

HISTORY AND REFERENCE

A LEADER'S RESOLUTION

I shall study my Cub Scouts - so that I may understand them.

I shall like my Cub Scouts - so that I can help them.

I shall learn - for they have much to teach me.

I shall laugh - for youth grows comfortable with laughter.

I shall give myself freely - yet I shall take, so that they may acquire the habit of giving.

I shall be a friend - for a friend is needed.

I shall lead - yet I shall beware of pushing.

I shall listen - for a listener prevents combustion.

I shall warn them - when my experience warrants it.

I shall commend - when actions merit it.

I shall not overlook mistakes - yet I shall not blame them.

Lastly, I shall try to be that which I hope they think I am.

Anonymous

HISTORY & REFERENCE

CONTENTS:

<u>HISTORY OF CUB SCOUTING</u>	1
<u>WHAT CUB SCOUTING DOES FOR BOYS</u>	3
<u>PURPOSES OF CUB SCOUTING</u>	4
<u>CUB SCOUTING IN THE USA</u>	5
<u>SCOUT TALK (DICTIONARY)</u>	7
<u>ADVANCEMENT</u>	17
<u>UNIFORMING</u>	18
<u>LEADER DEVELOPEMENT</u>	20
<u>TRAINING IS FOR EVERYONE</u>	26
<u>MAKING THE PACK GO</u>	28
<u>MAKING THE DEN GO</u>	38
<u>PARENT / FAMILY INVOLVEMENT</u>	45
<u>ETHICS IN ACTION</u>	49



HISTORY OF CUB SCOUTING

Cub Scouting began in the United States in 1930. The Cub Scout program was carefully built as a direct answer to demands of millions of boys of Cub scout age and their parents who started as early as 1911, clamoring for a program of their own

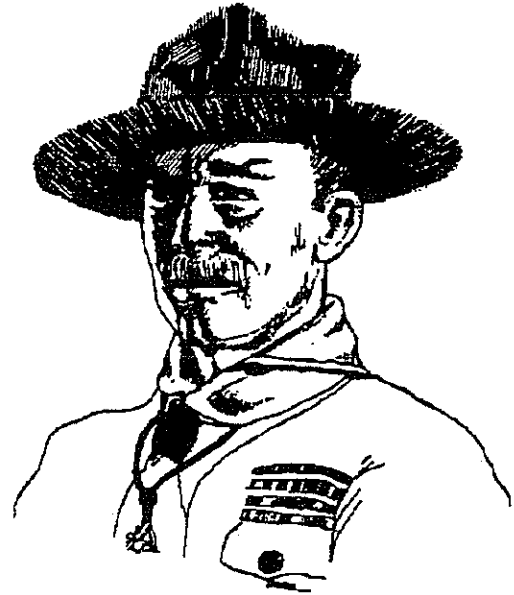
Wolf Cubbing began in England in 1914 when Baden-Powell started to experiment on a program for younger boys based on Kipling's Jungle Tales. In 1916 he made a public announcement of this program and since that time it has spread with very little change into other European countries.

At the first National Training Conference of the American Scout Executives in 1920, the needs of young boys were emphasized, but the National Council felt it wise to defer action until they had more objective evidence. In 1924, a research psychologist was authorized to study what was already being done in the way of a suitable program for younger boys, and to explore general interests at various age levels. His recommendation indicated that boys of nine, ten and eleven years responded even better to leadership and program efforts than older boys.

In 1926 the Executive Board authorized the Chief Scout Executive to proceed with a plan for raising \$50,000 for a thorough scientific study of the whole younger boy matter. In 1927 an Advisory Committee was appointed, composed of the top specialists in their fields in child psychology, family life, etc., to cooperate with the Boy Scouts of America in developing this program. At the time, the Laura Spelman Rockefeller Foundation made available the \$50,000 necessary to carry on the basic study in order to develop a plan and produce the required literature. Dr. H. Hurt was employed to serve as the Research Executive to carry on this project.

At this time the Executive Board approved a plan of experimenting in a limited number of communities, and on August 1, 1929, the first demonstration units were started. During the next three years, a close study of these experimental groups was made, in order that definite experience might be used as a basis for the final development of a program. By 1933, it was felt the time had come for promoting Cub Scouting as a part of the Boy Scout program throughout the country. In 1935, Mr. William C. Wessel was appointed as the first Director of Cub Scouting.

For more than a decade, the English Wolf Cub plan had been tried here in America along with a score of other program efforts. these efforts met with difficulty in keeping their activities different from those of the Scout troop, and so found themselves trespassing upon Boy Scouting, which took the edge off the boy's later experience.



The United States Cub Scout program corrected this condition. It is different from the younger boy programs of any other country in the world, because it is home and neighborhood centered and is built around den and pack activities.

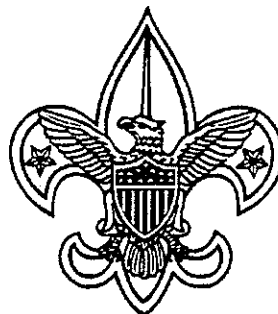
The program suggests a wide range of attractive things for the Cub Scout and his natural neighborhood play group to do, with the encouragement of parents and neighbors. It suggests that youngsters enjoy doing themselves when not under adult supervision. These activities are particularly suited to the boy of Cub Scout age and must be kept quite different from those he will encounter at 11 and 12 years of age as a Boy Scout.

Cub Scouting in our country has drawn from the dramatic lore and lure of the Native American for program background. The Promise and Law were built with the advice of educators who are specialists in dealing with these ages. Many handicrafts were developed in recognition of this period as an opportune time to develop skills. Original creative efforts were stimulated. The aim is not technical skill, but rather through exploratory efforts to help boys discover hobbies. The health checkup was developed to meet known physical needs of this age American boys. The emphasis on safety was introduced because accidents are the primary cause of death at these ages.

The system of Electives was instituted to force practice in making decision as well as to gear into the individual differences among boys. Its final objective was through its advancement plan and program to deliver a graduating Cub Scout, stimulated and prepared to participate in their Boy Scout program.

The program was brought up to date and released in the field in the fall of 1967. It was the result of several years of research and planning. Program improvements are based on a national sampling process, including interviews with several thousand parents, boys of Cub Scout age, and hundreds of volunteers and professional Scouters. This has resulted in a more challenging Cub Scout program that will mean a richer experience for more boys.

And so the Scouting program continues to change and be updated to fit the needs of today's boy in today's world, to be relevant and meaningful in these changing times. If you were a Cub Scout of 20 years ago, you will notice that improvements have been made, just as your son will. The beginning of the expanded Cub Scout program that we use today got its start in 1986. As a result of the expanded program, The Boy Scouts of America will serve boys of all school grades (except kindergarten) with a program of character development, citizenship, and personal fitness.



WHAT CUB SCOUTING DOES FOR BOYS

Cub Scouting offers boys the opportunity to experience lots of fun activities like singing, playing games, hiking, biking, fishing, and eating.

Cub Scouting gives boys the opportunity for new experiences. A visit to a museum or a local business will expand their view of the world they live in.

Cub Scouting enables boys to learn new skills. They are exposed to a wide variety of ideas, tools and materials that are used in craft projects.

Cub Scouting gives boys a chance to live, dramatize and capture a sense of history by participating in den skits.

Cub Scouting give the boys the fundamentals of teamwork as they share with one another. Self-discipline and self control make it possible for everyone to have a better time.

Cub Scouting teaches boys responsibility, for their actions, their appearance, and their own achievement.

Cub Scouting teaches citizenship through service by taking part in den and pack service projects.

Cub Scouting prepares the boys for a new and greater adventure.....Boy Scouts.



PURPOSES OF CUB SCOUTING

For more than 50 years the Boy Scouts of America has helped younger boys through Cub Scouting. When a boy learns The Cub Scout Promise, The Law of the Pack and the Cub Scout Motto, it is the start of two of the three purposes of the Boy Scouts of America; character development and citizenship training. The third purpose of the BSA is physical fitness.



The nine purposes of Cub Scouting are:

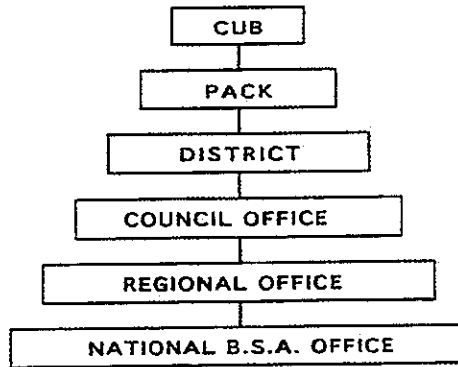
1. Influencing the development of character and encouraging spiritual growth.
2. Developing habits and attitudes of good citizenship.
3. Encouraging good sportsmanship and pride in growing strong in mind and body.
4. Improving understanding within the family.
5. Strengthening the ability to get along with other boys and respect other people.
6. Fostering a sense of personal achievement by developing new interests and skills.
7. Showing how to be helpful and do one's best.
8. Providing fun and exciting new things to do.
9. Preparing them to become Boy Scouts.

To be an effective leader you need to be familiar with the points of these purposes and to include them into your program. Don't forget the most important purpose and that is to have fun. These may seem like lofty goals that cannot be achieved, but by following the Cub Scout program you will be helping a boy grow into a responsible and confident young man.



CUB SCOUTING IN THE USA

When you join the Boy Scouts of America you join more than just a pack. The den and the pack are just a part of the Scouting organizational structure.



NATIONAL

The Cub Scout program is administered by the National Cub Scout Committee, which is a standing committee of the National Executive board of the Boy Scouts of America. The National Committee has seven sub committees dealing with specific tasks, such as regional relationships, age grouping, training, literature, uniforming etc.

The National Boy Scouts of America is located at:

1325 West Walnut Hill Lane
Irving, Texas 75002-1296
(214)-580-2000

The Chief Scout Executive for the Boy Scouts of America is Jere B. Ratcliffe

REGION

The Boy Scouts of America is divided into four regions. Each region has a Cub Scout Committee headed by a regional chairman. The Clinton Valley Council is part of the Central Region which is made up by the states below.



COUNCIL

The council is a volunteer association of citizens, including representatives of organizations which are chartered by the Boy Scouts of America to promote the scouting program within a specific geographic area. The mission of the Clinton Valley Council is to provide service, leadership, management and overall direction to the districts, in support of packs, troops, and exploring units.

