

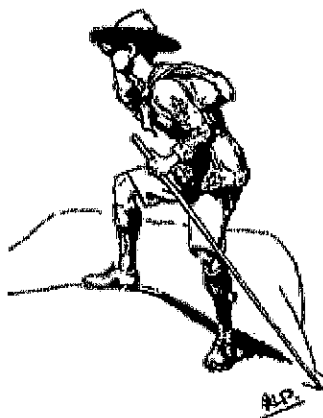
New Unit Development: Will the involvement of a new unit training team improve unit viability?

Submitted in Partial Fulfillment for the degree of

Doctor of Commissioner Science

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unit status, 100% Boys Life, National Camping award, and Summertime Activity Award. An example of such units within Trailblazer district would be Troops 23, 3, 550, and 249, as well as Packs 15 and 40. But what about the brand new units being formed and those that are struggling with parental participation? How is it possible to get parents involved to build a strong unit with a good program? This is a question that is very familiar to all scout units. In order to develop a solution, we must first strive to identify the problem or problems encountered during unit formation.

The problem that must be solved is the reasoning behind the lack of participation which leads to unit failure. I believe that the problem is a combination of Communication, Knowledge, and Confidence. This is evident by the leadership's lack of participation in roundtable, the number of untrained leaders, and the lack of unit outings in the weak units. This is further evidenced by these units having poor youth retention. These records are all maintained at a district level utilizing the guidelines established to fulfill the Great Expectation Unit Incentive and the Ideal Year of Scouting which culminates in the units earning the annual Quality Unit Award. I am proposing that the issues of Communication and Knowledge be dealt with simultaneously by the development of a New Unit Orientation training team. This team would consist of members of the following committees: Training, Membership, Unit Operations, Activities, and the Unit Commissioner assigned. I would propose the development of a written guide with set outlines for unit policies. (reference handouts)

This guide would explain all of the leadership positions in detail to include, but not limited to, Qualifications and Responsibilities, and graphical aides in the form of handouts and flowcharts. This training team would provide handouts, guides, videos, training and training manuals (Fast Start, Youth Protection, New Leader Essentials, Troop Committee Challenge, Cub Leader Handbook, Cub Scout Program Helps, Pack Guide Book, Troop Guide Book, and Mid America Council Parent Orientation Guide) to demonstrate how the positions work and fit together to benefit the youth and a hands on game of (role play) various situations that may be encountered in a new unit similar to the Troop Committee

Table of Contents

Topic	Page Number
Narrative	5
References	8
Sample Handouts and Figures	
Pack and Troop Flowchart Diagrams	
Parents Orientation Guide	
Pack Leader Guide book	
Troop Guide book	
Training Evaluation/Questionnaire	

concepts of scouting and motivate parents to become active in the unit operations of their packs.

Methods:

I am proposing that the issues of Communication and Knowledge be dealt with simultaneously by the development of a New Unit Orientation training team. This team would consist of members of the following committees: Training, Membership, Unit Operations, Activities, and the Unit Commissioner assigned. I am proposing that the issues of Communication and Knowledge be dealt with simultaneously by members of the training team, along with the unit commissioner, to provide the development of a Parent ("Cub Family") Orientation. In doing this, the parents of Cub Scouts would be afforded the opportunity of learning the Pack unit operations. To aid adults in gaining a better understanding of unit function and needs, a visual aid in the form of a puzzle (Fig 1) could be used promote teamwork and communication as well as bring into focus the primary reason that all adults are involved in scouting. I also propose the dissemination of packets explaining scouting to the parents in the form of the Mid-America Council Parent Orientation Guide to scouting (Appendix 1) [3], as well as a Pack Leader Guide that is developed from information from multiple websites (Appendix 2) [1, 4, 5]. Utilizing a modified version of the Troop Committee Challenge game, that I have created and submitted to National, the function of the Pack Committee could be emphasized and would give parents a hands-on approach to the operation of the Pack Committee. Through the use of lecture, handouts and visual aids, this training should appeal to all learning forms that adults employ. I believe that the information contained within this training to be fairly self explanatory and easily adapted to individual units. The Unit Commissioner would then continue to monitor, work with, and aid in the growth and development of these units. This team concept training, when coupled with other training provided by the district and the council, will provide the parents with the knowledge, confidence and enthusiasm to ensure a successful pack. Through the success of the pack, the young men involved will be ensured to have a fun, exciting and memorable experience.

parental support. The Blue and Gold held in January 2009 had 45 active youth, a fully functional committee, and adult leaders. There are two units that were restructured are succeeding but have not seen a similar amount of success due to overall parental involvement, two units failed to maintain functions and had collapsed again within 12 months of restructuring. The primary causes of this failure came from a lack of desire for parents to support the youth and become involved in unit operations and personality conflicts amongst the adults. This plan was implemented in the formation of a brand new pack and troop in Dec 2008 and has met great success in the units operation. This pack and troop went from a minimal number of youth to obtain a charter to fully functional units that have been camping and advancing well. This confirms the thought that a dedicated and experienced training team will help to improve unit viability. Unfortunately, it also demonstrates that until a method is developed to prompt parents to become more dedicated in the future development of our youth, all the training and assistance in existence becomes a futile effort.

