boys to graduate into Boy Scout Troop.

WEBELOS ASSISTANT (WA): Helps Webelos leader as needed.

DEN CHIEF: A boy scout who works closely with the DL or WL. He is the activities assistant in den meetings and is an example.

TIGER CUB DEN LEADER: Plans and carries out year-round program for Tiger Cub den; manages 'shared-leadership concept,' where every family hosts meetings.

UNIT COMMISSIONER (UC): Assigned by the District Commissioner. Is a friend to the pack, whose main responsibility is to give service to the assigned packs and help them succeed. Should present Charter to Pack at a pack meeting. Helps units solve problems and provide a quality program.

WELCOME TO
TIGER CUB BASIC

Highlights of the Tiger Cub Program

- Tiger Cubs and adult partners participate in den and pack activities together.
- A Tiger Cub den leader coordinates shared leadership among adult partners in the den.
- A Tiger Cub den leader is required if a pack registers Tiger Cubs.
- Tiger Cubs wear an orange uniform T-shirt, Tiger Cub Belt and optional blue & orange cap.
- The Tiger Cub badge is earned by completing 3 activity areas--den activity, family activity, and Go and See It activity--in each of the 5 achievements. The five achievements are: Making My Family Special, Where I Live, Keeping myself Healthy and Safe, How I Tell It, and Let's Go Outdoors. After earning the rank of Tiger Cub, boys may earn one Tiger Track bead for each 10 electives completed. There is no limit to the number of Tiger Track beads a boy can earn.
- Advancement is displayed on the Tiger Cub Totem, which is worn on the Tiger Cub belt.
- The recommended monthly meeting pattern consists of den, family, and Go See It activities, and participation in the monthly pack meeting. Suggested den meeting plans are included in the Cub Scout Program Helps.
- Tiger Cubs and adult partners work out of the Tiger Cub Handbook, to complete achievements and electives and plan activities.
- More information on the Tiger Cub program can be found in the Cub Scout Leader Book and the Tiger Cub Handbook.

- Each pack may have one or more Tiger Cub dens, each consisting of five to nine boys and their adult partners.
- The Tiger Cub den leaders are members of the pack leadership team and receive support and coaching from the pack committee, which includes the pack trainer and Cubmaster or assistant Cubmaster.
- Tiger Cub badges should be presented in meaningful pack meeting ceremonies.
- Tiger Cub dens actively participate in pack meetings and activities.
- Tiger Cubs and their adult partners are the future of your pack!

What is My Role with Tiger Cubs?

PACK OUTINGS CHAIRMAN

Ensure that Tiger Cubs are involved in day and family camping and outdoor programs according to BSA guidelines.

PACK MEMBERSHIP CHAIRMAN

Ensure Tiger Cub den transition to a Wolf Cub Scout den at the end of the first-grade year.

PACK ADVANCEMENT CHAIRMAN

Collect advancement and recognition reports from Tiger Cub Den Leaders each month.

Ensure that Tiger Cubs receive prompt and meaningful recognition at pack meeting ceremonies

Have a working knowledge of the Tiger Cub advancement Program.

Arrange for Tiger Cub graduation ceremonies with Cubmaster and Tiger Cub den leader

CUBMASTER

See that Tiger Cubs receive a quality, year-round program. Help with year-round recruiting of boys into Tiger Cubs.

Ensure Tiger Cub rank patches are presented in a meaningful way in pack meeting,

Ensure Tiger Cub dens actively participate in pack meetings and all pack activities.

Guide and support Tiger Cub Den Leaders. See that they receive the required training.

Conduct an impressive graduation ceremony for Tiger Cubs.

PACK TRAINER

Provide Tiger Cub Fast Start training to new Tiger Cub den leaders soon after they have been recruited.

Encourage Tiger Cub den leaders to attend New Leader Essentials and Tiger Cub Den Leader Basic Training, as well as monthly roundtables, Pow Wow and other district and council training opportunities.

(WHAT IS MY ROLE? Continued)

TIGER CUB DEN LEADER

Complete Fast Start, Leader Essentials, and Position Specific Training,

Coordinate shared leadership among adult partners in the den. Work with them to plan den activities focused on the Cub Scout Monthly theme. Make sure den activities provide opportunities for advancement. Get everyone involved! Participate in monthly pack leaders' meetings. Attend the district's monthly Roundtable and other supplemental training.

Wear the Cub Scout Leader uniform with Tiger Cub den leader neckerchief.

Present Tiger Cub beads-orange, white, and black-at den meetings in a short meaningful ceremony.

Lead the den in its participation at pack meetings.

TIGER CUB ADVANCEMENT

To begin his path to the Tiger Cub rank, the Tiger Cub must learn the Tiger Cub Motto (Search, Discover, Share), the Cub Scout sign, and the Cub Scout salute. When he has accomplished these tasks, he will be awarded his Tiger Cub belt totem. This totem should be presented at Pack Meeting. A boy earns beads to wear on his totem by working on the five Tiger Cub achievements.

As a boy completes each part of the achievements he is awarded the following beads.

- He earns a white bead for each required family activity
- He earns an orange bead for each required den activity
- He earns a black bead for each required 'Go See It' activity

These beads should be presented at a simple ceremony during den meeting.

After the boy has received the 15 totem beads, he has eamed his Tiger Cub Rank and it should be presented in a ceremony at pack meeting.

After earning the Tiger Cub Rank, boys can begin working for Tiger Track Beads. In the back of the Tiger Cub book there are 50 electives. Boys may earn one Tiger Track Bead for each 10 electives completed. There is no limit on how many Tiger Track Beads a boy may earn. They may repeat any elective for credit. These beads are presented in pack meeting.

TIGER CUB CEREMONIES

JUNGLE BOOK ADVANCEMENT CEREMONY

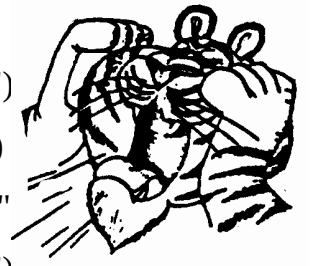
Akela: The moon is full, just as it was long ago on that night in the jungle when Mowgli the man-cub first joined the Wolf pack. Akela, the leader of the wolves, allowed him to join the pack only after others spoke for him. It has been many years since Mowgli returned from living with the wolves. He has taught us many lessons he learned while in the jungle. The most important fact was that the strength of the wolf is the pack. And the strength of the pack is the wolf. That is why we are here tonight in this pack council ring.