The Clinton Valley Council Service Center (our service center) is located at:

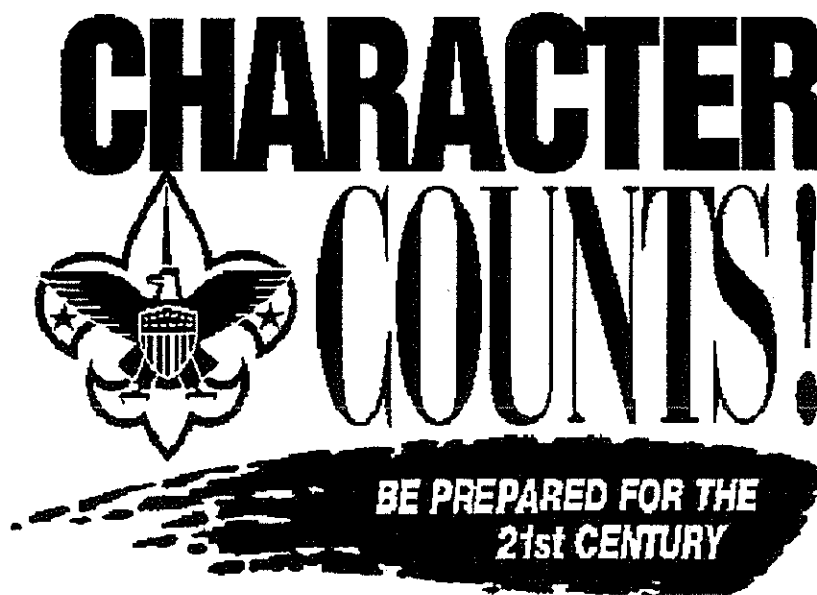
P.O. Box 43-1173 (Telegraph, just south of Dixie Highway)
Pontiac, MI 48343-1173

Phone 810-338-0035

DISTRICTS

The district is a geographic division of the council. There can be many districts within a council, each with its own organizational and training staff. Its purpose is to organize and support successful Scouting units which will result in more young people receiving a better program. The council guides and supports the districts in these goals.

Clinton Valley Council has 4 districts: Ojibwa, Pontiac-Manito, Macomb, and Ottawa.



SCOUT TALK

Cub Scouting is filled with a variety of fun things to do, and the language and terminology is just as varied. If you are new at this game you make think that some of the "aged old veterans" are speaking an entirely different language. But with a little time and this handy dandy dictionary you'll be well on your way to speaking Cub Scoutese.

achievement. The name given to a major requirement in the Cub Scout program. There are 12 achievements for each of the Wolf and Bear ranks.

activity badge. One of 20 specialized recognitions earned by Webelos Scouts.

activity badge counselor. An adult who counsels a Webelos Scout on one or more of the activity badges.

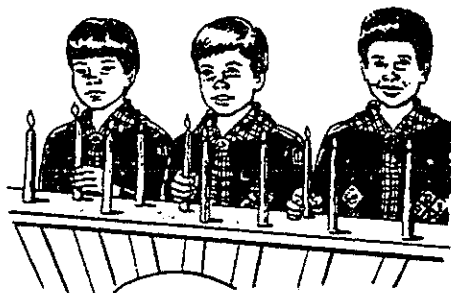
advancement. The process by which a member meets certain requirements and earns recognition.

Akela. A title of respect used in Cub Scouting. Any good leader is Akela. The name comes from Rudyard Kipling's Jungle Book.

Arrow of Light Award. Highest rank in Cub Scouting.

arrow point. See "Gold Arrow Point" and "Silver Arrow Point".

Assistant Cubmaster (ACM). A person 18 years or older holding this position in a Cub Scout pack.



Assistant den leader. A person appointed to help the Cub Scout den leader. See den leader.

assistant denner. A Cub Scout or Webelos Scout elected by his peers to help the denner. See denner.

Baden-Powell, Robert Stephenson Smyth. Founder of the worldwide Scouting movement. Born in London, February 22, 1857. Appointed a baron in 1929. He is referred to as Lord Baden-Powell of Gilwell, Chief Scout of the World. Died January 8, 1941. Also known as B-P.

Baloo. A leader and a friend. Based on Rudyard Kipling's Jungle Book, a bear who taught young wolves the Law of the Pack. A title of respect used in Cub Scouting.

basic training. Formal introduction to the Cub Scout program, purpose, ideals and procedures. A necessary step for a volunteer to function with the ease and confidence that come with knowledge. It is required to receive a leadership recognition award.

Bear. Rank awarded to the third grade Cub Scout for completing 12 of 24 achievements.

blue and gold banquet. A birthday dinner for Scouting held by Cub packs in February.

Bobcat. The first rank for all Cub Scouts.

Boy Scouts of America. A nationwide organization founded February 8, 1910, and chartered by the U.S. Congress June 1916. Also known as BSA

Boy's Life. The monthly magazine for all boys published by the Boy Scouts of America.

BSA Family Camping. An opportunity for the whole family to go camping and participate in outdoor activities both on and off BSA property.

buddy system. One part of the Safe Swim Defense plan. Swimmers of like ability are paired, check in and out of the water together, and stay within 10 feet of each other during the swim. The buddy system is used also in other activities such as hiking and field trips for safety reasons.

campsite. A den or pack's outdoor home for activities at Cub Scout day camp or resident camp.

charter. Formal permission from the Boy Scouts of America allowing a pack to organize.

chartered organization (or partner). The sponsoring organization of the pack This organization may be a religious, civic, fraternal, educational or other community based group. Monthly pack meetings are usually held in a building owned by that organization.

charter renewal. An annual meeting attended by the Institutional Representative, pack leaders and unit commissioner for the purpose of completing the charter application and making plans for the charter presentation.

commissioner. A volunteer Scouter who works with packs, troops, and/or teams to help units succeed.

Compass Point patch. Award earned by Webelos Scouts as they advance in the Webelos program. This cloth patch is hung by a loop from a button on the boy's right shirt pocket. Metal pins are added to the patch and attached at compass points (North, East, South, West) as the boy advances by earning activity badges .

council. Headquarters for Scouting in a specific geographic area. The country is divided into more than 300 local councils. We are part of the Clinton Valley Council.

council office. See council service center.



council service center. The business center for the local administration of Scouting within the council. The professional Scouting staff has their offices there. A retail Scout Shop is also located there, fully stocked with everything available from the BSA catalog.

Cubmaster (CM). An adult, 21 years of age or older, who holds this commission in a Cub Scout pack. The pack leader and Akela for the pack. Serves as Master of Ceremonies during monthly pack meetings.

Cub Resident Camp. A four day, three night camping experience for Cub Scouts and their leaders.

Cub and One Weekend. An outdoor camping experience for Cub Scouts and an adult partner.

Cub Scout. A boy who is registered with a Cub Scout pack.

Cub Scouter. A registered adult leader of a Cub Scout pack.

Cub Scout day camp. An outdoor activity conducted on council or district basis for Cub Scouts. (see Day Camp)

Cub Scout handshake. Used by Cub Scouts and Cub Scouters. The right hand is used. It is given like an ordinary handshake except the index and middle fingers are extended toward the other person, touching his wrist.

Cub Scout motto. "Do your best."

Cub Scout Program helps. An annual publication of the BSA to help den and pack leaders plan their meetings by using monthly themes. It includes an annual pack planning sheet; list of advancements for each theme; and suggestions for each den meeting.

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.



Cub Scout Salute. A hand salute made by Cub Scouts and Scouters with the fingers of the right hand held in position as for Cub Scout sign, except that the index and middle fingers are held together. The tips of the fingers touch the right eyebrow or the Cub Scout hat.

Cub Scout Sign. A sign made by raising the light hand straight up high over the head with the palm forward. The first two fingers are wide apart and pointing up as in a V. The thumb covers the nails of the fourth and little fingers.



Day Camp. Summertime fun for all registered Cub Scouts. This daytime program is usually held for 3 to 5 consecutive days, involves an entire district, allows boys to interact with boys from other packs and keeps boys and adults active in the Cub Scout movement.

D.E. (See district executive.)

den. Small group of Cub Scouts who meet once each week in the home of a den leader or in a place provided by the Chartered Partner. They work on projects, learn games, songs, tricks and skits to be presented at monthly pack meetings.

den chief. A Boy Scout, Varsity Scout, or Explorer who has been appointed to help direct the activities of a Cub Scout den.

den chief training conference. A 1-day or weekend training conference held by the district or council. Basic training for den chiefs.

den doodle. Advancement record using beads, spools or markers hung on string, lacing or yarn, by each boy to represent his advancement. It is displayed at monthly pack meetings.

den leader (DL) The adult on-the-scene supervisor of a Cub Scout den. A registered member of the pack who attends basic training.

den leader coach (DC). A Cub Scouter who is responsible for working with and helping den leaders in the pack.

denner. Cub Scout who helps the den leader with den and pack meetings. This is generally a rotating position so each Cub Scout may serve and learn a little about helping and leadership.

district. A geographic administrative unit of the Cub Scout organization directly under the council. Each Cub Scout belongs to a den, each den belongs to a pack, each pack belongs to a district, each district belongs to a council, each council belongs to a region and all regions belong to the national organization of the Boy Scouts of America.

District Award of Merit. A council award given by districts. It is presented to those Scouters who render outstanding service to Scouting at the district level. Those honored are chosen by their peers and it is a meritorious award. A silver knot on a dark blue field is worn by those having received this award.

district committee. A group of registered adult scout volunteers responsible for carrying out the council program within their district.

district executive (D.E.). A professional salaried Scouter who works with the volunteers under the direction of the Council Scout executive.

district roundtable. A monthly district level meeting where den and pack leaders learn new ideas on monthly themes, receive information on district and council activities and a general exchange of ideas. It is part of the supplementary training program.

"Do Your Best!" The Cub Scout motto.

elective. A part of the Cub Scout advancement program. There are electives in both the Wolf and Bear books. For every 10 electives completed a Cub Scout earns an arrow point.

fast start. The first level of training for all new adult Scouters. It is required before an adult leader can receive a leadership recognition award.



friends of scouting. (FOS) Many people in the community, who may not take a leadership role, but who support the local scouting program with money and resources.

Gold Arrow Point. An award given to a Cub Scout who has completed the first 10 elective projects beyond the rank for his grade.

Good Turn. A distinctive feature of Scouting is its emphasis upon service to others. The Good Turn habit is one that all Scouts endeavor to acquire.

graduation. A ceremony usually at the end of the scouting year when each Cub Scout is recognized for that year's accomplishments and formally moves into a den working on the next rank.

grand howl. A special Cub Scout yell to recognize a leader or a Cub Scout's achievement.

Insignia Control Guide. Publication of Boy Scouts of America, providing both written instructions and illustrations governing the placement of all uniform insignia (patches, badges, pins, etc.)

Instant Recognition Patch/Progress Towards Rank Patch. Diamond shaped patch to which a plastic thong and beads are attached for instant recognition of achievements. Each time a boy completes 3 achievements he will receive one bead. Wolf earns yellow and Bear earns red beads awarded in the den.

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.

Mom and Me Weekend. An outdoor camping experience for Cub Scouts and their mothers.

National. Headquarters for the Boy Scouts of America, located in Irving, Texas.



National Summertime Pack Award. An award earned by the pack for conducting a summer program consisting of at least one pack event per month.

Outdoor Code. A pledge for proper outdoor conduct which should be followed by all Cub Scouts and leaders.

O.W.L. Outdoor Webelos Leader Training. An overnight training experience to acquaint Webelos leaders with outdoor activities aimed at helping Webelos Scouts earn activity badges and advance in rank.

outdoor program. The total scope of outdoor programs offered by the Boy Scouts of America, including unit outings, camporees, Cub Scout day camps, long-term Scout camps, council and national jamborees.

pack. The unit that conducts Cub Scouting for the chartered (sponsoring) organization. Usually consists of 2 or more dens and conducts monthly meetings.

pack committee. A committee of concerned parents and leaders, approved by the chartering organization to administer the affairs of the pack.

pack committee chairman. An adult, 21 years of age or older. The executive officer of the committee, who works with the Cubmaster to assure that the pack provides the Cub Scout phase of the Scouting program.

pack meeting. Monthly meeting of Cub Scouts, adult leaders, committee members and parents, where Cub Scouts and adults receive recognition for their advancement in rank or service to Scouting. Skits, songs and other entertainment should be performed by dens.

patches / badges. Worn on the uniform to designate rank or training awards. Refer to the Wolf, Bear, or Webelos books, Den Leader book, or Insignia Control Guide for specific placement information.

patch vest (brag-vest). Red vest worn by Cub Scouts. Patches, ribbons, and other awards are displayed on this vest.