Timeline

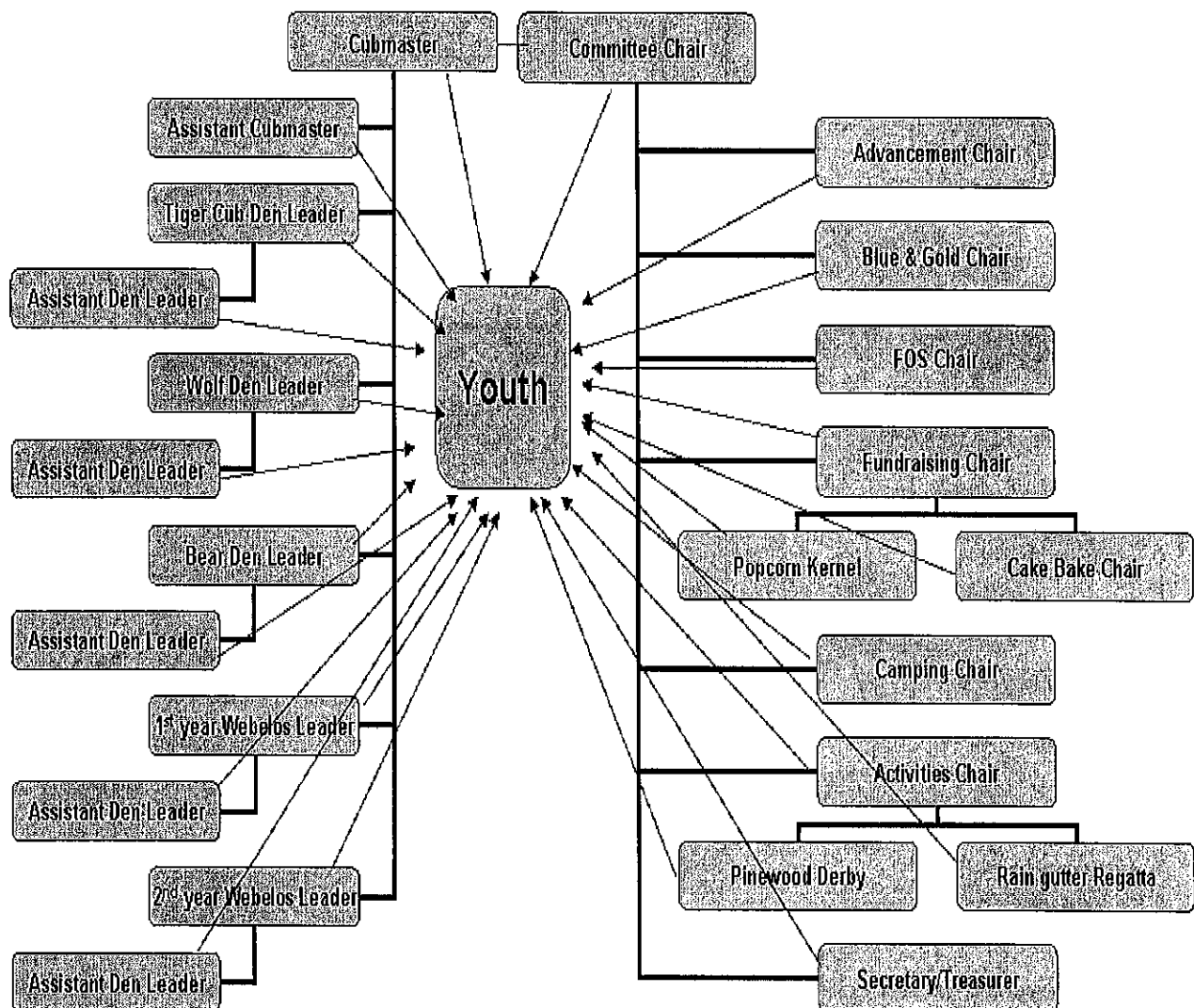
1. 10 March 2007 Discuss proposal with Bill Hardisty at Heartland College of Commissioner Science
2. 1 April 2007 Begin data collection for leader and parents guides
3. 18 August 2007 Compile information and organize guides
4. 9 October 2007 Submit preliminary to Bill Hardisty
5. 1 January 2008 Begin Corrections and modifications
6. 5 March 5, 2008 Complete and submit project for review
7. 16 July, 2009 Project submitted for final review.