Tonight we have young boys who want to join this pack. Others must speak for them. Who speaks for these young Tiger Cubs?

Tiger Cub Den Leader*:* I speak for them, Akela. They have worked hard and have earned the right to be recognized.

Akela: *(Call names of the boys who are receiving the Tiger Cub Badge and have them and their adult partner come to the center of the council ring)* You have studied the Tiger Cub Motto. Please make the Cub Scout Sign and repeat the Tiger Cub Motto with me. (The boys repeat with the Cubmaster--Search, Discover, and Share) Thank you. You will now be presented your Tiger Cub Badge. *(Give badges to Adult Partners to present to their boys.)* Pack, look well on your new brothers and know them. Congratulations! Please be seated.

TIGER SPELLDOWN



Give me a T ..... (Audience yells "T")
Give me an I..... (Audience yells "I")
Give me a G ..... (Audience yells ~G"
Give me an E ..... (Audience yells "E")
Give me an R ..... (Audience yells "R")
Give me an S ..... (Audience yells "S")
What does that spell? .....(Audience yells "Tigers")
What does that spell? .....(Audience yells "Tigers")
What do they say?. ..... (Audience yells "ROAR")
What do they do? ..... (Audience yells "Search, Discover, Share")

DEN LEADER BASIC

You Make the Difference - - You're the Den Leader

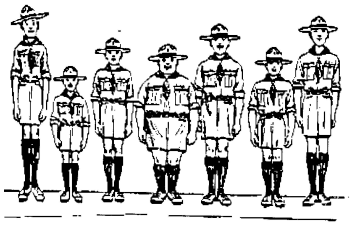
- Are the boys on your street occupied with worthwhile activities?
- Are they looking for entertainment in the wrong places?
- Do you worry about gang activity in your neighborhood?

You can make the difference in what goes on around you by setting a standard and planning fun and worthwhile activities for the boys in your den and urging all the boys in your neighborhood to join.

Check out the Purposes, Methods and Ideals of Cub scouting in the Cub Scout Leader Book on pages 2-1 to 2-7.

IN THE BEGINNING

Get Registered. Get a Uniform.
Get a Wolf or Bear Book!



Getting a boy to wear a uniform is much easier if you're wearing one yourself. Read your Wolf/Bear book cover-to-cover so you are familiar with what is in the book and what Bobcat/Wolf/Bear Ranks are all about.

Get Trained. The more you know and understand about Cubs, the better you'll be at your position. The more involved and prepared you are, the more fun you will have. Fast Start, Basic Training, Roundtable, POW WOW, and Unit Planning Meetings---all are there for your use.

New Boys. Meeting new boys and their families is a very important and essential time to build enthusiasm and excitement in the boys by helping them get a jump-start on the Bobcat requirements. The following ideas may be helpful:

- Get information to parents concerning expectations, policies and uniforms.
- Go over the scout sign; explain how it represents the ears of the wolf, "When the hand goes up, the mouth goes shut."
- Show them the salute and handshake.
- Like all of us, boys love getting recognition. Take the time now to show the families that you care about the boys' success.

(Den Leader Basic continued)

WORKING WITH YOUR DEN

Be A Good Scout – Be Prepared!
The more prepared you are the shorter your Den meeting will be and the smoother it will run. Boys don't have time to get bored or misbehave if their time is planned from the minute they walk through the door.

Get to know your boys. Each boy is different but can still be treated fairly.

Explain the rules from the start and stick to them. Tell the boys that there are choices made by them and choices made by the den leader.

Let the boys be boys!! When appropriate let them be rowdy and have a chance to let off steam by singing songs and playing games.

The Cub Scout sign can be very useful. Don't raise your voice! If you are consistent in using the sign, the boys will respond. Quickly move on when you have their attention.

Remember to keep the activity appropriate for their age. Have a Plan B ready for those boys who finish early while waiting for the others to finish.

Give positive feedback! Every meeting say something good about each boy. Be consistent and fair, DON'T play favorites.

KEEP RECORDS. The Den Leader is responsible for keeping the boys' records updated and reporting any awards earned in time for them to be purchased for Pack Meeting. Have the boys leave their books with you after Den meeting every couple of weeks. Go through them and update their books and your records, and then return them as soon as possible so they can keep working on their achievements and electives. Another idea is to update your records while a Den Chief does the den meeting pre-opener.

MAKE A CALENDER. Stick to it. Deciding what to do in advance makes preparation and planning much easier than trying to think of something to do each week at the last minute. If you give a monthly calendar to the families, it helps them plan what items they'll work on at home.

DEN MEETING FORMAT. Run den meetings with some formality and consistency. As the boys arrive, greet them immediately and have some kind of reward system. Some ideas to reward them for are:
Being on Time, bringing their book, wearing their uniform, wearing their neckerchief, etc.

Each Den meeting has the potential to help every scout who attends feel good about his achievements. Scouts who are not achieving any visible advancement lose interest much more quickly than those who are getting awards on a regular basis. Look for ways to cover requirements as well as have fun. While many things need to be done in the home (and the home is responsible for any advancement), it is nice to give them a boost along the way.

(Den Leader Basic continued)

PARTS OF A DEN MEETING

1. **Before Den meeting:** Last minute preparations. Plan ahead so you have everything you need before den meeting starts.
2. **Gathering Time Activity:** Something the boys can do while you're waiting for all the boys to arrive.
3. **Opening:** It signals that the meeting is now beginning. This could be a flag ceremony, or reciting the Promise or Law of the Pack.
4. **Business Items:** Informal and short. Let the boys know their assignments for pack meeting. Also this is the time for you to do your record keeping if you have a den chief or den aide.

5. **Activities:** Games, crafts, tricks – pass off items from the book whenever you can, and use the monthly theme to add variety and fun.
6. **Closing:** A serious quiet time to calm the boys down, and give them notes or assignments as they go home.
7. **After the meeting:** Time for Den Leader, Den Chief, and Assistant Den Leader to evaluate and discuss how the meeting went, and make any changes or additions for the next meeting.

