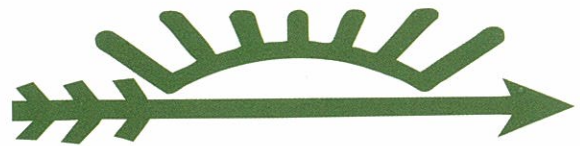


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# DEN LEADER GUIDE



BOY SCOUTS OF AMERICA®

C U B  S C O U T S





**WEBELOS**

**DEN LEADER  
GUIDE**



BOY SCOUTS OF AMERICA®

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# A WORD ABOUT YOUTH PROTECTION

Child abuse is a serious problem in our society and, unfortunately, it can occur anywhere, even in Scouting. Because youth safety is of paramount importance to Scouting, the Boy Scouts of America continues to strengthen barriers to abuse through its policies and leadership practices, through education and awareness for youth, parents, and leaders, and through top-level management attention to any reported incidents.

## KEY TO SUCCESS: LEADERSHIP EDUCATION AND TRAINING

Registered leaders are required to complete Youth Protection training within 30 days of registering. Parents, guardians, and any adults working with youth (whether in Scouting or not) are also encouraged to take the training.

To take the training online, go to [www.myscouting.org](http://www.myscouting.org) and establish an account. If you do not yet have your membership number, be sure to return to MyScouting later and enter your number for training record credit.

The training must be taken every two years to remain current. If a volunteer does not meet the BSA's Youth Protection training requirement at the time of recharter, the volunteer will not be reregistered.

## BSA YOUTH PROTECTION TRAINING

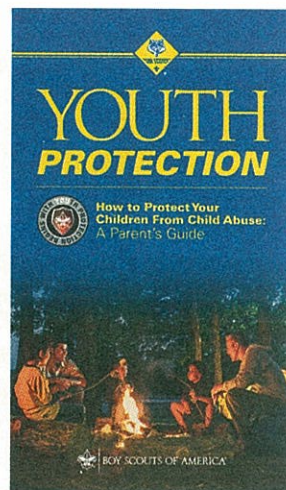
The BSA created Youth Protection training to address the needs of different age groups as follows.

- **Youth Protection Training for Volunteer Leaders and Parents**—Adults come away with a much clearer awareness of the kinds of abuse, the signs of abuse, and how to respond and report should a situation arise.
- **Youth Protection Guidelines: Training for Adult Venturing Leaders**—Designed to give guidance to the leaders in our teenage coed Venturing program. Supervision and relationship issues have a different focus regarding personal safety with this age group.
- **It Happened to Me**—Developed for Cub Scout-age boys from 6 to 10 years old and their parents. It addresses the four rules of personal safety: Check first, go with a friend, it's your body, and tell.
- **A Time to Tell**—A video for Boy Scout-age boys from 11 to 14 years old—the target group for most molesters. It stresses the three R's of youth protection: Recognize, Resist, and Report.
- **Personal Safety Awareness for Venturing**—Developed for youth ages 13 through 20 in the coeducational Venturing program. It deals with issues pertinent to this age group.

The BSA has Youth Protection policies to protect youth, and these same policies help protect adult volunteers. These and other key policies are addressed in the training:

- Two-deep leadership is required on all outings.
- One-on-one contact between adults and youth members is prohibited.
- Privacy of youth is respected.
- Separate accommodations for adults and Scouts are required.
- Units are responsible to enforce Youth Protection policies.

To find out more about the Youth Protection policies of the BSA and how to help Scouting keep your family safe, see the *Guide to Safe Scouting* at [www.scouting.org/HealthandSafety/GSS/toc.aspx](http://www.scouting.org/HealthandSafety/GSS/toc.aspx) and the Parent's Guide in any of the Cub Scouting or Boy Scouting handbooks, or go to [www.scouting.org/Training/YouthProtection.aspx](http://www.scouting.org/Training/YouthProtection.aspx).