Philmont Scout Ranch. National Training Center and High Adventure Base. Located in Northeast New Mexico. Philmont offers a variety of advanced training for Scout Leaders.

pinewood derby. A pack activity that involves making and racing model cars on a track.

Pow Wow. All-day learning experience for Cub Scout leaders covering a wide variety of subjects with some hands-on experiences. It is part of the supplementary training program.

Prepared for Today. A program consisting of six skill areas that parents and children, ages 6-11, work on together, to enable the children to cope with being home alone.

Quality Unit Award. Recognition given each charter year to units that commit to and meet six of eight national standards (three are required) pertaining to leadership training, service, advancement, camping and membership growth.

region. One of four large geographical administrative units of the BSA. The Indian Nations Area Council is located in the Southern Region.

rally. See round-up.

Ranger. Professional Scouter who is in charge of a Council Camp and its facilities.

roundtable. See district roundtable.

round-up. A time when each District enrolls new Tiger Cubs, Cub Scouts and Webelos. This is done each Fall, usually in September.

Safe Swim Defense. A plan for safe swimming.

School Night for Cub Scouting. A one night event in neighborhood schools where boys and parents gather to hear how Cub Scouting operates and how they can join

Scout Shop. A retail outlet licensed to sell uniform parts, camping equipment, and supplies, program materials, advancement recognition and all other merchandise offered by Boy Scouts of America.

Scouter. A registered adult member of the Boy Scouts of America.

Scouting. The official magazine sent to all registered Scouters.

service star. Worn on the uniform above the left pocket to denote years of service in the Scouting program.



Silver Arrow Point. An award given to a Cub Scout who has completed 10 elective projects in addition to earning the Gold Arrow Point for his Cub Scout rank. He may earn any number of Silver Arrow Points for his rank.

Silver Beaver. A National recognition presented annually by Councils to registered Scouters for noteworthy service to youth.

Sports program. A program in which Cubs can earn recognition while learning the rules and participating in a wide variety of sports.

Summertime Pack Award. See National Summertime Pack Award.

Sustaining Membership Enrollment (SME). An annual opportunity for Scouters and interested people in the community to be identified with the local or national council through their financial support and influence in the expansion of the council program.

Temporary patch. Any patch that is not considered a permanent part of the uniform; day camp patches, anniversary patches, camporee patches, etc. To be worn on the right pocket. Only one temporary patch may be worn at a time. Others are worn on the patch vest.

tenure. A term used to describe the length of service and membership in Scouting.

Tiger Cub. A first grade boy registered with an adult partner in the Tiger Cub Program.

Tiger Cub group. Four to eight Tiger Cubs and their adult partners.

Tiger Cub Motto. "Search, Discover, Share".

Tiger Cub organizer. An adult who assists in planning the first gathering, coordinates Tiger Cubs' participation in the pack's blue and gold banquet and makes arrangements for the Tiger Cubs graduation into Cub Scouting.

Tiger Cub partner. The adult member of a Tiger Cub team.

Tiger Cub Program. A one year introduction to Scouting for first grade boys. Adult partner must join with boy. Uniform is a T-shirt and hat; meetings are round-robin in parents' home.

Tiger Cub Promise. "I promise to love God, my family and my country and learn about the world."

tour permit. Permit designed to assist units in planning safe, healthful and enjoyable trips and to ensure that proper procedures will be followed in case of emergency.



training awards. Special awards available for Cub Scout leaders who complete their fast start and basic training and fulfill certain tenure and performance requirements. These awards are made by the council, usually at the district roundtable.



trained leader emblem. A cloth emblem awarded to each leader who completes the basic training appropriate to the position. It is worn on the left sleeve of the uniform immediately below and touching the badge of office.

training progress record. A pocket size record kept by the leader. All tenure, training, and performance requirements are recorded on this card. The card is turned in to the district training chairman upon completion. After approval by the council, the award is presented.

tri-colors. Three woven ribbons (one gold, one green, one red) attached to a metal bar with the word "Webelos" on it. It is worn on the right sleeve of the Webelos uniform directly below the U.S. flag. The Webelos Activity Badge pins are displayed on the ribbons.

two-deep leadership. The concept of having at least two adult registered leaders at every meeting or den outing for the safety and welfare of the Cubs.

uniform inspection. A feature of a unit meeting when members of the registered unit are given an opportunity to demonstrate their uniformed appearance.

unit. A term used to designate any one of the following: pack, troop, team, post, or ship.

volunteer. Individual who donates services, time, and/or funds to support the program of the Boy Scouts of America.

volunteer service. The work of a great body of men and women who make Scouting available to youth by their leadership of units, all done without pay. The voting members of the council are volunteer Scouters.

Webelos Badge. A rank earned by a fourth or fifth grade boy which is part of the requirements for the Arrow of Light.

Webelos Colors. See tri-colors.

Webelos den. A group of Webelos Scouts who meet weekly under the supervision of a Webelos den leader.

Webelos den leader. The adult on-the-scene supervisor of a Webelos Scout den. A registered member of the pack who attends basic training to learn how to fulfill the job of a Webelos den leader.

Webelos resource person. A registered member of the troop committee or an assistant Scoutmaster who serves as liaison between the troop and the Webelos den.



Webelos Scout. A Cub Scout who has completed the third grade and belongs to a Webelos den. He works on activities in the Webelos book which are suited to his age. He will be exposed to more challenging outdoor experiences including camping.

Wolf. A rank earned by a second grade Cub Scout when he completes 12 achievements in the Wolf book.



Wood Badge. Advanced training session (open by invitation only) for Cub Scout Leaders who are serving in a leader training capacity.

World Conservation Award. An award for Cub Scouts emphasizing the importance of our natural resources and our interdependence with other countries in fulfilling our mutual needs.

World Friendship Fund. A fund to which Scouts and Scouters in the United States of America may contribute to provide material help to Scouts and Scouting around the world.



"Training is everything. The peach was once a bitter almond; cauliflower is nothing but cabbage with a college education"

Samuel Clemens, 1894

ADVANCEMENT

Advancement is one of the methods used to achieve Scouting's aims of character development, citizenship training and personal fitness. Advancement is a process by which a boy progresses from badge to badge learning new skills as he goes. We should remember that it is the effort and learning that takes place while earning the badge, and not the badge itself that is the true reward.



Cub Scout advancement is not competition among the boys. Each Cub Scout is encouraged to "do his best" by advancing steadily and setting his own goals with guidance from his family and Cub Scout leaders.

Chapter 11 of the *Cub Scout Leader Book* gives detailed information regarding advancement responsibilities from the boy all the way to the pack committee. It also contains a handy advancement checklist.

RANKS

There are five ranks in Cub Scouting Bobcat, Wolf, Bear, Webelos, and Arrow of Light. These are earned by completing requirements outlined in the Boy's handbook for each rank. The requirements are related to the boys age and each rank is more challenging than the last. The ranks and badges are outward recognition, but the real prize found on the road traveled to achieve that badge.

IT IS IMPORTANT THAT ALL BADGES ARE EARNED , AND NOT JUST GIVEN.

Chapter 11 of the *Cub Scout Leader Book* gives more detailed information on each rank.



UNIFORMING

The Cub Scout uniform is the single most visual sign that links a boy and his leaders to a world wide organization. The Cub Scout uniform sets us apart from other youth organizations that pattern themselves after the BSA. Wearing the uniform is a means of identifying ourselves openly with the principles to which we a Scouters are committed. The uniform symbolizes:

Equality - The uniform represents a democratic idea of equality, bringing racial, economic, religious, ethnic, political and geographical differences together in the Scouting tradition.

Identification - It identifies youth and adults as members of the Boy Scouts of America, visible as a force for good.

Achievement - What each youth or adult member has accomplished with program opportunities can be recognized by the badges and insignia worn on the uniform.

Personal Commitment - A constant reminder to every Cub Scout, Boy Scout, Explorer or adult leader of the commitment to the ideals and purposes of the Boy Scout of America.

Pride - A cub Scout doesn't become uniform conscious overnight. Leaders and parents must recognize the importance of wearing the uniform correctly and set a good example which will influence the boys. All leaders should promote the wearing of the complete and correct uniform on all occasions.

An Insignia and Uniform Committee, made up of volunteer Scouters from around the country, is charged with the responsibility of setting the standards for the uniform. Article X of the Bylaws of The Boy Scouts Of America sets out the requirements and any changes in the uniform or badges comes only as a direct result of approval of this national committee. There is a correct place on the uniform for each badge, patch and insignia. For more accurate information refer to the *Cub Scout Leader Book*, chapter 14, or the *Insignia Control Guide*, both of which are available at the Scout Shop.



UNIFORM POLICY

The official uniform is intended primarily for use in connection with the activities of the Scouting movement. The uniforms shall **NOT** be worn:

- When soliciting funds or engaging in any commercial enterprise. This does not forbid BSA members from participating in local council approved money earning projects which do not involve the sale of a commercial product or service. (For example: Uniforms may be worn when selling Trails End popcorn, but may not be worn to sell candy or light bulbs as a pack money raising project.)
- When engaging in a distinctly political endeavor.
- When appearing professionally in any entertainment without specific approval of the Executive Board.

Chapter 14 of the *Cub Scout Leader Book* has more details on uniforming.



LEADER DEVELOPMENT

Cub Scout leader development is a continuous learning process. There is a basic training program designed for every leadership position in Cub Scouting. All of these programs provide information to enable the new leader to get started quickly in their various responsibilities. The Pow Wow program is supplemental to Cub Scout Leader Basic Training.

Unfortunately, there is no way that leaders can accumulate all the information and ideas they need to do an effective job in a few hours of training. For this reason, leaders should understand that they have a responsibility for continuing self development. Those who accept and follow this concept will be more successful in providing a quality program for boys.



All leaders should read and understand their leader's handbook. Many valuable tips can be found in the *Cub Scout Leader Book*. This book is the best written and most comprehensive of all the current Cub Scout literature. It should be a part of your library. Besides the leader book, a leader should attend monthly roundtable meetings, workshops and other training opportunities.

If you are reading this book, you probably have attended one of the best development opportunities for leaders. This Pow Wow is put on by the Indian Nations Council of the Boy Scouts of America and its volunteers. You as a leader should make good use of all resources available. Read SCOUTING and BOYS LIFE magazines and keep updated on program changes. The Program Helps, published both separately and in a condensed version as a centerfold to SCOUTING magazine, is a good place to search for ideas.

Get to know your district and council leaders, as well as the leadership of other successful units. Copying is the best form of flattery and is a good thing if you have someone worth emulating. Talk to other leaders in similar leadership positions and share your experiences with them. You might find a way of resolving problems together, giving deeper insight to one's own performance and teaming new ideas. There are many people in your local pack, district and council who are ready and willing to help others provide the best program possible for the boys. Boys are special -they are the most important part of the Cub Scout program. Leaders therefore have an important responsibility and opportunity.