Make music a part of your Den. Even if you are not musically inclined, there are so many patriotic, folk, Scouting, and down right silly songs available that it would be a shame not to expose the boys to some of them.

Have a back-up plan in case the planned activity fails or falls through.

Make the boys' accomplishments special. Use immediate recognition beads, Denner and Assistant Denner cords, den doodles, cheers, or something else special for recognition.

GOOD DEN COMMUNICATIONS

Cub Scouting is a Family Program. Getting the family involved will make your job a lot easier. Please refer to your Cub Scout Leader Book. Chapter 5 will tell you how the family can get involved and be supportive to their Cub Scout.

Good communications between leaders and families is essential in obtaining family cooperation.

1) Let them know what is expected before they join.
2) Be sure they know the regular den and pack meeting dates and times, give reminders as needed.
3) Let them know that the best way to find out what is going on is to stay actively involved.
4) Don't rely entirely on the boys to transmit information to parents. They may never get the message.
5) Use the Parent/Family Talent Survey to find out how the parents might be able to help the den and pack.
6) Hold parents meeting as needed.
7) Keep families up to date on how their son is progressing. Let them know how they can help him with his scouting.

(Den Leader Basic continued)

ADVANCEMENT

BOBCAT TRAIL - All boys must complete their Bobcat before going on to a higher rank. This teaches the basics of Cub Scouting.

THE CUB SCOUT SIGN – The sign is made with right arm held high and straight above the shoulder, with the index and middle fingers forming a "V". The other fingers are held with the thumb. The sign should be given when repeating the Cub Scout Promise or Law of the Pack.

THE CUB SCOUT SALUTE – The salute is made by joining the index and middle fingers of the right hand (holding the other fingers with the thumb) and touching them to the cap visor or forehead. The salute is used to salute the flag and show respect to den and pack leaders.

THE CUB SCOUT HANDSHAKE –The meaning is that those making it are fair and obey the Law of the Pack.

THE CUB SCOUT PROMISE – "I (NAME) PROMISE TO DO MY BEST, TO DO MY DUTY TO GOD AND MY COUNTRY, TO HELP OTHER PEOPLE, AND TO OBEY THE LAW OF THE PACK." Such a promise helps them to develop a sense of spiritual awareness, loyalty, unselfishness, self-discipline, and service to others.

THE LAW OF THE PACK – "THE CUB SCOUT FOLLOWS AKELA. THE CUB SCOUT HELPS THE PACK GO. THE PACK HELPS THE CUB SCOUT GROW. THE CUB SCOUT GIVES GOODWILL." The key words are "follows, helps, grow, and gives."

THE CUB SCOUT MOTTO – "Do Your Best." One boy's best may be quite different from another boy's best. The important thing is to do the best he can at everything.

The Cub Scout doesn't have to wait until he completes his entire Wolf or Bear trail before being recognized for his work.

As a Wolf, when he completes 3 achievements his den leader can present the "Progress Toward Ranks" patch to him. It is a diamond-shaped patch with a plastic thong and a gold bead attached to one end. It is worn on the button of the right shirt pocket. Each time the boy completes 3 achievements he will receive another gold bead. When he gets his 4th gold bead at den meeting, he has earned his Wolf badge and should receive it at the next Pack meeting.

As a Bear, red beads are presented for each three Bear achievements earned. After the 4th bead is given, he will receive his Bear badge at pack meeting. Cub Scouts may continue to wear this emblem until they become Webelo Scouts.

ARROW POINTS - These can be worked on while the boys are still earning their ranks, but cannot be awarded until the rank is received. Because you may have boys in different stages of progress, it is good to work on these items along with the rank requirements. This will keep your boys progressing and participating each week.

WEBELOS DEN LEADER GUIDE

Introduction

Welcome to Webelos Scouting! You have embarked on an adventure that is unique in Scouting! Boys at this age are maturing and learning to be more self-sufficient. Soon they will be Boy Scouts. And it is your job to help them make this transition in a fun and adventurous way.

Webelos stands for "We' ll Be Loyal Scouts." The major goal of Webelos Scouting is to give the Scouts a taste of what it is like to be a Boy Scout and to get them familiar with the structure of Boy Scouting. As a Webelos Den Leader you will be introducing the Webelos Scouts to the most adventurous boy-led organization in America today!

Webelos are the oldest Cub Scouts in the Pack and as such carry the responsibility of being good role models to the younger Cub Scouts. It also falls upon the Webelos to help explain what exciting activities await the younger Cubs and to help the Cubs during Pack activities. ***Notice***, Webelos is both the singular and the plural form. There is no such thing as a Webelo!

Webelos Den Organization

The emphasis in Webelos scouting shifts from these home-centered activities to group-centered activities similar to those they will be encountering in Boy Scouts. Webelos scouts do most of their activities as a den, parents play a new, more supportive, and less directive role in Webelos scouting. Webelos Scouts learn that it is their responsibility to earn the activity badges.

Your Webelos den may consist of Webelos scouts who are in fourth/fifth grade (10-11 years old). Each den is a little different, depending on the sponsoring organization. Concentrate on the Webelos badge, activity badges and earning the Arrow of Light Award. Campouts may be part of your outdoor program, but at a basic level, with lots of the "Comforts of Home" built in. I f you are the leader of a Webelos den that includes both 10 and 11-year-olds, you will have to strike a balance. There may be times when you will have the 10-year-olds working on one activity badge and the 11-year-olds working on another. Similarly, your outdoor activities will need to balance the different progress levels of the boys in your den.