References:

- [1] The Quotations page, <http://www.quotationspage.com/qotd.html>
- [2] [MAC] Mid-America Council Webpage, <http://www.mac-bsa.org/training.htm>
- [3] BSA National Council, <http://www.scouting.org/>

Fig.1 Sample of puzzle flowchart

This is why we need adult volunteers



CUB SCOUT PARENTS' ORIENTATION GUIDE



WELCOME TO THE ADVENTURE OF CUB SCOUTING!

Where character counts and
the adventure begins...

At tonight's meeting, we will:

- Inform parents and boys about Cub Scouting
- Recruit boys into Cub Scouting
- Involve parents in the program



MID AMERICA COUNCIL

WWW.MAC-BSA.ORG

TRAILBLAZER DISTRICT

WWW.TRAILBLAZERDISTRICT.COM

The 10 purposes of Cub Scouting are:

1. Character Development
2. Spiritual Growth
3. Good Citizenship
4. Sportsmanship and Fitness
5. Family Understanding
6. Respectful Relationships
7. Personal Achievement
8. Friendly Service
9. Fun and Adventure
10. Preparation for Boy Scouts



own way by contributing dues each week. Packs also obtain income by working on approved money-earning projects. The community, including parents, supports Cub Scouting through the United Way, Friends of Scouting enrollment, bequests, and special contributions to the BSA local council. This financial support provides leadership training, outdoor programs, council service centers and other facilities, and professional service for units.

Advancement Plan

Recognition is important to young boys. The Cub Scouting advancement plan provides fun for the boys, gives them a sense of personal achievement as they earn badges, and strengthens family understanding as adult family members work with boys on advancement projects.

Tiger Cub. The Tiger Cub program is for first-grade (or age 7) boys and their adult partners. There are five Tiger Cub achievement areas. The Tiger Cub, working with his adult partner, completes 15 requirements within these areas to earn the Tiger Cub badge. These requirements consist of an exciting series of indoor and outdoor activities just right for a boy in the first grade.

Bobcat. The Bobcat rank is for all boys who join Cub Scouting.

Wolf. The Wolf program is for boys who have completed first grade (or are age 8). To earn the Wolf badge, a boy must pass 12 achievements involving simple physical and mental skills.

Bear. The Bear rank is for boys who have completed second grade (or are age 9). There are 24 Bear achievements in four categories. The Cub Scout must complete 12 of these to earn the Bear badge. These requirements are somewhat more difficult and challenging than those for Wolf rank.

Webelos. This program is for boys who have completed third grade (or are age 10). A boy may begin working on the Webelos badge as soon as he joins a Webelos den.

Publications

Volunteers are informed of national news and events through Scouting magazine (circulation 900,000). Boys may subscribe to *Boys' Life* magazine (circulation 1.3 million). Both are published by the Boy Scouts of America. Also available are a number of youth and leader publications, including the *Tiger Cub Handbook*, *Wolf Handbook*, *Bear Handbook*, *Webelos Handbook*, *Cub Scout Leader Book*, *Cub Scout Program Helps*, and *Webelos Leader Guide*.

"Following the Scout Law sounds like a game plan that would give us all a better chance for success in life—and I mean every area of life."

Zig Ziglar, author and motivational speaker

Cub Scouting Ideals

Apart from the fun and excitement of Cub Scout activities, the Cub Scout Promise, the Law of the Pack, the Tiger Cub motto, and the Cub Scout sign, handshake, motto, and salute all teach good citizenship and contribute to a boy's sense of belonging.

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 Motto

Do Your Best.

Tiger Cub Motto

Search, Discover, Share.

Each autonomous local council is chartered by the BSA, which provides program and training aids along the guidelines established by the National Executive Board and the national charter from Congress.

National Activities

Cub Scouting is where it all begins. Ninety-five percent of all Boy Scouts participated in Cub Scouting at some time. Cub Scouting strengthens the family, encourages physical fitness, and teaches core values to live by through its program. A thrilling outdoor program starts in Cub Scouting with day camps, resident camps, council-organized camps, pack camping, and the fabulous make-believe themes of Cub World venues such as castles, frontier forts, pirate ships, and more.