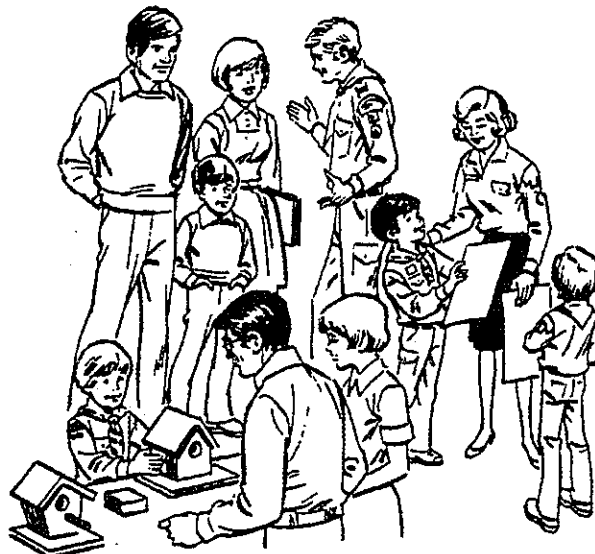
Maintain your enthusiasm. You will find that if you are enthusiastic about your leadership role and your program, it will effect other leaders and, more importantly, prospective leaders. Know what your program is about, and what Cub Scouting has to offer. If you convey this successfully and with enthusiasm, others will join in that enthusiasm. Cub Scout leaders are expected to "Do Your Best", the same challenge that we give to the boys.

BEING AN EFFECTIVE LEADER

Every Cub Scout deserves a qualified, trained leader who will provide him with the best program possible, in the way it is intended. A trained leader ensures that the goals of Cub Scouting are met. Training helps leaders understand the aims and purposes of the Scouting program, improves ability to work with other leaders and boys, teaches Cub Scout skills and shows how to plan an effective Cub Scout program for the boys.

A CUB SCOUT LEADER'S ATTITUDE TOWARD OTHERS

- ⇒ **Cooperative:** Knows how to work with older adults, as well as boys.
- ⇒ **Sympathetic:** Is sensitive to difficulties of others. Not absorbed by self-interest.
- ⇒ **Considerate:** Takes into account all factors involved in the other person's behavior. Doesn't jump to conclusions quickly, but is inclined to give the benefit of the doubt to others.
- ⇒ **Unselfish:** Doesn't crave the spotlight. Remembers that it's the boy who counts.
- ⇒ **Patient:** Corrects mistakes without losing temper and without embarrassing the person at fault.
- ⇒ **Encouraging:** Encourages and reinforces boys and other leaders by words of praise, commendation and thanks.
- ⇒ **Believing:** Has faith in people. Believes they will respond to what is good if given sufficient opportunity. Believes they are cooperative. Believes they have capacity and ability.
- ⇒ **Ambitious:** Not self-satisfied



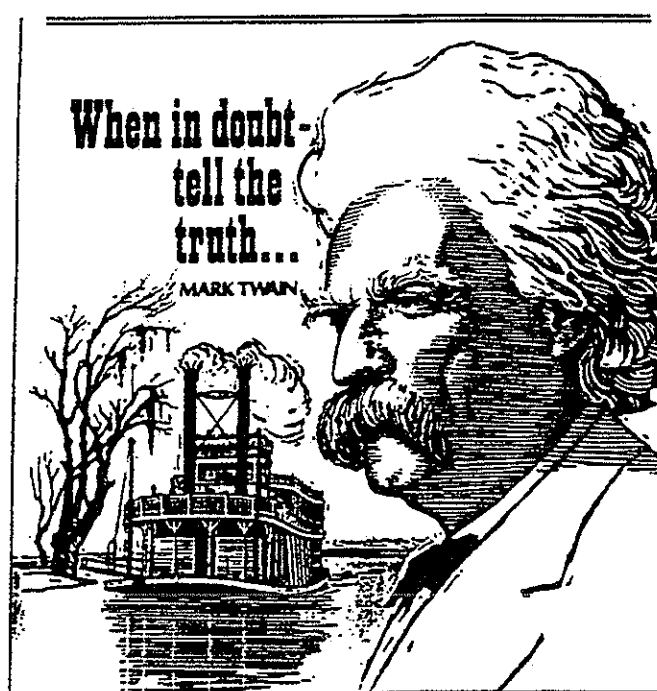
CODE OF ETHICS FOR VOLUNTEERS

As a volunteer, I realize that I am subject to a code of ethics similar to that which binds the professionals in the field in which I work. Like them, I assume certain responsibilities and expect to account for what I do in terms of what I am expected to do. I will keep confidential matters confidential.

I promise to take to my work an attitude of open-mindedness; to be willing to be trained for it; to bring to it interest and attention. I realize that I may have assets that my coworkers may not have and that I should use them to enrich the project at which we are working together. I realize also that I may lack assets that my coworkers have, but I will not let this make me feel inadequate, but will endeavor to assist in developing good teamwork.

I plan to find out how I can best serve the activity for which I have volunteered and to offer as much as I am sure I can give, but no more, I realize that I must live up to my promises and, therefore, will be careful that my agreement is so simple and clear that it cannot be misunderstood. I believe that my attitude toward volunteer work should be professional, believe that I have an obligation to my work, and to those who direct it, to my colleagues and to those for whom it is done, and to the public.

Being eager to contribute all that I can to human betterment, I accept this code of ethics for volunteers as my code to be followed carefully and cheerfully.



THE ABC's OF BEING AN EFFECTIVE LEADER

- A - Attitude:** Accent the positive ... attitudes determine effectiveness.
- B - Boys:** Remember the program is for them.
- C - Communications:** Help keep the lines open.
- D - Diplomacy:** Be a diplomat ... always put your best foot forward.
- E - Effort:** You'll get out as much as you put in.
- F - Flexibility:** To be able to change and adapt.
- G - Guide:** Guide, but don't force.
- H - Harmony:** You can help maintain this in your pack.
- I - Interest:** Keep interest high by KISMIF. (Keep It Simple, Make It Fun.)
- J - Joy:** Spread it ... pass it on.
- K - Knowledge:** Cub Scouts depend on you for this. Stay informed.
- L - Listen:** With understanding.
- M - Morale:** Keep your spirits high.
- N - Nobody:** Is a nobody in Cub Scouting.
- O - Organized:** Set goals and reach them.
- P - Problems:** There are none ... just look at them as unresolved opportunities.
- Q - Quandary:** Keep yourself out of this state.
- R - Resourceful:** Know where to get materials and ideas.
- S - Scout:** Our goal is for every Bobcat to become an Eagle Scout.
- T - Training:** Be sure to keep yourself up-to-date.
- U - Uniform:** Promote the uniform and set a good example by wearing it.
- V - Volunteers:** That's most of us in the Cub Scout program ... try to recruit others.
- W - Wisdom:** This includes perseverance, tolerance and tact.
- X - Xtra Special:** Each Cub Scout is definitely that.
- Y - Year:** Cub Scouting is year-round. Plan your program that way.
- Z - Zest:** Perform your job with it.

HOW DO I RATE AS AN EFFECTIVE LEADER?

1. Do I understand my responsibilities as a leader and the responsibilities of those with whom I work?
2. As a leader, do I involve others or do I like to run to show and try to do it all myself?
3. Do I really listen to other people when they are speaking or am I just waiting for the opportunity to get in my two cents worth?
4. Do I willingly accept the advice of others?
5. Do I have a good relationship with other leaders and parents?
6. How do boys and adults respond to my leadership?
7. Do I encourage free expression of ideas and feelings from the boys and other adults?
8. When I am criticized or found to be wrong, do I honestly admit my failing or do I attempt to cover up by making excuses?
9. Can I accept others just as they are or do I judge m according to a set of standards that suits me?
10. Am I calm, confident and clear thinking or do I overreact to situations, become overwhelmed, nervous or insecure?
11. Do I have a positive image about my own abilities and talents and am I humble in using those gifts? Do I have my act together?
12. Things are changing more rapidly today than ever before. How do I react to change? Am I flexible about new ideas and methods in Scouting?
13. Do I have real trust and confidence in the people with whom I work?
14. Am I really sensitive to the needs and thoughts of the boys with whom I work?
15. Am I willing to study and take further training to help me better understand myself as a leader and to understand those with whom I work?
16. Do I appreciate and understand the thinking of today's young people?
17. Do I make effective use of the skills and talents of other leaders, parents, boys and others in the community?
18. Do I make good use of all available resources in planning a program that meets the needs and interests of the boys? Do I put the boys first?
19. Do I believe in the objectives of Scouting and work hard to meet those objectives?
20. Does my example before others lead them toward the three aims of Scouting, citizenship training, character development and personal fitness? Do I really believe my example should be followed by others?

YOU THE LEADER

Blessed is the leader

Blessed is the leader who has not sought the high places, but who has been drafted into service because of his ability and willingness to serve.

Blessed is the leader who knows where he is going, why he is going and how to get there.

Blessed is the leader who knows no discouragement, who presents no alibi.

Blessed is the leader who knows how to lead without being dictatorial.

Blessed is the leader who seeks the best for those he serves.

Blessed is the leader who develops leaders while leading.

Blessed is the leader who has his head in the clouds but his feet on the ground.

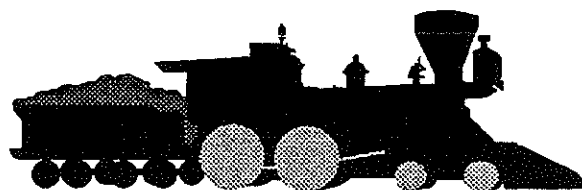
Blessed is the leader who considers leadership an opportunity for service.

Blessed is the leader who leads for the good of the many, not for the personal gratification of his own ideas.



TRAINING IS FOR EVERYONE

Training helps leaders acquire knowledge, develop good attitudes and team skills which are necessary to make the contribution to boys worthwhile. It shows how to use the many resources available to provide the best possible program for the boys and it gives confidence to carry out the program.



Fast Start: Pamphlets and video used by trainers and experienced leaders to use in coaching new leaders. This is a temporary help until new leaders can receive Cub Scout Leader Basic Training in group sessions or by personal coaching. The Fast Start tape should be viewed before attending basic training.

Basic Training: This is a job-oriented training. Each leader attends the training session which relates to his/her job. Group training dates are listed in our council newsletter, VENTURE. Sometimes personal coaching is available to leaders who can not attend the district group training sessions. Leaders are encouraged to attend basic training before (or shortly after) assuming job responsibilities so they will be qualified to conduct the program.

Roundtable: A monthly district meeting of leaders to provide program ideas on the next month's theme and activity badge, which can be used in den and pack meeting. District and council announcements may be made at this gathering. It is also an informal sharing of ideas and experiences.

Workshop: Your district may offer a specific workshop, which is usually functionally oriented. Topics for workshops might include Blue and Gold Banquet, individual Webelos activity badges, crafts and chartered organization representative training.

Pow Wow: A "don't miss it" opportunity for training, Pow Wow offers a wide variety of classes for a single day experience. In depth and hands-on training, an exciting midway and motivating opening and closing make this once-a-year event very special.

D.O.E.: (Den Leader Outdoor Experience) offers an overnight outdoor training focused toward Wolf and Bear den leaders. This experience will give the leader confidence to take Cub Scouts into the outdoors. District or Council sponsored, D.O.E.'s best calling card is that it's FUN!