Leadership

As the Webelos leader you are the key to the program, but you may have some help. You could have an assistant Webelos leader who works closely with you at all meetings and activities. They are helped by their Webelos Den Leaders and Activity Badge Counselors *(adults who volunteer to host an activity badge)*, and it is the Webelos Den Leaders who pass the Webelos Scout on the

(Webelos Leader Basic continued)

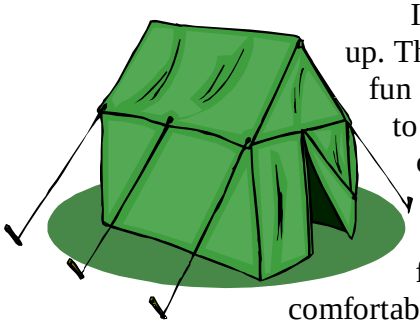
requirements. Encourage the parents to help with an activity badge and help present it to the den. If possible request a Webelos den chief--an older Boy Scout who works with the den. Experience indicates that a good den chief can make a real difference in convincing Webelos scouts to continue their Scouting experience as Boy Scouts.

Another key resource is the pool of Webelos activity badge counselors. An activity badge counselor is a "Specialist" who works with the Webelos on a particular activity. The best sources are adult family members of the boys in your den and neighbors. If you have an activity badge counselor responsible for each activity badge included in your program for a year, your job can be simplified and the parents of your Webelos scouts may become more involved in the program. Do a resource survey of your parents and if any professions relate to the twenty activity pins, ask that parent to take care of presenting that activity pin.

Compass Points

After a boy has earned the Webelos badge, he may receive compass points for additional activity badges. The compass points patch is presented to a Webelos scout who has earned four additional activity badges beyond those required for the Webelos badge (a total of seven), and is worn suspended from the button of the right pocket of the uniform shirt. A metal compass point is presented for each additional four activity badges earned. The compass points are to be affixed to the patch in the *East*, *South*, or *West* positions. A total of 3 compass points, plus the patch, may be earned, representing 16 activity badges beyond the Webelos badge.

Outdoor Program



It is in Webelos that the world of outdoor Scouting begins to open up. The Webelos are able to camp and go on other outdoor activities. A fun and exciting part of the Webelos program is the boy's introduction to basic BSA camping skills. A Webelos scout *parent-and-son* overnight campout may be included, with emphasis on learning the basic skills of outdoor living and having fun outdoors. The guidelines in the Cub Scout Leader Book (# 3220A) should be followed closely to ensure that the camping experience is comfortable and fulfilling. The concept of participation together by the boy and his parents should be maintained. Use improved camping BSA facilities accessible to transportation, rather than wilderness sites. Fire-building, basic cooking, camp sanitation, tent-pitching, making a comfortable camping site, nature study, and conservation are skills, as well as "Leave No Trace" principles, tha t should be included in camp programs. Also cover subjects like the division of jobs with a duty roster that rotates for each campout or at each meal. Start allowing the Webelos den, along with their parents, to cook some meals together as a group.

(Webelos Leader Basic continued)

Webelos Day- and Resident Camping

This summer camp experiences for Webelos Scouts offered by your council can be a great resource for you in developing outdoor skills in your boys and in supporting your den' s advancement program. Most importantly, it is fun and it builds excitement and enthusiasm for Webelos Scouts. Be sure your den participates.

Webelos Scout Advancement

The den conducts some projects that can be credited towards the ranks and activity badges that the boys earn, but not all of the requirements are addressed at den meetings. This is deliberate. The Webelos Scouts learn that if they wish to advance, they are responsible for meeting the requirements outside den meeting times. These requirements are challenging, but very reachable by boys in this age group. These surmountable obstacles and steps to overcome help a boy grow in self-reliance and the ability to help others. This is patterned after the merit badge and advancement process in a Boy Scout Troop.

The Webelos advancement plan is an important part of the program. Den meetings and pack meetings, as well as other activities, are usually centered around the 20 activity badges, plus the Webelos badge and Arrow of Light.

Activity Badges

Recommended Webelos activity badge schedules for the program year are included in the Webelos Leader Activity Guide. Two badges are listed for each month. While it is possible to rearrange the activity badge emphasis so boys can earn their Webelos badge and the Arrow of Light Award sooner, this is not recommended

(Webelos Leader Basic continued)

Activity Badge Groups

Under the advancement requirements, 20 activity badges are arranged into 5 groups, each containing 4 related badges. For both the Webelos badge and the Arrow of Light Award, the boy is required to earn activity badges from different groups. Three of the activity badges are required—Fitness, for the Webelos badge, and Citizen and Readyman for the Arrow of Light Award. The activity badge groups are:

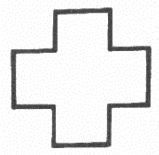
- **Physical Skills Group**
  - Aquanaut
  - Athlete
  - ***Fitness***
  - Sportsman

- **Mental Skills Group**
  - Artist
  - Scholar
  - Showman

- **Technology Group**
  - Craftsman
  - Engineer
  - Handyman
  - Scientist

- **Outdoor Group**
  - Forester
  - Geologist
  - Naturalist
  - Outdoorsman
  - Traveler

- **Community Group**
  - ***Citizen***
  - Communicator
  - Family Member
  - *Readyman*



In short, Webelos Scouting is the senior level program in Cub Scouting. It is meant to help transition the boys from Cub Scouting into Boy Scouting. Webelos are under the direction of the Cubmaster, hold their own activities, and do many things too advanced for the younger boys. At the end of the Webelos program, the Scouts should have a taste for what Boy Scouting is all about before proceeding through to the Boy Scout program.

FREQUENTLY ASKED QUESTIONS

Are Webelos Scouts Cub Scouts or Boy Scouts?
Webelos Scouting is the senior level program in Cub Scouting. It is meant to help transition the boys from Cub Scouting to Boy Scouting. Webelos are still under the direction of the Cubmaster. They are allowed to wear the Boy Scout khaki and olive colors, but wear Cub Scout insignia on the uniform. Webelos Scouting has more outdoor activities than in the other parts of Cub Scouting, but less than Boy Scouting.

Do we call our group of Webelos a patrol or den?
Webelos dens are usually called dens. Den names are sacred to the boys, so let them choose it themselves. This will also help teach them the democratic skills they will need when they get into Boy Scouts. The name should be ' theirs' and the boys are encouraged to be creative. Fo example, they don' t need to be the Eagles. They can be the ' Soaring Eagles.' Webelos dens also have a den yell and a den flag The boys design and make their den flags.

(Webelos Leader Basic continued)

When do the Scouts change to the khaki and olive uniform?
Families choose when they wish to change to khaki. Many families purchase the khaki uniform when the blue one is either outgrown or damaged. Don' t buy the Boy Scout (olive) belt until they become Boy Scouts.