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# WELCOME

Welcome, Cub Scout leader! You have chosen to make an important difference in the lives of the boys in your den and pack. With your guidance as their leader, the Cub Scouts will develop character, leadership skills, responsibility, fitness, and a love for fun while learning. Your role as a den leader is a critical one to a boy's success and continued involvement in Cub Scouting. This guide is your key to leading a successful program for the boys in your den. The materials have been developed to help bring to life the adventures promised in the *Tiger Handbook*, *Wolf Handbook*, *Bear Handbook*, and *Webelos Handbook*.

## WEBELOS INTRODUCTION

The basic information for planning and conducting Webelos den meetings and activities can be found in this guide and in the Cub Scout Leader Book. The Webelos program plan for a den will depend on the starting date and transition date of the Scouts. A base plan, derived from the den meeting plans, is offered in the Webelos and Arrow of Light Program Planning section of this guide. This plan will create the opportunity to earn the Arrow of Light badge while boys prepare to become Boy Scouts. The Webelos den leader may modify or reorder this plan to meet the needs of the den, so long as all advancement requirements are met for the Webelos badge and the Arrow of Light badge.

You can find additional planning ideas in the Webelos Handbook, and the Cub Scout Ceremonies for Dens and Packs. You can also get suggestions, information, and support from fellow leaders, the unit commissioner, and the district training staff, as well as by attending Cub Scout leader roundtables, pow wows, and universities of Scouting.

Finally, a wealth of information is available at the National Council website, [www.scouting.org](http://www.scouting.org).

## AN OVERVIEW OF CUB SCOUTING

### THE PURPOSE OF CUB SCOUTING

Cub Scouting is a year-round, family-oriented part of the Boy Scouts of America program designed for boys who are in first through fifth grades (or are 7, 8, 9, and 10 years of age). Parents, leaders, and organizations work together to achieve the 10 purposes of Cub Scouting:

- Character Development
- Spiritual Growth
- Good Citizenship
- Sportsmanship and Fitness
- Family Understanding
- Respectful Relationships
- Personal Achievement
- Friendly Service
- Fun and Adventure
- Preparation for Boy Scouts



All the activities leaders plan and boys enjoy should relate to one or more of these purposes.

### CUB SCOUTS: A POSITIVE PLACE

The Boy Scouts of America emphasizes a positive place in Cub Scouting. Any Cub Scouting activity should take place in a positive atmosphere where boys can feel emotionally secure and find support, not ridicule. Activities should be positive and meaningful and should help support the purpose of the BSA.



# ONE OATH, ONE LAW

Use of the Scout Oath and Scout Law in Cub Scouts and all Scouting programs is designed to help emphasize the unity of the Scouting movement. This helps fulfill Scouting's mission and vision statements, both of which mention the Scout Oath and Scout Law:

**Vision Statement:** The Boy Scouts of America will prepare every eligible youth in America to become a responsible, participating citizen and leader who is guided by the Scout Oath and Law.

**Mission Statement:** The mission of the Boy Scouts of America is to prepare young people to make ethical and moral choices over their lifetimes by instilling in them the values of the Scout Oath and Law.

Scout Oath	Scout Law
On my honor I will do my best To do my duty to God and my country and to obey the Scout Law; To help other people at all times; To keep myself physically strong, mentally awake, and morally straight.	A Scout is trustworthy, loyal, helpful, friendly, courteous, kind, obedient, cheerful, thrifty, brave, clean, and reverent.

## Age-Appropriate Expectations for Learning the Scout Oath and Scout Law

The concepts of the Scout Oath and Scout Law are difficult to master, but they are not so difficult that a Cub Scout cannot begin the journey. In the beginning of the Cub Scout's journey, don't expect him to memorize. The Scout Oath and Law are printed on the back cover of the handbooks. Use the handbook or a poster as an aid to reciting.

You can also use older Scouts and adults as mentors to help bring your Cub Scouts along at a pace comfortable for their learning needs.

The following descriptions can help you explain the meaning of the Scout Oath and Scout Law to Cub Scouts:

## The Meaning of the Scout Oath

### *ON MY HONOR*

Saying "On my honor" is like saying "I promise." It means that you will do your best to do what the Scout Oath says.

The Scout Oath has three parts. Let's look at what they mean.