W.L.O.E: (Webelos Leader Outdoor Experience) is the second part of basic training for Webelos leaders and is required for the basic training for Webelos leaders to be complete. Outdoor skills and planning Webelos campouts are among the topics covered in this fun-filled training. Also referred to as O.W.L. (Outdoor Webelos Leader Training).

CUB SCOUT LEADER TRAINING AWARDS

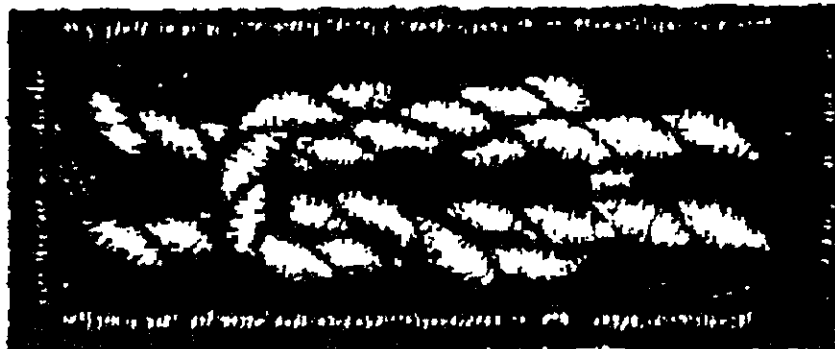
The Purpose of the Cub Scout Leader Recognition Plan is to provide recognition for the leaders who produce quality units through a program that accomplishes the nine purposes of Cub Scouting. Trained leaders have the knowledge and self confidence needed to provide young people with a quality program. Awards consist of both a Cub Scout medallion and an embroidered square knot. The square knots are representative of the medallion and are designed for greater convenience of the wearer. There is no wearing sequence for the embroidered square knot on the uniform. They are worn above the left pocket in rows of three, with the order of wearing at the discretion of the wearer. Generally, when a square knot is worn, the medallion is not worn. The medallion is usually worn on formal occasions or when an embroidered square knot is not on the uniform.

Awards need to be presented in a dignified manner at an occasion befitting with a "Cub Scout Leader Recognition Plan". Awarding the certificate is regarded as one of the highlights of the event.

APPLYING FOR AWARDS

The application for award is the completed "Progress Record" for the position award. The application is reviewed by the pack's committee and, if approved, is signed by the pack committee chairman, Cubmaster or unit commissioner. Then the application is turned in by the district to the council service center to receive the recognition.

The most successful leaders not only attend basic training but take advantage of continuing training opportunities. For additional information on training, talk to the district executive, unit commissioner or district training team members.



MAKING THE PACK GO

PACK ADMINISTRATION

There is a proverb that states that a house built on sand cannot stand; a house built on rock will last forever. This applies to Cub Scouting too. The better the foundation, the better the program. Pack administration is that foundation. It is the cohesive that holds all the pieces of the pack together because the committee, especially the committee chairman is involved directly or indirectly with every aspect of the pack from den organization to program planning (and especially) to communications. Here are some important things to remember:

THE PACK COMMITTEE

The necessary members and their qualifications and responsibilities are listed in detail in Chapter 4 of the *Cub Scout Leader Book*. This chapter also has a helpful diagram showing the structure of the pack. The one member and function that is omitted is the fund-raiser chairman and the responsibility of raising capital for the pack. This topic is briefly discussed in Chapter 10 of the *Cub Scout Leader Book*. Some packs decide to have a member of the committee take responsibility for the fund-raiser planning and execution. The entire pack must support this effort as the entire pack will benefit.

To ensure effective leadership, the pack committee should follow these seven important elements:

1. **ORGANIZING:** See that each pack leader understands their responsibility and authority. Understand how the pack fits into the total Cub Scouting picture. See that each pack leader understands how they fit into the total pack picture. See that proper equipment and material are available for use. Boys and leaders need to be promptly registered. See that the pack budget program is in operation.
2. **PLANNING:** Make effective use of resources (people, places, things and time). Plan ahead for an entire year. Work with a written plan. Plan for manpower and material. Schedule regular pack committee meetings and den leader coach-den leader meetings. Set realistic but challenging goals for the pack. Have a planned recruiting, advancement and graduation program. Plan an annual goodwill or service project. Use the boys, leaders' and parents' suggestions.



3. **COMMUNICATING:** Encourage leaders and parents to express ideas. Keep informed on how pack leaders think and feel about things. Listen with understanding. Keep pack leaders informed. Express appreciation for jobs well done (see the recognition section of this book). Make effective use of the meeting.
4. **RELATIONSHIPS WITH OTHERS:** Encourage cooperation between leaders. Encourage cooperation with district and council personnel. Carry out the Cub Scouting program enthusiastically. Always back up your leaders.
5. **UTILIZING:** Inspire in pack leaders a willingness to work toward pack goals by example. Make full use of the abilities and skills of all the people. Use your resources, inside and outside of the pack. Deal objectively with the program, keeping the boy foremost in mind.
6. **MEASURING RESULTS:** Evaluation is discussing the activity with other leaders and family members, thinking about it independently and deciding where the program was strong and where it was weak. Evaluation is an important step in planning future meetings and activities. Careful planning results in a good program; evaluation results in a better program.

Are the boys advancing? Evaluate the program and activities and adjust future programs accordingly. Does variety, action, purpose and fun measure success? Prepare an annual report from the pack committee to the chartered organization. Do you have good parent participation? Is there good attendance at pack and den meetings? Are your Webelos dens active?

7. **DEVELOPING PACK LEADERS:** Select the most qualified person available for the job to be done. Keep pack leaders informed of opportunities for training experiences and continuing development. Encourage attendance at roundtables and Pow Wow. Insist on two-deep leadership. Make sure your den chiefs are trained. Set a good example.

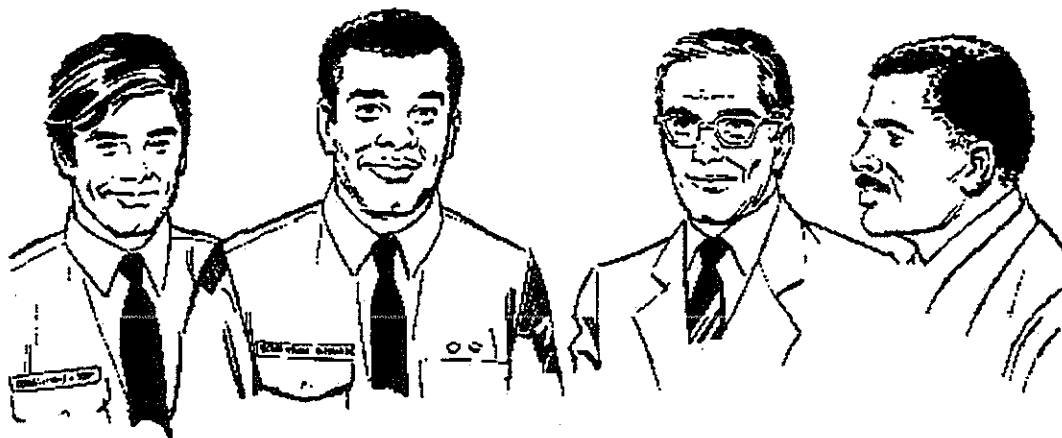


SAMPLE AGENDA OF PACK LEADER MEETING

1. Pack 30 Committee Meeting, December 2, 1994
2. Committee ties up any loose ends and confirms assignments for next pack meeting.
3. Den leaders turn in den advancement reports to the advancement chairman for next month's pack meeting.
4. Den leaders turn over den dues to pack treasurer and receive receipt.
5. Pack committee reports on pack needs, problems, and progress.
6. Detailed plans and assignments are made for next month's pack meeting.
7. Any final business or comments.
8. Meeting adjourned.

The end result is:

- The pack leaders meeting is a time saver for adults. Instead of hit-or-miss routine of phoning, buttonholing, getting together at the last minute, and floundering in details, one meeting a month takes care of this at one time.
- It encourages teamwork and is an efficient way to pool talent. When all leaders are brought together regularly, there is bound to be an exchange of ideas and abilities.
- It makes a pack strong and healthy. This is one of the most important meetings for the pack.



- Listed are some of the resources that will be of value in effective pack administration. Chapter 4 of the *Cub Scout Leader Book* is a necessary resource for the basics of pack administration.

- #3220 *Cub Scout Leader Book*
- #4263 *Pack Job Description Sheet*
- #3212 *Staging Den & Pack Ceremonies*
- #3122 *Group Meeting Sparklers*
- #3222 *Cub Scout Songbook*
- #3831 *Cub Scout Leader How To Book*
- #3234 *Wolf Book*
- #3228 *Bear Book*
- #3235 *Webelos Book*
- #3853 *Webelos Den Activities*
- #7259 *Cub Scout & Webelos Scout Program Helps*
- #70-278 *Scouting's Library of Literature Scouting Magazine*
- *Boy's Life Magazine*
- *Scouting Magazine*

Many problems in pack administration arise when leaders decide to go their own way without at least considering the book way. Believe it or not, the book way works and works well. Usually what appears to be a deviation from the accepted way of doing things is based upon thorough knowledge and experience of the book methods; rather than a deviation, it is an embellishment. Read the books and follow them. It's hard to go wrong.



PACK POLICY

Every pack should maintain a record of the policy type decisions that are made from time to time by the pack committee. These policies should be printed, dated and a copy furnished to the parents of each new boy when he joins the pack. It may even be a good idea to date each item to show just when it was passed by the committee and became effective.

The following is a partial list of subjects that may be established as pack policy. These are only suggestions and may be altered, deleted or enlarged.

1. Collection and handling of den dues.
2. Pack money making projects.
3. Things that the pack will buy and furnish to the Cub Scouts (badges, books, Boys' Life, etc.).
4. Requirement for service to the pack by parents of the boys.
5. Requirement for permission slips to participate in pack outings.
6. Pack insurance.
7. Time and place of pack meetings.
8. Policy on organizing dens and assignment of boys to them.
9. How a boy becomes "inactive"; penalties for inappropriate behavior; activities for which inactive boys are not eligible; and how to regain active status.
10. Requirement for at least one adult to accompany the Cub Scout to pack meetings.
11. Wearing of uniform to meetings and acceptable composition of the uniform for the pack.
12. Time and place of committee meetings.
13. Membership of pack committee.
14. Campouts for Webelos.
15. Den and pack discipline of Cub Scouts.
16. Pack meeting attendance award.

FINANCING THE PACK

A very thorough outline of this subject can be found in Chapter 10 of the *Cub Scout Leader Book*. This chapter covers who pays for Scouting, the pack budget plan, planning the pack budget, collecting the dues, handling the money, financial records, pack money-earning projects, World Friendship Fund and tax deductions.



The outlined program encourages pack leaders to allow the boys to handle their dues, as opposed to parents paying a lump sum at registration time. This teaches the boys financial responsibility and its importance.

PROGRAM PLANNING

Successful program planning involves good leadership and exciting program activities. Throughout the program planning process, leaders should remember that their prime objective is to provide a high quality year-round program to each boy. It must achieve the purposes of Cub Scouting while being fun and exciting for the boys.