Do we wear the activity pins on the hat or on the shoulder ribbons?
The activity badges the boys earn are patterned after merit badges in Boy Scouts. The den should decide if they wish to wear them on their hats or on a set of ribbons called the Webelos Colors. The colors are worn on the arm, just below and touching the American flag. In either case, they probably should only be worn at Pack meetings since they tend to get caught on things and lost.

Does the Webelos Leader teach the boys about the activity badges?
Yes and no. It is highly discouraged to have the Webelos Leader do all the teaching. In Boy Scouting (which we are trying to introduce) the boys go to Merit Badge Counselors who assist the boys in achieving their badges. You are encouraged to get the den parents to act as Activity Badge counselors to help the Webelos through their activity badge requirements. However, the Webelos Leader signs the boys off. Parents no longer sign off activities.

Do we follow the Pack' s Cub Scout monthly theme?
No, you will be busy enough trying to cover one/two activity badge(s) a month. Make sure the Webelos know what the monthly theme is, but unless you are putting on a skit, don' t spend a lot of time on it. Nearly everything the den does is focused on one of the 20 activity badges, the Webelos badge, or the Arrow of Light. The few exceptions are when the Webelos take part in such pack events as the Pinewood derby and the Blue and Gold dinner.

Is there a certain order we should follow in covering the activity badges?
Some activity badges are designed to challenge forth graders and others fifth graders. Refer to the Webelos Scout Program Helps for a suggested calendar. If you follow this calendar, you will be synchronized with articles in *Boys' Life* magazine and presentations held at the District Roundtables.

Should we try to achieve all twenty activity badges?
The program is not designed for the boys to normally earn all twenty activity badges. The reason for the twenty badges is so that there will be enough to keep the very active boy from getting bored. Remember that activity badges are not the reason for Webelos scouting. Lord Baden-Powell said that awards and badges should be like a tan, something you achieve effortlessly, while having fun in the outdoors.

Can the Scouts continue to earn activity badges after they bridge into Boy Scouts?
No, activity badges are for Cub Scouts.

Where can I get more information?
Go to Roundtable. At Roundtable you will meet other Webelos Den Leaders who will help you establish a fun and adventurous program.

CUBMASTER BASIC

First, go look into a mirror. What do you see? What you see is the best and finest example of adult leadership for boys! Always keep that in mind, no matter what you are doing). If you do well, you are the best. If it doesn't go well, you are still the best, and the best always get better!

SO--WHAT IS A CUBMASTER?

A CUBMASTER IS a recruiter, a supervisor, a director, a planner, and a motivator. AND a ringmaster, magician, song leader, game player, teacher, joke teller, and story teller, AS WELL AS a silly person who wears costumes, a hero to the boys and an all-around neat person!

Now, with all that in mind, here are some more things a Cubmaster is....
A person who maintains a positive and enthusiastic attitude.
A person who works successfully with both boys and adults.
A person who sets a good example for both boys and adults.
A person who continues learning and growing in leadership skills.
A person who practices good communications.
A person who is able to evaluate ones own performance.

When all is said and done, and the final analysis is made—
You are the Cubmaster you made!

RESOURCES

There are many resources available to the Cubmaster. These range from books and manuals to training sessions to monthly Roundtables to fellow Cubmasters. A wise Cubmaster will utilize all of them.

BOOKS, MANUALS AND MAGAZINES
The following are personal ' must-haves' for the successful Cubmaster:

CUB SCOUT LEADER BOOK--This is the ' how-to cookbook bible' for all Cubmasters and cub scout leaders. Look here first for answers to your questions.

PROGRAM HELPS--Available annually

SCOUTING MAGAZINE--Sent monthly to all registered Cubmasters. Also has a cross-reference to the current *Boys' Life* and other pertinent articles.

WOLF, BEAR AND WEBELOS BOYS' HANDBOOKS--These will answer your questions on the programs the boys are following.

BOYS' LIFE--geared to the Cub Scout level and fun to read.

These following materials should be available to the Cubmaster in the pack library (may want these in your personal library):

(Cubmaster Basic continued)

CUB SCOUT LEADER HOW-TO BOOK
WEBELOS LEADER GUIDE
CEREMONIES BOOK FOR DENS AND PACKS
INSIGNIA GUIDE
GUIDE TO SAFE SCOUTING
CUB SCOUT SONGBOOK
CUB SCOUT ACADEMICS / SPORTS LEADER GUIDE.
GROUP MEETING SPARKLERS
DEN CHIEF HANDBOOK
COUNCIL ACTIVITY GUIDE

TRAININGS

Every registered scouter must complete Basic Training and Youth Protection Training. These are taught periodically in each district, at council level and at Cub Scout Pow Wow. They should be completed as early as possible your Cubmaster career. Fast Start training will get you started. Other training available from time to time includes Basic Adult Leader Outdoor Orientation (BALOO), Webelos Outdoor training, Trainer Development Conference and Den Chief Training, all of which Cubmasters are encouraged to attend.

MONTHLY ROUND TABLES

Monthly Roundtable is held on the 1st or 2nd Thursday of each month. Attend and participate in the Cubmaster section. You' ll get suggestions for implementing the theme of the month into your pack meeting. You can share experiences with other Cubmasters ask questions, and learn of changes in BSA or Council policy .

WHERE TO FIND IT

The Cub Scout Leader Book is your first source for information on how to run your pack. Here is an index to help you find answers to your frequently asked questions.