### *TO DO MY DUTY TO GOD AND MY COUNTRY AND TO OBEY THE SCOUT LAW*

A duty is something you are expected to do. At home, you might be expected to make up your bed or take out the trash. You also have duties to God and to your country. You do your duty to God by following the teachings of your family and religious leaders. You do your duty to your country by being a good citizen and obeying the law. You also promise to live by the 12 points of the Scout Law, which are described here.

### *TO HELP OTHER PEOPLE AT ALL TIMES*

Many people need help. A friendly smile and a helping hand make life easier for others. By doing good deeds, you make our world a better place.

### *TO KEEP MYSELF PHYSICALLY STRONG, MENTALLY AWAKE, AND MORALLY STRAIGHT*

The last part of the Scout Oath is about taking care of yourself. You stay physically strong when you eat the right foods and get plenty of exercise. You stay mentally awake when you work hard in school, learn all you can, and ask questions. You stay morally straight when you do the right thing and live your life with honesty.

## The Meaning of the Scout Law

The Scout Law has 12 points. Each one is a goal you should do your best to achieve.

A Scout is **TRUSTWORTHY**.

A Scout tells the truth and keeps his promises. People can depend on him.

A Scout is **LOYAL**.

A Scout is true to his family, friends, Scout leaders, school, and country.

A Scout is **HELPFUL**.

A Scout volunteers to help others without expecting a reward.

A Scout is **FRIENDLY**.

A Scout is a friend to everyone, even people who are very different from him.

A Scout is **COURTEOUS**.

A Scout is polite to everyone and always uses good manners.

A Scout is **KIND**.

A Scout treats others as he wants to be treated. He never harms or kills any living thing without good reason.

A Scout is **OBEDIENT**.

A Scout follows the rules of his family, school, and pack. He obeys the laws of his community and country.

A Scout is **CHEERFUL**.

A Scout looks for the bright side of life. He cheerfully does tasks that come his way. He tries to make others happy.

A Scout is **THRIFTY**.

A Scout works to pay his way. He uses time, property, and natural resources wisely.

A Scout is **BRAVE**.

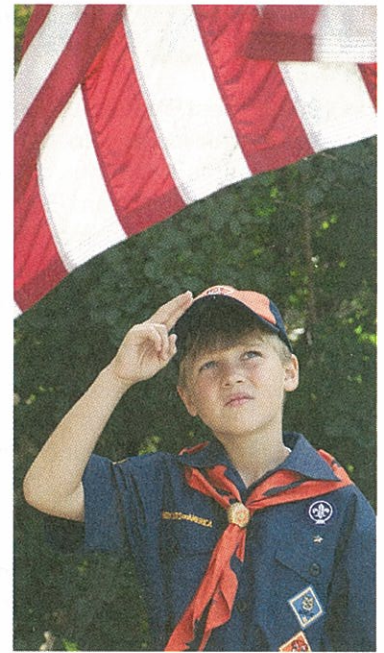
A Scout can face danger even if he is afraid. He stands for what is right even if others laugh at him.

A Scout is **CLEAN**.

A Scout keeps his body and mind fit. He helps keep his home and community clean.

A Scout is **REVERENT**.

A Scout is reverent toward God. He is faithful in his religious duties. He respects the beliefs of others.





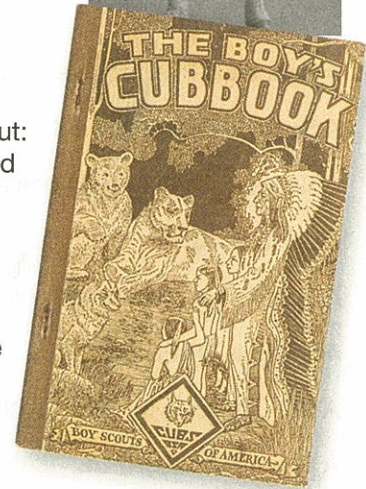
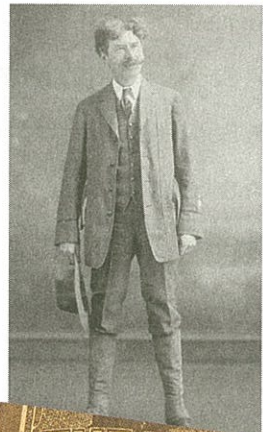
# HISTORY OF THE WEBELOS PROGRAM