YOUR SON, SCOUTING, AND YOU

SCOUTING... AN AID TO PARENTS

As a parent, you want your son to grow up to be a self-reliant, dependable, and caring individual. Scouting has these same goals in mind for him. Since 1910, we have been weaving lifetime values into fun and educational activities designed to assist parents in strengthening character, good citizenship, and physical fitness in youth.

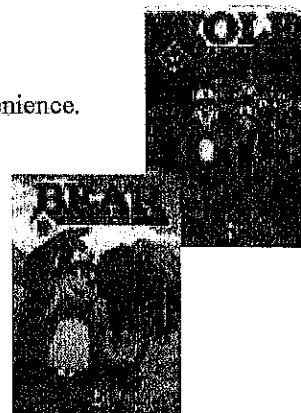


CUB SCOUT PROGRAM



Second Through Fifth Grade

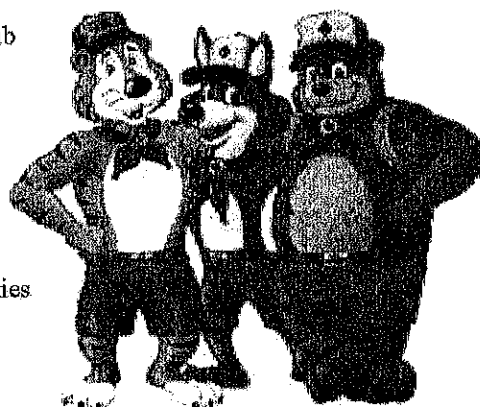
- I. Your boy is a member of a **den** that:
- A. Has four to eight boys.
 - B. Meets once a week, regularly scheduled at the leader's convenience.
 - C. Is led by a den leader (usually a parent).
 - D. Has an assistant den leader, and often a den chief (an older Boy Scout), and a denner (a Cub Scout elected by den members) to assist the den leader.
 - E. Has games, crafts, stunts, songs, and ceremonies at meetings, and periodic field trips.



THE CUB SCOUT PACK

First Through Fifth Grade

- I. Your boy is a member of a **pack** that:
- A. Is made up of one or more dens.
 - B. Meets once a month — all Tiger Cub and Cub Scout families are expected to participate.
 - C. Has meetings led by Cubmaster.
 - D. Is the climax of the month's den meeting and activities.
 - E. Has games, skits, stunts, songs, and ceremonies at meetings, and presentation of badges that boys earned that month.

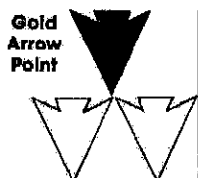


The responsibility of a boy's advancement in Cub Scouting lies with the family and not with the pack. Some advancement requirements are done at den meetings but most are done at home with the family.

"The goodness of a person and of the society he or she lives in often comes down to very simple things and words found in the Scout Law. Every society depends on trust and loyalty, on courtesy and kindness, on bravery and reverence. These are the values of Scouting, and these are the values of Americans."

President George W. Bush

ARROW POINTS



For every 10 electives a boy completes, he earns an Arrow Point. A boy may earn as many Arrow Points as he is able.

BEAR



A Cub Scout who has completed second grade (or is age 9) works to complete 12 of 24

achievements to earn the Bear badge.

After he earns his Bear badge, a boy may work on electives in different interest areas until he is old enough to begin work on the next rank.

For every 10 electives a boy completes, he earns an Arrow Point. A boy may earn as many Arrow Points as he is able.

HOW CAN YOU HELP?

Scouting operates through volunteer leadership. Volunteer leaders are an example of Scouting's principle of service to others. Naturally, parents are the primary source of leaders in the Scouting program. You volunteer not only to serve Scouting, but also to help your son and his friends, and to have the chance to be a positive influence on the youth in your community.

WHAT DO YOU RECEIVE IN RETURN?

Being a leader is fun, challenging, and rewarding. Leaders find that their experiences help them to become better parents. The following are some of the many dividends that will enrich your life as you dedicate your time, talent, and enthusiasm to Scouting:



- Fun and fellowship with other families, sharing your pride in the boys' accomplishments.
- The privilege of helping to enrich and strengthen families.
- A chance to help boys learn good citizenship and to help shape them into men who have strength of character and are sensitive to the needs of others.
- The opportunity to help make a difference in the lives of boys as they grow strong in mind and body.
- A code to live by that will set a worthwhile example for both boys and adults.
- The satisfaction of being a member of a worldwide movement, and pride in being publicly identified as a part of this organization. Wearing the Scouting uniform is a visible means of showing you believe in and stand up for the ideals and objectives of the Boy Scouts of America.