Program planning provides direction for the program, a sense of satisfaction for those participating and a feeling of accomplishment in seeing boys grow in knowledge, skills and expanded interest. Planning also helps make the best use of time and resources available.

Basic Concepts

- Cub Scouting is a 12 month program.
- The pack that has a 2 year general plan will add more variety by not repeating every year special events like Pinewood Derby, Cubannapolis, Space Derby, etc.
- Cub Scouting must meet the needs and desires of any boy, any place.
- The Cub Scout program is built around a monthly theme.
- Webelos dens use activity badges for their monthly program.
- The Cub Scout program should have variety, action and purpose.
- The program must be FUN for all.

Program Resources-good leaders use:

- *Scouting Magazine & Boy's Life Magazine*
- Cub Scout Helps & Webelos Scout Helps
- Leaders' handbook
- Boys' handbook
- Pow Wow books
- Cub roundtables
- Local libraries
- Other Cub Scout literature
- The experiences of other leaders

The four steps in the planning process are:

1. **Annual Planning Conference**-long range look at all program possibilities for the year (and beyond for added variety). Come up with a long range calendar, submit it to whomever manages the meeting facility (principal, pastor, etc.). Confirm the dates, (showing up for a pack meeting, and finding a major concert in your room is an unpleasant surprise!), then pass it out to the families, so they can plan, too. Vacations can be planned around major events when enough notice is given.
2. **Monthly Pack Leaders' Meeting**-to outline general plans and assign responsibilities.
3. **Den Leader Coach/Den Leader and Webelos Leader Coach/Webelos Leader Meeting**-help plan den meetings and outings
4. **Den Chief/Den Leader Meeting**-prepares the den chief to assist den leaders with their den meetings.

See Chapter 6 in the *Cub Scout Leader Book* for more information on program planning. Boys don't join Scouting to have their character developed or to become better citizens. They join because it's FUN. With the right people providing leadership, we run the very best show in town. Remember, if you fail to plan, then plan to fail.

PEOPLE TO KNOW

District Executive: The district executive is a full-time Scouting professional in your district. He or she is employed by the council and works under the direction of the council Scout executive. The district executive is a trained professional who advises, coaches and helps prepare volunteers for decisions to be made within the district. Recruiting, training and motivating volunteers is the key to their success. Your district executive may be contacted at the Clinton Valley Council Service Center at 810-338-0035. Ask for the district executive for your district.

District Chairman: The district chairman is the top Scouting leader of the district. He or she presides at the district committee meetings and represents your district on the council executive board. The district chairman is responsible for the membership, program and finance functions of the district.

District Commissioner: The district commissioner is the quality-control officer who recruits, trains and leads a staff of unit and roundtable commissioners. The district commissioner is the liaison between the local council and the scouting units. There are three types of commissioners that work under the district commissioner's leadership: assistant district commissioners, roundtable commissioners and unit commissioners.

District Training Chairman: The district training chairman oversees all district-wide training programs for Cub Scout and Boy Scout leaders. The district training chairman is not only a good resource for answering questions but also is the person who can give details about dates and descriptions of training programs and how to sign up for these training events. The names and phone numbers of your particular district's chairman, commissioner and training chairman are available from your district executive.

Unit Commissioner: The unit commissioner provides a unit with meaningful service that brings about on-time charter renewal, quality unit awareness, membership growth and the delivery of Scouting ideals to boys. The unit commissioner is a volunteer whose main responsibility is to give service to the pack. The commissioner helps the pack by:

1. Being a friend who helps the pack to be successful.
2. Being a representative of the Boy Scout of America and ensuring that its ideals are upheld.
3. Ensuring that a unit operates within the rules and regulations of the Boy Scouts of America.
4. Helping to solve problems and offering suggestions.
5. Watching for signs of severe weakness in a unit and knowing when to call for additional help.
6. Providing for information flow between the district and the council.
7. Promoting unit participation, unit recognition and leader recognition.
8. Assisting at pack meetings, uniform inspections and other pack activities as needed.
9. Providing practical support, such as people, equipment, materials.
10. Visiting pack leaders' meetings, when invited, and assisting wherever possible.



11. Helping to establish and maintain a good pack/troop relationship.
12. Acting as a source of inspiration to unit leaders, boys and parents through his example of enthusiasm, dedication and selfless service.

The charter review meeting and presentation highlights the year of work with a unit. On time charter renewal and the Quality Unit Award for all packs is the goal of a good commissioner staff.

An effective commissioner will know about and promote the following:

- | | |
|----------------------------------|---|
| -Monthly pack meetings | -Cub outdoor programs |
| -Webelos-to-Scout transition | -Advancement |
| -Weekly den meetings | -Good chartering organization relationships |
| -Quality Unit Award | -Use of council and district programs |
| -Summertime Pack Award | - <i>BOY'S LIFE MAGAZINE</i> |
| -Pack budget plan | -Leader recognition |
| -Record keeping | -Uniform inspection |
| -Annual pack planning conference | -Charter renewal |
| -Training opportunities | -Year round program planning |
| -Parent participation | -BSA purposes |
| -BSA policies | -Fast Start training of new leaders |

The pack helps the unit commissioner by:

1. Asking for assistance before the problem becomes too large.
2. Inviting the unit commissioner to pack meetings and activities and to occasional pack leaders' meetings.
3. Inviting the unit commissioner to help with the pack's annual membership inventory and uniform inspection.

Pack leaders should get to know the unit commissioner and feel comfortable in asking for help. Don't look only for praise of the pack's efficiency but listen to the commissioner for helpful observations which can strengthen the pack program.

The name and phone number of your unit commissioner may be obtained from your district commissioner.

*Don't walk in front of me - I may not follow. Don't walk behind me - I may not lead.
Just walk beside me and be my friend.*

THE CHARTERED ORGANIZATION

Every Cub Scout pack, Boy Scout troop, Varsity Scout team and Explorer post belongs to an organization having similar interests as the Boy Scouts of America. This may be a church, school, community organization or group of interested citizens, which is chartered by the BSA to use the Scouting program.

Chapter 13 of the *Cub Scout Leader Book* provides detailed information on the relationship between the pack and the chartered organization.

The Chartered Organization Representative or COR, previously called the Scouting Coordinator, is a member of both the pack and the chartered organization. The COR is the liaison between the pack and the chartered organization. Chapter 4 of the *Cub Scout Leader Book* lists the qualifications and responsibilities for the COR.

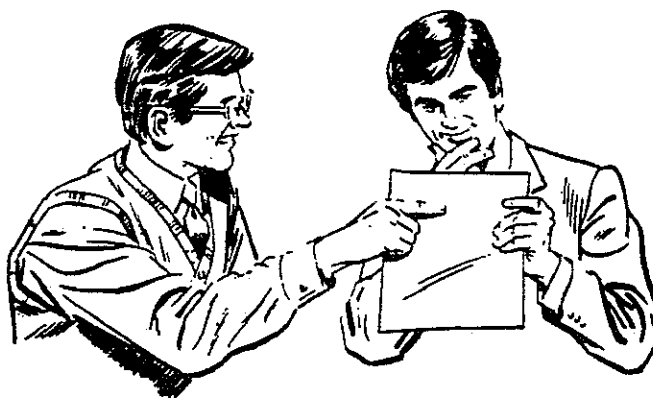
CHARTER RENEWAL

Each chartered organization is issued a charter by the Boy Scouts of America(indirectly by Congress) to operate a Cub Scout pack for one year. The charter year is not necessarily the same as the calendar or program year. The unit commissioner plays a big role in the re-chartering process.

Chapter 10 of the *Cub Scout Leader Book* lists in detail the steps required in the charter renewal process. Information on the annual membership inventory, the charter renewal meeting, the charter renewal application and the charter presentation ceremony are also presented.

RECRUITING

There are different methods for recruiting scouts, leaders and den chiefs. The recruitment of new scouts is a step-by-step process that is outlined in Chapter 10 of the *Cub Scout Leader Book*. This process is fairly easy to accomplish as most boys are eager to become Cub Scouts. Parents need on-going training with regard to participation beginning at the time of recruitment. Before accepting a new boy's application the pack leaders should review the parent agreement on said application. Further topics for review with new parents at recruitment time are listed in Chapter 9 of the *Cub Scout Leader Book*.



If a Cub Scout recruits a new boy into the program, he may wear the Recruiter Strip described in Chapter 14 of the *Cub Scout Leader Book*.

Recruiting leaders is the one area of Cub Scout leadership that many current leaders shy away from, yet recruiting is vital. The main obstacle the recruiter must overcome is fear of being told no. Recruiting is an objective of the pack, not a personal objective of the recruiter; therefore, if a person declines it is not to be taken personally by the recruiter and should not discourage the recruiter from further attempts.

The second thing to remember is to begin planning the recruitment very early. Think about the adults in the pack to draw upon for leadership positions. Consider also other adults who do not have sons in the pack; for example, senior citizens and others from the community. Visualize them filling those positions. Decide what strengths each will bring to their position.

The actual recruitment should be a private conversation in which neither party is distracted. The recruiter should tell the recruit that he has noticed the strengths that the recruit has and the recruiter should specifically name these strengths (i.e. organizational skills, attention to detail, good rapport with the boys, etc.) Follow up with telling the recruit that the pack would be strengthened if he or she were to fill such a position. Tell him or her the specific duties required and be honest. Ask the person to please give it some thought.



MAKING THE DEN GO

Having a smooth running den is not as difficult as you may think. Keep your activities geared to the boys age and level of interest, keep things interesting by doing different things at your meetings. And most important keep it fun. Basic training and the *Cub Scout Leader Book* will give you all the particulars on administration within your den, this Pow-wow book will provide you with a years worth of activities and ideas.

Here are some proven methods that you may want to try with the den:

Use the Cub Scout Sign, don't raise your voice! If you use the sign consistently, the boys will respond. See who will respond to the sign first by becoming quiet and holding up their own sign. You could give a special treat at the end of the meeting to the boy who was first the most times.



Use a conduct candle. A conduct candle is lit at the beginning of each den meeting, when the boys behavior becomes unacceptable the candle is extinguished. After several weeks of good behavior the candle burns down and the boys have earned a special treat

Make a marble jar. The marble jar works on the same principle as the conduct candle. The boys are each given three marbles at the beginning of the meeting, if a boy displays unacceptable behavior he has to give up one marble. At the end of the meeting the boys place any marbles that they have left into a jar, when the jar is full they have earned a special reward.

Make den awards really special. Have a ceremony for Instant Recognition, passing of the Denner cord, etc. Just because these awards are made at a den meeting doesn't mean they aren't special.

Have a special opening and closing ceremony. The opening can set the tone for the meeting as well as signal the boys that the meeting is officially open. Your closing can reinforce the encouragement you have been trying to give them and can give them something to look forward to for the next meeting. The ceremonies can be very simple, but be sure to give them dignity and respect.

Know your boys. Knowing them will help you understand them better. Remember, every boy is different.

Let the boys be boys. Let them be rowdy when appropriate. Be sure to give them a chance to let off some steam through songs and games (especially if you meet right after school.)

Use a talking feather. A talking feather is a large feather that the boys can pass around. Only the person with the feather may speak. The boys really respect this because they all want a turn uninterrupted.