In 1902, Ernest Thompson Seton started an outdoor program for boys called the Woodcraft Indians. In 1910, he became one of the founders of the new Boy Scout movement and one of its best-known promoters. During the 1920s, he helped Dr. Huber William Hurt develop the Cub program, and by 1928, Cubbing units were field tested in each of the BSA's regions. On April 1, 1930, the first pack charters were issued for the new Cubbing program (not officially called Cub Scouting until 1945). The first piece of Cubbing literature, *The Boy's Cubbook*, was also published in 1930.

The new program adapted activities, games, and ceremonies from other youth groups, such as Seton's Woodcraft Indians; Wolf Cubbing, developed in England by Lord Baden-Powell; and the Boy Rangers of America. American Indian lore was emphasized.

In the first handbooks, Akela was an American Indian boy, son of the chief of the Webelos Tribe. "Webelos" was explained as "a word with an inner meaning, signifying progress from Wolf through Bear and Lion Ranks to Scout: W-B-L-S...We'll Be Loyal Scouts." The chief of the Webelos Tribe was named Arrow of Light, which was adapted from the Arrow Park World Jamboree in London in 1929, when the Golden Arrow was made the symbol of world friendship.

The Cubbing story told of the boy Akela being taken on trips into the forest where he learned knowledge and skills from the wolf and the bear. Before he could become a Scout, he had to look the lion in the eye and learn courage and determination. Then, he was admitted to the lower ranks of the young Scouts of the trail, advancing (at the age of 12) from the world brotherhood of Cubs into the world brotherhood of Scouts.





In later years, the name Akela was used for the chief of the tribe or pack. By 1980, a parent, an older brother or sister, or an adult friend could be Akela and help the Cub Scout along the advancement trail.

In the 1930s, Cubbing organization structure was like today's Cub Scouting, except that dens were led by Boy Scout den chiefs. Dens met weekly at a member's home for games, den competitions, advancement awards, stunts, and other activities. A Cub's advancement was from Bobcat (all new members) to Wolf (9 years old), Bear (10 years old), and Lion (11 years old).

In 1953, a Cub Scout advisory group began studying a proposed Webelos den plan to help create more variety in the program for older boys. In 1954, the Webelos den was created for 10 1/2-year-old boys, with a new Webelos den badge. The first Lion-Webelos Book with meeting outlines helps for Webelos leaders was introduced in 1958.

In 1988, a two-year Webelos Scout program was recommended; however, the changes were not fully implemented until 1989. These changes included an expanded outdoor program with more opportunities for boy leadership, which would provide a better vehicle for Webelos Scouts to progress into Boy Scouting.

The most recent changes to the Webelos program were released in 2015 with a new emphasis on adventure as the heart of the program. The updated program materials focus on delivering the aims of Scouting to boys and their families and further emphasize the role of leadership and outdoor adventure. The Webelos den program of the 21st century is an exciting adventure for boys, their families, and their leaders. The outdoor program, the opportunities for boy leadership, and the preparation for boys to leave Cub Scouting and embark on the adventure of Boy Scouting are all wonderful steps for boys to take on the road to becoming a First Class Boy Scout and then soaring on to Eagle.





# DELIVERING THE CUB SCOUT PROGRAM

Cub Scouting can be extremely rewarding for the boys in the program and their adult leaders. Taking the time to review this information and using the den meeting plans in this den leader guide is the first and best step toward assuring that you can deliver the fun the boys want as easily as possible. Following are some considerations to make things even smoother.

## SAFETY FIRST

In conducting activities, Cub Scout den leaders must maintain adequate supervision and assure the proper use of materials. Be careful, and remember: Safety must always come first!

Refer to the latest printing of the *Guide to Safe Scouting*, No. 34416, for information on policies relating to the many activities in which your den may participate.