IMPORTANT INFORMATION

My pack number is _____

My den number is _____

My council is the Mid America Council

My den leader's name is _____

My den leader's phone number is _____

My den meets on _____

My den meets at _____

My Cubmaster's name is _____

My Cubmaster's phone number is _____

My pack meets on _____

My pack meets at _____

My unit commissioner's name is _____



pack Leader



Guide Book

Leadership Positions and definitions of responsibilities:

The Pack Committee

Every pack is under the supervision of a pack committee. This committee consists of a minimum of three qualified U.S. citizens of good character, 21 years of age or older, who are selected by the chartered organization and registered as adult leaders of the BSA. One of these is designated as pack committee chair. Obviously, with a committee of three, members must assume responsibility for more areas of service than with a committee of seven or more, where the responsibilities can be spread around. Although packs can and do operate with a minimum of three committee members, experience has shown that a larger committee generally ensures a stronger, more stable pack. A larger committee is better able to perform all the required functions of a successful pack program. It is also a way of involving more pack families in meaningful service to the pack.

General Responsibilities:

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

approving bills before payment by the pack treasurer

- Conduct the annual pack program planning conference and pack leaders' meetings.
- Complete Pack Committee Fast Start Training and Cub Scout Leader Basic Training.
- Complete BSA Youth Protection Training.
- Ask the committee to assist with recommendations for Cubmaster, assistant Cubmasters, den leader coaches, Webelos den leaders, and den leaders, as needed.
- Recognize the need for more dens, and see that new dens are formed as needed.
- Work with the chartered organization representative to provide adequate and safe facilities for pack meetings.
- Cooperate with the Cubmaster on council-approved money earning projects so the pack can earn money for materials and equipment.
- Manage finances through adequate financial records.
- Maintain adequate pack records and take care of pack property.
- If the Cubmaster is unable to serve, assume active direction of the pack until a successor is recruited and registered.
- Appoint a committee member or other registered adult to be responsible for Youth Protection training.
- Provide a parent training program.
- Develop and maintain strong pack-troop relationships, sharing with the troop committee the need for graduations into the troop.
- Work closely with the unit commissioner and other pack and troop leaders in effecting a smooth transition of Webelos Scouts into the troop.
- Help bring families together at joint activities for Webelos dens (or packs) and Boy Scout troops.
- Support the policies of the Boy Scouts of America.

Pack Secretary

- Keep informed of all Cub Scouting literature, materials, records, and forms to help leaders function effectively. Assist new den leaders by telling them what items are available.
- Acquaint den leaders with contents of the Pack Record Book so they will know how to

responsibility for paying dues and parents will be alert for opportunities for boys to earn dues money and develop habits of thrift.

- On request of den leaders, sympathetically counsel with a boy who does not pay dues, determine the reason, and encourage regular payment. If the boy is unable to pay, work out a plan with the Cubmaster and pack committee so the boy can earn dues.
- Periodically report on the pack's financial condition at the monthly pack meeting.

Make

regular monthly reports to the pack committee at pack leaders' meeting, and report to chartered organization as often as desirable on the financial condition of the pack.

- Provide petty cash needed by leaders. Keep a record of expenditures.
- Guide the pack in conducting council-approved, pack money -earning projects.

Pack Advancement Chair

- Have a working knowledge of the Cub Scout and Webelos Scout advancement plans.
- Help plan and conduct induction and advancement recognition ceremonies.
- Arrange for Tiger Cub graduation ceremonies with the Cubmaster and Tiger Cub coach.
- Train parents and pack committee in ways to stimulate Cub Scout and Webelos Scout advancement.
- Arrange for Webelos graduation ceremonies with the Cubmaster, Webelos den leader, and Scoutmaster.
- Promote the use of Cub Scout and Webelos Scout Den Advancement Charts to record advancement in the den and as an incentive for advancement.
- Promote the use of den doodles as a stimulus for advancement.
- Collect Den Advancement Reports at pack leaders' meetings for use when ordering badges and insignia from the local council service center.
- Promote Boys' Life magazine as an aid to advancement.
- Help build or obtain advancement equipment for use in making advancement ceremonies more effective.
- Promote wearing and proper use of uniform and insignia.

chartered organization.

- Make use of the news media in publicizing pack events.