Make sure your projects are well suited. Each project should fit the age and ability of the boys in your den. Don't make it so easy that they could become bored. On the other hand, if you had trouble making your sample, you can be sure it will be too hard for the boys. In conjunction with this, it might be a good idea to have some extra puzzles or pencil games on hand for the boy or boys who are first to finish. This will keep them occupied and out of trouble while you are helping the others to finish.

Supervise ALL activities. Don't just send the boys outside to play. Utilize your assistant den leader and den chief.

Deal calmly and reasonably. Give the boys a chance to tell their side of the story. Your example of fairness will carry over into other aspects of their lives.

Explain the reasons for the rules. Let the boys know there are choices that are made by the leaders and choices made by the boys.

Be aware of your limitations. As a den leader you may never know what a profound impact you could have in a boy's life. However, some things are beyond your control. Do whatever you can do to help a boy but realize that you can't do everything. He will be aware of and remember your kindness and caring.

Give them LOTS of positive feedback. (Don't forget your assistant and den chief, too!) Make it a point to say at least one good thing about each boy at every meeting. Don't give undeserved compliments but genuine praise. Build your Cubs up every chance you get. Remember: "It's better to build boys than to repair men!"

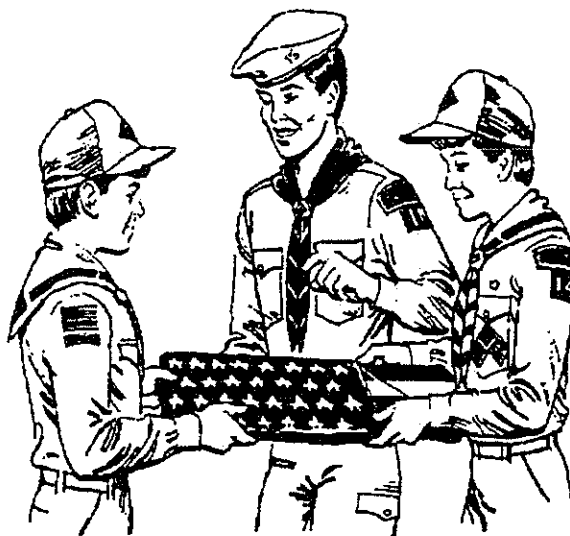
Hopefully, by using some of these techniques, you'll make your den a fun and enjoyable place to be. The boys just might have more fun being rewarded for their good behavior than getting into trouble for their bad behavior. You'll enjoy it more, too!



SAMPLE DEN RULES

1. Obey the rules.
2. Bring dues weekly.
3. Bring your Cub Scout book to every meeting.
4. Be quiet when the sign is up.
5. Bring supplies when asked.
6. Respect other's property and feelings.
7. Follow leader's & den chief's instructions.
8. Don't interrupt when someone else is talking.
9. Wipe off feet before entering meeting place.
10. Go straight home after the meeting-
11. If called down twice in the den meeting, the boy is sent home. If sent home two meetings in a row, in order to return to the following den meeting, he has to bring one of his parents with him.
12. When a boy misbehaves on an outing he will be left at home on the next outing. The next time he will be included if he can follow all the den rules.

Remember! A boy will push as far as he can, and each time a leader gives in, he'll push a little farther. There is no excuse for a group of Cub Scouts tearing up a house or furniture, and a set of rules, enforced and followed, helps prevent the possibility of destruction of property and nerves.



Den Chief: A den chief is a older Boy Scout (usually a former Cub Scout), a Varsity Scout or Explorer Scout who is selected by the Boy Scout troop unit leaders, in conjunction with the Cubmaster. A den chief is used in the Cub Scout and the Webelos dens. He is considered a troop officer. This office can be used for the requirements for Star and Life rank in the Boy Scout program. A key element in the den leadership team and as a Boy Scout, he is looked up to by the Cub Scouts in the den. He is the person whom the Cub Scouts will most likely want to follow. He should most importantly be a friend to the boys in the den.

The den chief's responsibilities include:

- See that den activities do not include Boy Scout activities that would take away from the boy's future experience in the troop.
- Attend the district Den Chief Training Conference.
- Meet as needed with adult leaders from pack or troop.
- Encourage Cub Scouts to become Webelos Scouts or Webelos Scouts to become Boy Scouts.
- Meet regularly with the den leader to review den and pack meeting plans.
- Assist the den in its part of the monthly pack meeting program.
- Help Cub Scouts achieve the purposes of Cub Scouting.
- Help the Cub Scouts on advancement requirements.
- Attend annual pack program planning conference.
- Serve as the activities assistant at den meetings.
- Set a good example by attitude and uniforming.
- Know the importance of the monthly theme.
- Know the purposes of Cub Scouting.
- Be a friend to the boys in the den.

The Cub Scout leaders' responsibility to the den chief include:

- Use him. Include him in planning meetings. Assign him specific responsibilities for den and pack meetings. Give him a copy of the schedule to be followed. He can be an important help to a den leader but only if given the opportunity.
- Let him know what is expected but let him use his own resourcefulness.
- Give him responsibility and authority according to his position. He will show how well he can handle it.
- Remember that the den leader takes the lead but the den chief is a part of the leadership team. Train him as a team member.
- The den chief should be encouraged to think, talk and act as a Boy Scout, in order to set a good example. He should be reminded to lead Cub Scout, not Boy Scout, activities.
- Encourage the den chief to help Cub Scouts with craft projects but he should not do one of his own.
- Encourage the den chief to talk about Boy Scouting. It could make the difference in motivating younger boys to join.
- Avoid placing too much responsibility on the den chief. This is as bad as giving him too little responsibility.
- Treat the den chief with respect. Cooperate with him and he will most likely cooperate in return.
- Four important words to remember: OBTAIN, TRAIN, USE, PRAISE.

The Den Aide: The need for youthful assistance to the den leader was recognized in 1930 when the role of the den chief was developed. Many times a troop is unable to provide den chiefs to a pack, so in 1983, the den aide, a new leadership role, was approved by the Boy Scouts of America.

The den aide is usually a teenage boy or girl, age 14-17, who helps a den leader succeed in bringing the benefits of Cub Scouting to the members of the den. Den aide leadership is optional with the pack and used where needed and wanted. This is a non-registered, non-membership position to be considered as a supporting role. The den aide is a substitute for a den chief or assistant den leader where neither are available.



Den aides may be recruited from a variety of sources. The most natural source is a relative or neighbor of a leader in the pack. Den aides may be brothers, sisters, cousins, sons or daughters of pack leaders. Den leaders must be involved in the selection of the den aide they will be working with but the final approval must be made by the pack committee. The den aide works under the direction of the den leader, assisting the leader in most aspects of successful operation. Packs that have den aides usually do not find it necessary to recruit den chiefs. In dens that have both a den chief, and den aide, the den leader defines the duties of each. The den leader, den chief and den aide work as a leadership team.

Den aides are effective in:

- Providing a positive, caring older brother/ sister type relationship.
- Keeping records of attendance and advancement.
- Setting up and helping to clean up after a meeting.
- Leading an activity before the den meeting starts.
- Providing individual help with craft projects.
- Helping Cub Scouts with achievements
- Helping maintain order at meetings.
- Leading games and songs.
- Getting props for a skit.
- Serving refreshments.
- Collecting den dues.

SURVIVAL HINTS FOR DEN LEADERS

What is your image of Cub Scouting? Do you see boys having fun? Do you see boys in uniform? Do you see a action-packed den meeting, or a pack meeting? Do you see families enjoying Cub Scouting together? Whatever you think Cub Scouting is -that's what it is! You CAN be a den leader and enjoy it. You have taken care of your own son for eight years and you are still fairly normal, so adding five or six or seven more boys to the roost isn't all that bad.



- The first rule is; be optimistic and grin a lot. And be prepared at least an hour before they are due to arrive, with everything in your meeting room. One enthusiast in the group always comes early. Don't feel you are copping out if you use the Cub Scout program help for games to play and projects to make. Scout headquarters has a lot of experience with this sort of thing, and you need all the help you can get.
- As soon as the meeting opens, collect the dues, make announcements, and explain the day's project. You are not likely to get their undivided attention again.
- Good den leaders know where to look for supplies - they scour their garages, attics, trash barrels and neighbors' trash cans. Keep your projects simple. If you don't, you know who will be putting the finishing touches on 8 projects the night before the pack meeting.
- Cub Scouts love to hammer, but, after your husbands favorite dinner, get him to do most of the sawing in advance. Remember to keep patient; keep I -inch bandages on hand; decide what you will do about unsavory words that might follow after the boys bang their fingers with the hammer a few times. Even if it's a bird house that has to be painted, have them use washable paint. And never leave the room full of Cub Scout all alone with the paint buckets.
- Cub Scouts love to wait their turn to use supplies or tools- it gives them time to explore your closets, to test each others' endurance to punches and pokes, and leaves time for a racing and shouting contest. Get together with the boys' mothers and make up a tool box with each boy's tools in it.
- Send a note home pinned in his shirt pocket with a corner peeking out. It's very difficult to read once the shirt has been laundered.
- Always make it clear that everyone left in your house after the meeting must take a hot bath and then clean out your garage. This spurs the Cubs to have their mothers pick them up right after the meetings and saves you driving them home.

- Den leaders gain some very useful knowledge through their service. They learn that their son is quite typical and normal. He may even behave better than some other boys.
- From the beginning, establish some den rules. Let the boys help make them. Start with the ones you consider essential and let the boys add the ones they feel are important. Then post them where the boys can see them.

MANAGING RESOURCES

Where can leaders obtain the materials that are needed for den and pack activities? Who can help provide these materials? How do leaders use what has been obtained? Resources are everywhere! The creative use of resources can strengthen the Cub Scout program in the den and pack and help keep the program inexpensive. In dealing with specific resources, it is more manageable to split them into categories... people, places, and things. Your district monthly Roundtable is designed to help you with all aspects of planning, finding, organizing, and surviving! Don't try to re-invent scouting, help is everywhere you turn.

Each leader should establish their own resources list on file. It is a good idea to write it down, then keep them in a specific place, in an orderly fashion. One means of keeping resources well organized is 3 X 5 cards filed in a recipe-type box. Individual leaders may make their own files or the pack committee may make a large, combined file to be available to all leaders and committee members. The den leader coach needs a well organized resource file to help the den leaders plan and execute the program.

The Boy Scouts of America publishes a wide variety of material to help the leaders plan the Cub Scout program.



PARENT/FAMILY INVOLVEMENT

The Boy Scouts of America has a deep interest in the strength of the family. Its own aim to develop boys, young men and women into participating citizens possessing good character who are physically, spiritually, and mentally fit, demands that the movement have an active concern for the family.

A child's attitudes, personality and the foundation for emotional stability are formed at a very early age. The influence of the family is primary, not only in the sense that it precedes the influence of others, but also in the sense that it is of greatest importance.

The world changes and social norms change. Social pressures come from different directions. The family faces problems today that are far different from those faced by a family only two generations ago. The Boy Scouts of America is continually examining its relevance and effectiveness so that it remains useful as a support resource for the family.

TODAY'S FAMILY

In our new and changing times the role of the family has changed drastically. Where once the family worked together and played together, family values were automatically transferred to the offspring by just being in close contact. Cub Scouting has been based on the traditional family but now is faced with a great variety of family forms. We must pay attention to the fact that a great percentage of our Cub Scouts come from non-traditional families. Types of families include adoptive, cohabitive, communal, extended, foster, same sex, shared, single parent and household headed by grandparents, aunts, uncles or siblings. This is not the scenario of the typical Beaver Cleaver household. However, as far as Scouting is concerned, whoever a boy lives with is his family.