Purpose of Cub Scouting in the Boy Scouts of America	CSLB p..2.2
Methods of Cub Scouting	CSLB p. 2.2
Family Involvement	CSLB Ch 5, p. 34-10,11
Advancement Plan	CSLB Ch 18, 34-9
Cub Scout Promise	CSLB p. 2-3
Law of the Pack	CSLB p. 2-3
Cub Scout Motto	CSLB p. 2-4
Uniform	CSLB Ch 12
Registration	CSLB p. 3
Chartered Organization Representative	CSLB p. 9-1,23-3
Pack Committee Chair and Members	CSLB p.23-4 thru 7
Pack Trainer	CSLB p. 23-7
Cubmaster And Assistant Cubmaster	CSLB p. 23-8,9
Den Leaders and Activity Badge Counselor	CSLB p. 23-9 thru 13
Planning The Program	CSLB Ch 24
Day Camps	CSLB p. 33-4
Blue & Gold Banquet	CSLB p. 29-10
Cub Scout Derbies	CSLB p. 29-12
Annual Planning Conference	CSLB p. 24-3
Monthly Pack Leaders Meeting	CSLB p. 24.5
Den Chief Planning Meeting	CSLB p. 24.6
The Pack Meeting	CSLB Ch 24
Seven Parts of a Pack Meeting	CSLB Ch. 24.9-11
Ceremonies	CSLB p. 29-3,4
Games	CSLB p. 29-6
Skits and Songs	CSLB p. 29.7

(Cubmaster Basic continued)

THE UNIFORM

As a Cubmaster, you will want to wear a proper Scout uniform, complete with proper insignia. You do this to set yourself apart from other organizations, to show your support for the Scouting program, and to show Cubs you respect them for wearing their uniform.

A dedicated leader will wear the full uniform of a Scout leader. Proper insignia is the council shoulder patch, unit numbers and position patch. Wear your uniform at all official Cub Scout activities (pack meeting, Roundtable, etc). If you take your pack on a tour, wear the uniform. Wearing the uniform allows you to work at the boys level, doing things you would not feel comfortable doing otherwise. (You don't have to account for crazy things Cubmasters do!)

BUT MOM, WHY DO I HAVE TO WEAR THAT DUMB UNIFORM

(Credit to Utah National Parks Council)

That's exactly what he asked", cried the anguished mother,"and I didn't know what to tell him." She really wanted to support our pack and I, as the Cubmaster, was supposed to giver her sage advice about raising kids. Why me? I'm just a parent myself. How am I supposed to know all the answers?

Putting on my most soothing know-it-all voice, I calmly said, "It's OK. Don't cry. But when he goes to play in the soccer game on Saturday, be sure to tell him not to wear his team uniform. Tell him it's a dumb jersey and he should just wear his levis and t-shirt. Make sure he knows that it doesn't matter if everyone is dressed differently. Nobody will care."

There was a long silence; then "But, you know what he'll say. 'Mom, I have to wear my soccer uniform. Everyone will be wearing them. I'll be the only one on the team not dressed right. And, I'm the team captain. I have to be in uniform or they might not let me play.' He'll think I'm the stupidest mom to walk the planet."

"Precisely", I soothed. "Then you'll look him right in the eye and say, 'But that what you told me when the Cubmaster asked you to wear your uniform to den and pack meetings'. Let me know what he says." I hung up the phone, marveling at my own wisdom.

Several days later, she called me and told me that it had worked. She added some of her own arguments about how funny it would be if policemen didn't wear uniforms. After all, their uniform is probably uncomfortable and it makes them look different from everyone else. And those dumb football players on TV. What difference does it make what they are wearing?

He had mumbled something about her getting a life, then added something about getting a life, then added something about airline pilots wearing uniforms because, "it sorta makes people think they know what they're doing," he reasoned. "And the army dudes have to wear the same stuff so they blend in with the trees and bushes. Everyone knows that. And besides, if they didn't wear the same uniforms, they might shoot at their own guys."

She just stood and looked at him while it sank in. He had just made his own argument about wearing his Cub scout uniform. After a long pause, he had said, "ohhh, I think I see what you mean. But the other guys will make fun of me if I wear mine."

"Not if you talk them into wearing theirs also," she said. "Tell them what you just told me."

REMEMBER-YOU CANNOT EXPECT THE BOYS TO WEAR THEIR UNIFORMS IF YOU DON'T WEAR YOURS!

(Cubmaster Basic continued)

THE PACK MEETING

Now you know who you must be, where to find out what to do, and how to dress the part, you need to know about the pack meeting. Your main responsibility is to plan and conduct this meeting, with the assistance of other leaders. Involve the families of the boys, and highlight the Cub Scouts themselves. Boys like audiences. They like attention. They like to feel important. They like recognition. The pack meeting provides this and more. The Cubmaster is responsible for planning and conducting the pack meeting to meet these requirements.

Planning is done with the pack committee and involves all of the leaders. The Pack Meeting is conducted by the Cubmaster with help from the other leaders. Ask the parents to help--get them involved. Don't do it all yourself--delegate, especially to the Assistant Cubmaster. Consider yourself a circus ringmaster--keep the meeting moving at a brisk pace to hold the interest of all.

PACK PLANNING MEETING: This meeting, conducted by the Committee Chairman, is held several weeks before the pack meeting . Other matters, such as day camp, field trips, and the Blue and Gold banquet can be planned here also, but the Pack Meeting is one of the main points of the planning meeting. Ask for time during this meeting to discuss Pack Meeting plans.

BEFORE THE MEETING: Set up the facility, arrange chairs, props, exhibits, displays, lighting, and game area, Be sure that all badges, pins and other awards are ready. Nothing spoils the meeting and the fun faster than "oop s-I forgot" or "Just a minute -I'll be right back". Ideally, the Pack Advancement Chairman should have these all ready for you to present.

GATHERING (PRE-OPENER): Since people never arrive all at the same time, provide an activity to keep them occupied until all do arrive. This can be a simple game, a word puzzle, displays, or some activity from Roundtable or Cub Scout How-To or this PowWow book.

OPENING: The opening sets the tone for the pack meeting. It can be a skit, a ceremony or other presentations. The opening should reflect the theme for the month. It should always include the Pledge of Allegiance and may include prayer.

SONG: This adds fun to the program and sets everyone at ease. Again, follow the theme in selecting a song. This can be an audience participation time with singing and actions.

WELCOME AND INTRODUCTIONS: Introduce and recognize visitors & new pack leaders.

DEN PARTICIPATION: This is where dens can do skits and stunts related to the theme. They can also demonstrate activities and projects completed at den meetings.

AWARDS AND RECOGNITIONS: This can be the most important part of the meeting. Boys who have earned awards, rank advancements, and trail patches are recognized for their work. New Cubs, Cubs advancing in the program, and Cubs graduating into the regular Scout program are recognized. There should be ceremonies worthy of the Cubs and the work they have done.