The *Guide to Safe Scouting* is available on the National Council Web site at [www.scouting.org](http://www.scouting.org), or you can find it at your local council service center. **The online version of the *Guide to Safe Scouting* will always have the most current information ([www.scouting.org/HealthandSafety/GSS/toc.aspx](http://www.scouting.org/HealthandSafety/GSS/toc.aspx)).**

## ROLES AND RESPONSIBILITIES IN CUB SCOUTING

Adults support Cub Scouting through a variety of ways. Some adults take on a role with the pack committee and provide support through finance, facilities, and recruiting new leaders. Below are job descriptions for key roles in a Cub Scout den.

### ◆ DEN LEADER

Cub Scout den leaders work directly with Cub Scouts and their parents/guardians to execute the Cub Scouting program in the den.

**Qualifications:** Is at least 21 years old, and should be an experienced leader, but may be a parent or guardian of a boy in the den. Recommended by the Cubmaster after consultation with the parents and guardians of the Cub Scouts involved, and approved by the pack committee and chartered organization. Registered as an adult leader of BSA.

#### **Responsibilities:**

- Work directly with other den and pack leaders to ensure that the den is an active and successful part of the pack.
- Plan, prepare for, and conduct den meetings with the assistant den leader and den chief (if Wolf, Bear, or Webelos den leaders) or adult partners (if Tiger den leaders).
- Attend the monthly pack leaders' meetings.
- Lead the den at the monthly pack activity.
- Ensure the transition of Cub Scouts to a den of the next rank (or to a Boy Scout troop if Webelos Scouts) at the end of the year by encouraging them to earn the adventures for advancement.
- Keep accurate records, and see that Cub Scouts receive recognition for their achievements.
- Help the den earn the National Den Award.
- Establish good working relationships with den families, seeking out their skills and talents.
- Follow the policies of the Boy Scouts of America.



Your Cubmaster or pack trainer will be glad to explain any of these responsibilities. Being a trained leader will also help you understand the responsibilities of your role.

Tiger den leaders should do the following.

- Coordinate shared leadership among the Tiger adult partners in the den.
- Ensure that each Tiger and his adult partner have the opportunity to be the host team, planning and executing the den activities, and rotate responsibilities monthly.

All Cub Scout den leaders should keep in mind these responsibilities.

- Help train the den chief and guide him in working with Cub Scouts. See that he receives recognition for his efforts at den and pack meetings.
- Provide meaningful responsibilities for the denner and assistant denner so that they can learn responsibility and gain satisfaction from their efforts.

The Webelos den leader should remember these responsibilities.

- Help train the Webelos den chief and guide him in leading Webelos Scouts. Attend den chief training with him. See that he receives recognition for his efforts at den and pack meetings.
- Provide worthwhile tasks for the Webelos denner so that he can assume some responsibility and gain satisfaction from his efforts.
- Along with the Scoutmaster and assistant Scoutmaster, plan and conduct meaningful joint activities.
- Plan and carry out overnight campouts and other outdoor activities.

### ◆ ASSISTANT DEN LEADER

The assistant Cub Scout den leader shares the responsibilities of the Cub Scout den leader and may be called upon to serve as a family contact or record keeper or to handle other details of den operation. Each den should have at least one assistant den leader, and more if needed. Successful den leaders share their leadership with their assistant den leader.

### ◆ PARENTS/GUARDIANS/FAMILIES

Cub Scouting seeks to support the family, whatever that looks like. When we speak of parents or families, we are not referring to any particular family structure. Some boys live with two parents, some live with one parent, some have foster parents, and some live with other relatives or guardians. Whomever a boy calls his family is his family in Cub Scouting.

Our focus is on helping build strong families as we build stronger boys. Don't try to carry the load yourself. Involve parents or guardians and encourage them to lend expertise to the program in their areas of interest. Each parent has something to contribute. Invite them to participate and use their skills. Use "two-deep leadership," which means that two adults are required for all outings or activities. Review the section in the *Cub Scout Leader Book* on Parents and Families for more information on how parents can help.