The family, whatever the structure it is, still provides the base of security for today's youth. The caring, sharing, loving and the sense of belonging are what make good relationships. Along with the basic needs families face, they also must develop wholesome and strong personalities. It is with this in mind that Scouting helps the boy grow.

See Chapter 9 of the *Cub Scout Leader Book* for more insight into what a family is and what Cub Scouting does for families. This chapter will also include such topics as the family's responsibilities to the Cub Scout, the den, the pack, and the den/pack responsibilities to the family.

WHAT DO WE MEAN BY "FAMILY PARTICIPATION"

It might be a mother helping her son make an Indian vest for his den stunt, or a dad hauling home some old scrap wood to assemble a den game chest for his son's den. It could be these and many other helpful things parents do. But wait ... we didn't say parent cooperation, we said participation... and the two are entirely different things. Too many times we simply send our children to someone away from home to let others worry about them. But this is not true in the Cub Scout program because the entire family participates.

Family participation is important to the success of the pack. Leaders must always remember that the Cub Scout program was designed for parents to use with their sons. Parents simply do not let their son join Cub Scouting - they join with them.

It starts with you, the pack leader. Be prepared with a few simple rules and procedures that your pack has agreed on. If you want parents to participate and cooperate, tell them exactly what they're in for, what you want them to do, and what they can expect from the Cub Scout Program.

It isn't fair for leaders to expect cooperation and participation unless they have made it clear just what is expected. Families should know about these responsibilities before, not after, you have accepted the boy's application to join.



THINGS TO REMEMBER

1. Families will be hesitant to accept responsibilities until they "learn the ropes", so to speak. Expect them to start out slow and be especially specific when asking for assistance.
2. Make sure den leaders are aware of the family situations. This should include custody arrangements, to avoid releasing the boy to the wrong parent in extreme cases.
3. Provide for significant other adult or adoptive parent for boys of single parent families when either "Father/Son" or "Mother/Son" activities are planned.

Remember that many pack involvements need not be full time jobs-parents may only give an hour a month, perhaps to a phone chain or bake sale. Others may want only to participate in a special project for the pack such as Blue and Gold Banquet. Cub Scouters need to be creative and understand in helping all types of families to participate as fully as possible in the program. The leader must recognize that not all families can participate to the same degree. An active Scouter who feels anger about which family is participating to which degree is detrimental to the pack.

Activities should be "parent-friendly". Make sure that a couple of outgoing adults are near the door to greet everyone to make sure that families feel welcome and comfortable. Name tags are a big help. Thank families for coming. Make sure that siblings are made welcome also. If some parents seem to feel awkward about joining in, ask them to do some small task such as passing out name tags, passing out fliers, serving refreshments. In this way, they become part of the group.

MORE IDEAS TO INVOLVE FAMILIES

- Parent/guardian meetings for the pack. Consider one before the annual program planning meeting to secure input on what activities they would be interested in attending and supporting.
- Den leaders/family meetings. Den leaders should hold meetings with their Cub Scouts families to get to know them and to let them know what is expected for the den.
- Use family induction ceremonies for new families. (Ideas can be found in the "Ceremonies" section of this book.)
- One of the all time favorites, if used correctly, is the parent talent survey sheet. The correct way to use it is for a leader of the pack to survey the parent on a one-on-one basis.
- Another thing to insure family involvement is successful communication in the pack. See the section on Creative Communication in this chapter.
- Give parents a specific job in the den and/or pack. A request to do a specific job will get better results than a vague, "I'll be needing your help some time." Some leaders are concerned when parents do not offer to help in some way. The parents are probably just assuming that if their help is needed, you will ask for it. So don't hesitate to ask.
- Promote Cub/family outings. A group that plays together stays together-an old cliché but it really works.

- An incentive award offered to a Cub Scout's family can be used to encourage attendance at a pack meeting. This can take the form of a ribbon for- the den flag, a jar of cookies or candy for the winning den, or it can be a "cubby" award of some type.

Chapter 9 of the *Cub Scout Leader Book* has complete details on meetings with families, ideas for the "Cubby" award and information on calculating pack meeting attendance.

FAMILY RECOGNITION

Be sure to recognize families for their contributions, no matter how small or large. Ideas for types of recognitions can be found in the "Ceremonies" chapter of this book. Whether it be a special bead, a certificate or- plaque of some type, the important thing to remember is this recognition is very important to the individual and most important, to the boys who have a great deal of pride from their families involvement. BSA provides a Cub Scout Family Award. The certificate is available at the Scout Shop or make your own. The pack can determine the criteria for awarding it such as:

- Family represented at all pack meetings and the Cub Scout having advanced during the year.
- Family served on at least one pack project during the year.
- Family assisted on pack sponsored activity.

RELATED SCOUTING LITERATURE

"Prepared For Today" is a resource available as an instructional aid for the family in coping with today's modern situations such as:

Prepared to be home alone.
Prepared to fix something to eat.
Prepared for home safety.
Prepared for problem solving.
Prepared to feel good about yourself.

"The BSA Family Book" details a program where families are encouraged to work, share and play together, while accomplishing fun projects in order to meet the goals of Scouting.

ETHICS IN ACTION

WHAT IS ETHICS IN ACTION?

Ethics in Action is an activities program for Cub Scouts that is designed to reinforce the character building goals that have always been a part of the Boy Scouts of America. The Ethics in Action program consists of 14 activity modules that encourage Cub Scouts and their leaders to "think a little deeper" about values and about some of the decisions and consequences of decisions that are a part of growing up. The activities also try to enhance boys' respect and concern for others by helping them see things from different points of view. Above all, Ethics in Action activities are fun.

WHY AN ETHICS IN ACTION PROGRAM?

Our Cub Scouts today are growing up in a very complicated world. They are faced with conflicting messages that are often hard to sort out. Some peer pressure may provide boys with the positive support needed to help them do the right thing. But, on the other hand, some peer pressure may work the other way and urge boys to act in or do the wrong thing which contradicts the positive values that parents are trying to encourage.

Boys need to make good decisions based on sound values. Ethics in Action for Cub Scouts was created to do this. The 14 activities enhance character formation, which is the development and reinforcement of the qualities that are part of the Cub Scout Promise and the Law of the Pack.

The Ethics in Action activities are designed to help boys' ability to sort out values. Cooperation and communication is stressed between adult Scouters and boys, as well as the Cub Scouts themselves. Ethics in Action activities help Cub Scouts develop skills, as well as confidence in and respect for self and others. The activities also help boys understand that their actions may effect others, as well as themselves.

USING ETHICS IN ACTION

The Ethics in Action activities are introduced so leaders can fit them into the regular den schedule. The activities take little preparation and can be managed by first-time as well as experienced leaders. Training is available to introduce and explain new material. Some activities will be discussed at roundtables throughout the year.

The Ethics in Action program has been designed specifically for boys of Cub Scout age and take into account typical age related patterns of physical, mental, social and moral growth during middle childhood. The activities are challenging and relevant to youth.

THE ETHICS IN ACTION PROGRAM

The 14 activity modules in the Ethics in Action Program are each built around a single theme.

The themes are:

1. **Be a Friend.** Promotes discussion of what friendship means, and how friends act towards each other.
2. **Be Aware and Care - 1.** Discusses physical handicaps with an emphasis on blindness.
3. **Be Aware and Care - 2.** Discusses (their physical handicaps, suggests ways to prepare for getting to know elderly people.
4. **Caring and Sharing.** A mock court scenario is used to deal with the issues of taking care of one's own things and showing respect for the property of others.
5. **Consumer Alert.** Helps boys analyze commercial messages on television and in printed advertisement.
6. **Differences.** Explores attitudes towards differences in people.
7. **Fire! Fire!** Explores the responsible use of fire and deals with the kinds of decisions regarding fire that the Cub Scouts and Webelos Scouts are likely to face.
8. **Hard Lesson.** Shows boys what it is like to have learning disabilities and underscores the need for understanding problems faced by children and adults with learning disabilities.
9. **Kindness Counts.** Stresses responsibility to animals, both at home and in the wild.
10. **Peace is ...** Discusses ways to introduce the positive aspects of peace and suggests ways boys can contribute to worldwide understanding and peace.
11. **Saying Hello, Saying Good-bye.** Provides ways to help boys who are joining or leaving the group.
12. **Saying No!** Helps reinforce information that boys already know about personal safety, drug use, etc., through production of a public service announcement.
13. **Shoplifting is Just Plain Wrong.** This activity involves a field trip to see a store security system and provides information that boys should know about the consequences of shoplifting.
14. **What We Say.** Deals with name-calling and tale-bearing that, though typical behavior for boys of this age, can be disruptive and painful.

RESOURCE MATERIAL AVAILABLE:

Ethics in Action for Cub Scouts Book No. 3015.

Cub Scout and Webelos Scout Program Helps (annual) No. 34267

Understanding Cub Scouts with Handicaps No. 3839A

Scouting for the Hearing Impaired No. 3061

'Prejudice' A book by David Shiman

'If You Have a Duck ... Adventures to Help Children Create a Human World' A book by Jean Kelty (1982 George Whittell Memorial Press)

Cub Scout Leader Book No. 3220A

Cub Scout Leader How To Book No. 33831 Chapter 11

CHILD ABUSE PREVENTION

Child abuse is a fact in our society and matter of great concern for most parents throughout our country. The Boy Scouts of America shares in this concern.

One of the best strategies for child abuse prevention is for parents to have an ongoing communication with their children. often this is difficult, especially for working parents and parents with adolescents. But it is worthwhile to talk to your children every day and take time to observe. Encourage your children to share their concerns and problems with you. By doing this you are not an inquisitor, but a concerned parent-

The most obvious abuses in which we are able to detect in children are physical and sexual abuse.

INDICATORS TO BE WATCHFUL FOR ARE:

BRUISES Usually bruises are seen on the back, back of legs, buttocks, eyes, cheeks, or back of ears. Also there are bruises located to the back of the forearms sustained while children attempt to block the blows.

EXTREME BEHAVIOR CHANGES For example, an outgoing child becomes sullen or introverted. A well behaved child becomes aggressive.

SUICIDE THREATS OR ATTEMPTS Very young children can become depressed and attempt suicide, and not just teen-agers. Do not treat suicide threats or attempts lightly.

SEXUAL BEHAVIORS Sexually abused children have problems with regressing developmentally achieved tasks. (Example: reverting to bedwetting) They also participate in excessive masturbation and exploratory sexual activity with other children.

Do not blame yourself- Sexual abuse is a fact in our society. Many individuals who molest children find work through employment and community activities which gives them access to children. The vast majority of abuse cases occur in situations where the child knows and trusts the adult- So do your homework well, but remember a community and national consciousness is needed before we can stop sexual molestation in our society.

All registered leaders are required to see a film related to child abuse, which is provided by the Boy Scouts of America. When you suspect a child had been abused or a child has told you they have been abused, you need to direct your call to Mr. Steve Montgomery, Scouting Executive of Clinton Valley Council. His phone number is 810 338-0035. The Scout office will in turn notify the Protective Services in your area. If you feel the child may be in immediate danger then you should contact law enforcement at 911 or your local police department.