Pack Outings/Activities Chair

- Help the Cubmaster and Pack Committee plan and arrange for outdoor activities.
- Arrange for property, fire, and tour permits when required.
- Locate new picnic areas.
- Arrange for safe transportation when needed.
- Plan first aid for emergencies.
- Help the Webelos den leader's plan Webelos overnights.
- Help arrange for equipment, as needed.
- Arrange for Safe Swim Defense implementation for all outings involving swimming.
- Plan outings to help pack and dens qualify for National Summertime Pack Award.
- Help inform parents about opportunities for family camping.
- Assist in the promotion of day camp and resident camp opportunities.
- Complete BSA Youth Protection Training.
- Be aware of BSA health and safety requirements and see that these are carried out.
- Know and carry out BSA outdoor program policy related to Cub Scouting. Review all activities to ensure unit leaders comply with BSA policies in the Guide to Safe Scouting.

Pack Membership and Re-registration Chair

- Prepare re-registration papers and an annual report to the chartered organization. Secure signatures and registration fees for the coming year.
- Ask the chartered organization representative to submit a charter application and annual report to the chartered organization for approval.
- At least a month before charter expiration, also arrange for the annual membership inventory, a uniform inspection, and the annual charter review meeting.
- Assist the Cubmaster and chartered organization representative in planning and conducting the formal charter presentation.
- Conduct an annual census of boys in the chartered organization for systematic

Responsibilities:

- Conduct a pack program according to the policies of the Boy Scouts of America.
- Complete Cubmaster Fast Start Training and Cub Scout Leader Basic Training.

Attend

monthly roundtables.

- Complete BSA Youth Protection Training.
- Plan and help carry out the Cub Scout program in the pack. This includes leading the monthly pack meeting, with the help of other leaders.
- Know about and use literature of the program, including Boys' Life and Scouting magazines and Cub Scout and Webelos Scout Program Helps.
- See that the pack program, leaders, and Cub Scouts reflect positively the interests and objectives of the chartered organization and the Boy Scouts of America.
 - Work with the pack committee on:
 - (1) Program ideas
 - (2) Selecting and recruiting adult leaders
 - (3) Establishing a budget plan.
 - Guide and support den leaders. See that they receive the required training for their position.
 - Recruit den leader coaches as needed.
 - Help organize Webelos den(s) and encourage graduation into a Boy Scout troop.
 - Help establish and maintain good relationships with Boy Scout troops.
 - Maintain good relationships with parents. Seek their support and include them in activities. Involve male relatives such as uncles and grandfathers, so Cub Scouts will have additional male role models.
- See that Cub Scouts and Webelos Scouts receive a quality, year-round program filled with fun and activities that qualify the dens and pack for the National Summertime Pack Award.
- Guide Cub Scouts in goodwill and conservation projects.
- Supervise the support of the Tiger Cub dens.
- See that the responsibilities specified for the assistant Cubmaster are carried out.

Cubmaster affects the kind of Cub Scouting each boy in the pack is offered. Although this job is an executive position, the Cubmaster has direct influence on the lives of individual boys by keeping in mind that boys can be made better through Cub Scouting.

The Assistant Cubmaster

Every pack should have at least one assistant Cubmaster. In most packs, two or three will be helpful, allowing the Cubmaster to divide the responsibilities.

Qualifications: Be a U.S. citizen at least 18 years of age, of good moral character and interested in working with boys. At least one assistant Cubmaster should be able to fill the Cubmaster's shoes in case of an emergency. Recommended by the Cubmaster, approved by the pack committee and chartered organization, and registered as an adult leader of the BSA.

Responsibilities: An Assistant Cubmaster's responsibilities (as designated by the Cubmaster) are to:

- Assist the Cubmaster as needed. Be ready to fill in for the Cubmaster, if necessary.
- Complete Cubmaster Fast Start Training and Cub Scout Leader Basic Training.

Attend

monthly roundtables.

- Complete BSA Youth Protection Training.
- Participate in pack meetings.
- Supervise den chiefs and see that they are trained.
- Work with neighborhood troops that supply den chiefs and into which Cub Scouts may graduate.
- Help inform pack leaders of training opportunities and arrange for them to attend training sessions.
- Work with the pack committee to develop and promote an ongoing plan for recruiting new boys.
- Work with the Cubmaster and pack committee on pack re-registration.
- Assist in pack activities such as dinners, pinewood derbies, bike safety workshops, service projects, etc.
- Work with the pack committee on outings to see that the pack and dens qualify for the

using material provided by the Boy Scouts of America

- Conducting other training as designated by the council
- Encouraging pack leaders to attend ongoing training, such as roundtables, University of Scouting, outdoor skills training, youth protection training, and Wood Badge
- Remaining current with training material and program updates
- Keeping pack training records current
- The pack trainers' goal is to have 100 percent of the pack and committee leaders trained in their position responsibilities. New leaders and parents should receive orientation within one week of joining the pack, and leaders should receive position training within 30 days.
- Support the policies of the Boy Scouts of America.