PROGRAM; This is where games and activities are done. Special presentations are programs are done here, too. This is the fun time of pack meeting.

(Cubmaster Basic continued)

CLOSING: Gather everyone together after all activities are done. Make announcements and conduct business (both briefly). Summarize the meeting, tying all the different parts together. A short ceremony can be used or use a Cubmaster's Minute to end the activities. This can be followed by refreshments, if desired.

AFTER THE MEETING: Evaluate the evening, noting problems and successes. Be sure to thank your leaders for their help.

MORE THOUGHTS ON YOUR PACK MEETINGS

Don't be afraid to vary from the outline above. Have an opening and closing, allow time for advancements, and in-between is optional.

Plan ahead. Use the Program Helps and other resources. Study them before your pack planning meeting so you can make suggestions for activities, awards and other part of the pack meeting.

Notify people involved. If you have people who are to participate in your meeting, stay in touch with them to assure them they are welcome and wanted.

Use an agenda to outline and plan your meeting and to conduct it. This will help prevent some of those "oops" moments that can spoil a good meeting.

Start and stop on time. If you consistently follow a time schedule, everyone will be there when they should be.

Involve the families of your Cubs. Use adults to run parts of the meeting, such as games, activities, and refreshments. Let brothers and sisters (and maybe Mom and Dad) participate in activities. **Cub Scouting is a family affair.**

Have fun! KISMIF-keep it simple, make it fun. "Too much fun is never enough" (Garfield). Play games, sing songs with silly actions, dress up in costumes, be a Cub yourself. Have fun and show it!

Use ceremonies for inductions (welcoming new members), advancements, awards, and graduation. Never underestimate the power of a simple ceremony to make a memorable occasion out of recognizing a boy, no matter the accomplishment, big or small. The BSA publication Ceremonies for Dens and Packs has some great ideas.

Use Webelos scouts and den chiefs in your meeting. These older boys are role models for the younger ones. Let the Webelos scouts demonstrate their activity badge work.

Be flexible. Things don't always go as you have them planned. Have a "Plan B" in case th e unexpected happens.

Recognize people for their work. This includes leaders and parents. Help your leaders get their leader awards (KNOTS), and present them in pack meeting so the boys can see that they are achieving also. This applies to you, too!!

PACK COMMITTEE BASIC

Basic Pack Committee

In a perfect pack, in a perfect world, the Pack Committee would consist of several committed people working together to make their pack the best in their council. However, in reality, the Pack Committee usually consists of one, two, or perhaps three people who all wear several different "hats" or responsibilities for the effective functioning of their pack. This can be an enlightening and rewarding time of service in the Cub Scout organization. The boys deserve the best we all can give. Remember, *"It is much easier to build a boy than to repair a man."*

Pack Committee Position Description

The responsibilities of the pack committee include:

- Make recommendations to the chartered organization for final approval of pack leadership
- Recruit the Cubmaster and one or more assistant Cubmasters, with the chartered organization' s approval
- Provide adequate and safe facilities for pack meetings
- Coordinate the pack program with the program of the chartered organization through the chartered organization representative
- Assist with pack charter renewal
- Help to stimulate the interest of adult family members through proper programming
- Supervise finances and equipment
- Work closely with the Cubmaster
- Ensure that all Tiger Cubs, Cub Scouts, and Webelos Scouts receive a year-round quality program
- Complete Pack Committee Fast Start Training and Cub Scout Leader Basic Training for the position
- Conduct, with the help of the Cubmaster, periodic training for parents and guardians
- Cooperate with other Scouting units

A strong pack committee will have members assigned to record keeping and correspondence, finances, advancement, training, public relations, and membership (& rechartering). The pack committee chairman decides how the responsibilities should be divided and gives committee members assignments. (*See **Cub Scout Leader Book** for additional help)*

Your Cub Scouts will remember 10% of what they hear, 50% of what they see, and 90% of what they do. Be a doer, a full 90%er. You are somebody special, a leader in the greatest organization for boy, in the world, the Boy Scouts of America.
Good luck and have fun!

MONTHLY PACK LEADERS MEETING AGENDA

DATE: _____

1. **Opening:** (*Committee Chairman*)

   Prayer: _____

   Minutes of last meeting (*Secretary*)

2. **Unit Enhancement Training Discussion**

3. **Pack Meeting** discussion (*Cubmaster*) (See Planning Sheet, Cub Leader Book, 34-35.)
   1. Review last month' s meeting,
   2. Upcoming Pack Meeting Plans:
   3. Next Month Pack meeting ideas:.
   4. Roundtable Ideas for the theme (*CM, DLC, DLs):*

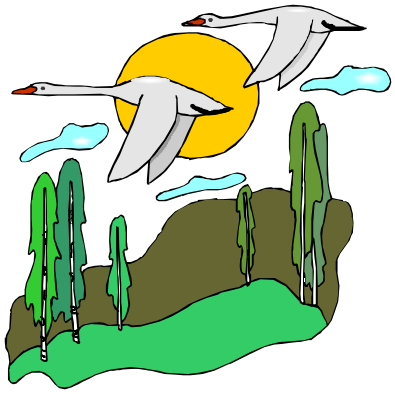
4. **Webelos Leader** plans for the next month .

5. **Committee Reports** and Discussion
   1. Treasurer: (report on current status)
   2. Advancement: (collect den reports)
   3. Membership: (new boys coming in)
   4. Training: (upcoming training; roundtable)
   5. Youth Protection/Safety: (report on training, other needs)
   6. Activities: (upcoming events & current status)
   7. Other

6. **Other Pack Needs/** Needs of leaders & boys

7. **Review assignments; Date of next meeting; Adjourn**

MOTIVATIONAL THOUGHTS



Lessons On Unity From Geese

Fact 1: As each goose flaps its wings, it creates an "uplift" for the birds that follow. By flying in a "V" formation, the whole flock adds 71% greater flying range than if each bird flew alone.

> ***Lesson***: People who share a common direction and sense of community can get where they are going quicker and easier because they are traveling on the thrust of one another.

Fact 2: When a goose falls out of formation, it suddenly feels the drag and resistance of flying alone. It quickly moves back into formation to take advantage of the lifting power of the bird immediately in front of it.

> ***Lesson:*** If we have as much sense as a goose, we stay in formation with those headed where we want to go. We are willing to accept their help and give our help to others.

Fact 3: When the lead goose tires, it rotates back into the formation and another goose flies to the point position.

> ***Lesson***: It pays to take turns doing the hard tasks and sharing leadership. As with geese, people are interdependent on each other' s skills, capabilities and unique arrangements of gifts, talents or resources.

Fact 4: The geese flying in formation honk to encourage those up from to keep up their speed.

> ***Lesson***: We need to make sure our honking is encouraging. In groups where there is encouragement, the production is much greater. The power of encouragement (to stand by one' s heart or core values and encourage the heart and core of others) is the quality of honking we seek.

Fact 5: When a goose gets sick, wounded or shot down, two geese drop out of formation and follow it down to help and protect it. They stay with it until it dies or is able to fly again. Then, they launch out with another formation or catch up with the flock.

> ***Lesson:*** If we have as much sense as geese, we will stand by each other in difficult times as well as when we are strong.

Note: "Lessons from Geese" was transcribed from a speech given by Angeles Arden at the 1991 Organizational Development Network and was based on the work of Milton Olson. It circulated to the Outward Bound Staff throughout the United States

YOUTH PROTECTION

Child abuse cannot be tolerated at any level or in any instance by the Boy Scouts of America. The abuse of children is a growing problem. Whether it is sexual abuse, physical abuse, neglect, or emotional maltreatment, it is unacceptable behavior.

The seriousness of abuse is accentuated by these facts:

- In the United States today, one in four females is sexually abused by the age of 18.
- One in 10 males is sexually assaulted by the age of 18.
- Child abuse crosses all social and economic groups.
- Most offenders are not stranger, but are known to the children or their families.
- Often the abuse takes place in the home, and is even committed by family members, relatives, friends, or neighbors.
- More than half of abused children are afraid to report abuse for fear of more punishment.
- Children who have been abused manifest increased behavioral problems and show additional signs of emotional harm than other children who have not been victimized.

REPORTING

Question: What do you do if a child discloses abuse to you?
Answer: If a child should disclose to you an abusive issue, understand that you are someone he trusts, someone he feels can help. The responsibility is then yours!

- Do not panic or overreact.
- Do not criticize the child for having placed himself in such a situation.
- As a trusted friend, respect the privacy of the abused from unwanted ears.
- DO NOT promise to keep a secret. Secrets that hurt are not secrets.

(Youth Protection - page 2)

- Reassure the child that you are here to help and the child is not to be blamed.
- Avoid questioning the child in depth. Leave it up to the professionals.
- Inform the local Child Protective Services agency about the incident.
- If this is a Scouting situation, contact the local Scout Executive or his designee.

The Great Salt Lake Council Scout Executive is Marty Latimer, 582-3663.

The Scout Executive will then begin the process of researching those involved and whether or not they have an affiliation with Scouting. Registration in Scouting is a privilege not a right and can be revoked at any time. Abuse of any kind to children can be grounds for termination from Scouting permanently.

The State of Utah has specific guidelines for reporting child abuse. Utah requires any person who has reason to believe that a child has been abused or neglected to immediately notify the nearest Utah Division of Family Services Office, peace officer, or law enforcement agency. This requirement also applies to any person who observes a child living in conditions that would result in abuse or neglect. In most cases, it is preferable to report abuse to DCFS (Department of Child and Family Services), 1-800-678-9399. Intentional failure to obey this law constitutes a class "B" misdemeanor and is punishable by up to six months in jail and/or a $1,000 fine.

Remember, you need only have reason to believe abuse has occurred to make a report. Actual knowledge of abuse or neglect is not necessary. There is no easy formula for determining whether abuse or neglect has occurred. Common sense should apply.

The Boy Scouts of America' s message to the youth of our community is the three "R' s" of protection which are:

1. **RECOGNIZE** situations used by molesters to attempt molestation.

2. **RESIST** attempts of molestation.

3. **REPORT** individuals who attempt to molest.

PACK COMMITTEE RESPONSIBILITY

To quality for the Quality Unit Award, each pack must assign the responsibility for Youth Protection training to a registered adult leader. This leader makes sure that all registered adults receive current Youth Protection training. An outline to present this training is on the following page.

UNIT LEADERSHIP ENHANCEMENT OUTLINE
Youth Protection

I. Introduction (2 minutes)
Staff

II. Youth Protection Quiz (5 minutes)

III. Identification of Child Abuse (4 minutes)
Four types of abuse, their descriptions and clues
1. Neglect
2. Emotional
3. Physical
4. Sexual

IV. Teaching Youth to Resist (10 minutes)
Resources
1. Boy' s Handbook - Booklet in front of each boy' s book, *How to Protect- Your Children From Child Abuse: A Parent~ Guide*
2. Comic Book - *Power Pack Pals*
3. Video - *"it Happened to Me"* (show about 2-3 minutes of the video)
4. Parent' s Meeting, Chapter 27 of CSLB (*Cub Scout Leader Book)* - step-by-step guide
5. Unit Leadership Enhancements - "Youth Protection," Chapter 28 of the CSLB

V. Reporting (7 minutes)
1. What do you do if a child discloses abuse to you?
   A. BSA policy to report (Scout Executive)
   B. Utah law to report (Social Services)
2. THREE R' S
   A. Recognize - Strategies and situations by molesters
   B. Resist - Attempts of child molesters
   C. Report - Individuals who attempt to molest

VI. Stress Management (5 minutes)
1. Stress could cause you to abuse children - especially emotional abuse
2. Some of the symptoms that could lead to abuse (word strips)
3. How to help self? - Training, Time-out, Advice, Assistant, Positive Atmosphere

VII. Outdoor Activities (5 minutes)
1. Camping
2. Webelos Overnighters
3. Swimming
4. Field Trips and Outings
5. CSLB - Chapters 8, 13, 14, 32, 33
6. *Guide to Safe Scouting*

VIII. Leader Protection (5 min.)

XI. Registration forms & Quality Unit (3 min.)