The responsibilities can be summarized as the following:

1. Under the direction of the pack committee chairperson, with guidance and assistance from the district Cub Scout training committee, the pack trainer helps leaders and parents understand purposes, policies and procedures of Cub Scouting.
2. The pack trainer conducts, or facilitates, the training of leaders and parents in the pack. The pack trainer provides coaching and training to help leaders learn to plan and conduct pack and den meetings and activities. The pack trainer orients parents and leaders, and trains each leader to perform his or her specific position.
3. Pack trainer is a registered pack position.
4. Participate in monthly pack committee meetings

The Cub Scout Den Leader

Qualifications: Be a U.S. citizen at least 21 years of age and of good moral character. Should be interested in, enjoy working with boys, and be able to work with adults. May be a parent of a boy in the den. Recommended by the Cubmaster after consultation with parents of the Cub Scouts involved, and approved by the pack committee and chartered organization. Registered as an adult leader of the BSA.

acquainted and strengthen den operation. Have open communications with den families.

- Involve den fathers, uncles, and grandfathers in outings and other den activities so boys will have additional male role models.
- See that a leader is available for all den meetings and activities. Call on the assistant den leader or den leader coach to fill in when necessary.
- Take part in the annual pack program planning conference and pack leaders' meetings (or den leader-den leader coach meetings).
- Help set a good example for the boys by behavior, attitude, and proper uniforming.
- Support the policies of the Boy Scouts of America.

The responsibilities can be summarized as the following:

1. Work directly with other den and pack leaders to ensure their den is an active and successful part of the pack.
2. Plan, prepare for, and conduct den meetings with the assistant den leader and den chief.
3. Attend the pack leaders' meetings.
4. Lead the den at the monthly pack activity.

The Assistant Den Leader

Each den should have at least one assistant den leader, and more if needed.

Qualifications: Be a U.S. citizen* at least 18 years of age, of good moral character and able to perform the duties assigned by the den leader. Should be able to fill in for the den leader in case of emergency.

Recommended by the Cubmaster after consultation with the den leader and parents of the Cub Scouts involved, and approved by the pack committee and chartered organization. Registered as an adult leader of the BSA.

- Complete BSA Youth Protection Training.
 - Lead the den in its participation at the monthly pack meetings.
 - Help establish a close working relationship with the assistant Webelos den leader and Webelos den chief, functioning with them as a den leadership team.
 - Work in harmony with other den and pack leaders. Work with the Cubmaster and pack committee in recruiting new Webelos Scouts.
 - Help train the Webelos den chief and guide him to work with Webelos Scouts. Attend den chief training with him. See that he receives recognition for his efforts at den and pack meetings.
 - Meet regularly with the Webelos den chief. Let him help plan Webelos den meetings and activities. Give him meaningful assignments.
 - Provide worthwhile tasks for the Webelos denner so he can assume some responsibility and gain satisfaction from his efforts.
 - Use Boy's Life and Scouting magazines and Webelos Scout Program Helps as resources for ideas and information.
 - Instill Scouting's spirit and moral values by personal example, ceremonies, and meaningful activities such as service projects.
 - Collect den dues and turn them in to the pack treasurer at the pack leaders' meeting. Keep accurate records of den dues and attendance.
 - Encourage Webelos Scouts to advance. Maintain high advancement standards.
- Keep
- accurate advancement records and see that the boys are promptly recognized for their achievements.
 - With the help of the Cubmaster, pack committee, and unit commissioner, determine one or more neighborhood Boy Scout troops into which Webelos Scouts will be graduated and establish a good working relationship with those troops. Try to graduate every Webelos Scout into a troop.
 - Work with the Scoutmaster and assistant Scoutmaster to plan and conduct meaningful joint activities.
 - Work with the Cubmaster to see that impressive graduation ceremonies are conducted

Responsibilities: The assistant Webelos den leader's responsibilities are to:

- Assist the Webelos den leader as needed. Carry out the duties assigned by the Webelos den leader. Be ready to fill in for the den leader in case of emergency.
- Help establish and maintain a close working relationship with the Webelos den leader and Webelos den chief, functioning with them as a den leadership team.
- Help establish and maintain good relationships with neighborhood Boy Scout troops into which Webelos Scouts will graduate.
- Complete Webelos Den Leader Fast Start Training, Cub Scout Leader Basic Training, and Webelos Den Leader Outdoor Training. Attend monthly roundtables.
- Complete BSA Youth Protection Training.
- Attend monthly pack meetings and assist as needed.
- Take part in the annual pack program planning conference and monthly pack leaders' meetings.
- Support the policies of the Boy Scouts of America. The assistant Webelos den leader shares the work of the Webelos den leader and may be called upon to handle various details of den operation.

Tiger Cub Den Leader

Qualifications: Be a U.S. citizen at least 21 years of age and of good moral character. Should be interested in and enjoy working with boys and be able to work with adults. Must be a parent of a boy in the den. Recommended by the Cubmaster after consultation with parents of the Tiger Cubs involved. Registered as an adult leader of the BSA.

Responsibilities: The Tiger Cub den leader's responsibilities are to

- Give leadership in carrying out the pack program in the den.
- Complete Den Leader Fast Start Training and Cub Scout Leader Basic Training.
- Attend monthly roundtables.
- Complete BSA Youth Protection Training.
- Lead the den in its participation at pack meetings. Serve as den host or hostess for den parents at pack meetings.

The Activity Badge Counselor

Qualifications: The activity badge counselor may be a Webelos parent, a pack leader, a teacher, coach, or other adult qualified to teach one or more activity badges to Webelos Scouts. This is usually a temporary position.

Responsibilities: The activity badge counselor's responsibilities are to:

- Provide activity badge instruction at Webelos den meetings, as requested by the Webelos den leader. This could include providing resources and instruction on model building, leading field trips, instruction and help on collections and specimens, and other projects, depending on the activity badge requirements. The service usually extends over three or four den meetings for each badge.
- Be familiar with the Webelos Scout Book in presenting activity badge information and certifying requirements.
- Help Webelos Scouts gain self-confidence in completing projects and in dealing with adults.
- Follow the Webelos den time schedule for activity badge instruction.
- Help recruit other activity badge counselors.

The Troop Webelos Resource Person

Qualifications: A registered adult in the troop, usually the assistant Scoutmaster for new Scouts. May have personal knowledge in teaching Boy Scout skills, but equally important, should know where to secure resource people to assist in Webelos activity badges and other projects. Is appointed by the Boy Scout troop to serve as the liaison between the troop and Webelos den(s).

Responsibilities: The troop Webelos resource person's responsibilities are to:

- Work closely with the Webelos den leader to use the supportive talents, equipment, and know-how of the troop to help prepare Webelos Scouts and their families for a good Boy Scout experience.
- Help schedule joint activities each quarter for Webelos dens (or packs) and Boy Scout troops.

- Encourage Cub Scouts to become Webelos Scouts when they are eligible.
- Help the denner and assistant denner to be leaders.

"Keys to success... Research your idea, Plan for success, Expect success, & just plain do it! It amazes me how many people skip the last step! Practice being a "doer" and success will follow you every step of the way!" -- Josh S. Hinds

The Webelos Den Chief

Qualifications: An older, experienced Boy Scout, Varsity Scout, or Explorer who has been a Boy Scout. Preferably, a boy who is at least 13 years of age and at least First Class rank. Selected by the senior patrol leader and Scoutmaster, Varsity Scout Coach, or Explorer Advisor upon request by the Cubmaster or Webelos den leader. Approved by the Cubmaster and pack committee for recommendation to the Webelos den leader.

Registered as a youth member of a troop, team, or post.

Responsibilities: The Webelos den chief's responsibilities are to

- Know the purposes of Cub Scouting.
- Help Webelos Scouts achieve the purposes of Cub Scouting.
- Serve as the activities assistant at Webelos den meetings.
- Set a good example by attitude and uniforming.
- Be a friend to the boys in the Webelos den.
- Take part in weekly den meetings.
- Assist the Webelos den in its part of the monthly pack meeting.
- Meet regularly with the Webelos den leader to review den meeting plans.
- Assist Webelos den leaders as requested.
- Help Webelos Scouts in their work with activity badge counselors.
- Help the Webelos denner and assistant denner to be leaders.

Cub Scout Assistant Denner

The Cub Scout assistant denner is a den member elected by the den for a short term of office, coinciding with the denner's term. He assists the denner, and usually becomes denner for the next term.

Webelos Scout Denner

The Webelos Scout denner is a Webelos Scout who has been elected by secret ballot by the Webelos den for a short term of office, usually three to six months. His responsibilities are determined by the Webelos den leader and Webelos den chief, and might include such things as leading ceremonies, preparing equipment, setting up the meeting room, greeting new boys and helping them get acquainted, assisting with tricks and puzzles, or other worthwhile tasks.

Webelos Scout Assistant Denner

The Webelos Scout assistant denner is a den member elected by the den for a short term of office, to coincide with the Webelos Scout denner's term. He assists the denner, and usually becomes Webelos Scout denner for approving bills before payment by the pack treasurer the next term