### ◆ DENNER AND ASSISTANT DENNER

The denner is a den member selected to be a boy leader for a short period of time—anywhere from one week to several months. It is a good practice for the den leader to rotate the position of denner throughout the den so all boys have the opportunity to experience the leadership position. The den leader and den chief determine his responsibilities, which might include helping to set up and clean up the den meeting place; helping with games, ceremonies, tricks, and puzzles; leading a song; or acting as den cheerleader. The denner should be given meaningful responsibilities and recognition to help him learn how to be a leader. The denner wears a shoulder cord on the left shoulder. Some dens also have assistant denners who assist the denner and may move up to the denner position after his rotation.



## ◆ DEN CHIEF

The den chief is a Boy Scout, Varsity Scout, Venturer, or Sea Scout who serves as an activities assistant at Wolf, Bear, or Webelos Scout den meetings. He (or she, if you work with a female Venturer or Sea Scout) can serve as a positive role model for Cub Scouts as they look toward joining the Boy Scout program and beyond. The Scoutmaster from a local troop may be able to help identify a den chief.

## THE ROLE OF TRAINING

Core to succeeding with these responsibilities is the concept that every Cub Scout deserves a trained leader. Being a trained leader helps you deliver the program in a way that is effective and efficient with a focus on the core objectives for the boy. Becoming a trained leader requires completion of the following training:

- Youth Protection
- Leader Position-Specific

Both trainings are available online at [www.myscouting.org](http://www.myscouting.org) and as an in-person training through your local council service center. Consult with your pack trainer or visit [www.myscouting.org](http://www.myscouting.org) for training options. Leaders who have completed these two trainings qualify to wear the trained leader strip.

## RESOURCES

This *Den Leader Guide* is designed to be self-contained, including all the information you will need to run your den meetings. However there are additional resources which add character and context to the Cub Scout leader's experience. As you gain more experience you should consider having the following in your personal Cub Scouting library. Many packs have pack libraries as well for sharing among their pack leadership.

- *Cub Scout Leader Book* (No. 33221)
- *Leader How-To Book* (No. 33832)
- *Ceremonies for Dens and Packs* (No. 33212)
- *Webelos Handbook* (No. 33452)
- *Group Meeting Sparklers* (No. 33122)
- *Cub Scout Songbook* (No. 33222)

## THE CUBMASTER: YOUR KEY RESOURCE FOR PROGRAM PLANNING

You will work closely with the Cubmaster to deliver the Cub Scout program to the boys in your den. The Cubmaster works as the program leader for the pack. In addition to working with den leaders, he or she will lead the pack program at your monthly pack meeting. Some of the ways you and the Cubmaster will collaborate include the following:

- Work together to plan and help carry out the Cub Scout program in the pack according to the policies of the BSA. This includes leading the monthly pack meeting with the help of other leaders.
- With the pack committee, develop and execute a year-round recruitment plan for recruiting boys into Cub Scouting.
- Acquire and use the appropriate and available Scouting literature, including the den leader guide for each program level and the pack meeting plans available online at [www.scouting.org](http://www.scouting.org).
- See that the pack program, leaders, and Cub Scouts positively reflect the interests and objectives of the chartered organization and the BSA.
- Encourage movement into a Boy Scout troop by establishing and maintaining good relationships with Boy Scout troops; this is especially important for Webelos den leaders. Your pack may have an assistant Cubmaster whose primary responsibility is to support transition from Cub Scouting into Boy Scouting.

- Together, maintain good relationships with parents and guardians. Seek their support, and include them in activities.
- Work collaboratively to ensure that Cub Scouts receive a quality, year-round program filled with fun and activities that qualify the dens and pack for the National Summertime Pack Award.
- Participate with the Cubmaster and the pack committee chair in the pack's annual program planning conference and the monthly pack leaders' meetings.
- Work as a team with the pack committee chair to cultivate, educate, and motivate all pack leaders and parents or guardians in Cub Scouting.
- Work together to conduct impressive advancement, recognition, and graduation ceremonies. For Webelos ceremonies, involve Scoutmasters and other Boy Scout and Scout leaders.
- Bring families together at joint activities for Webelos dens (or packs) and Boy Scout troops.
- Support the policies of the BSA.

In addition to coaching and supporting den leaders, the Cubmaster will help coordinate den activities that will take place during the pack meeting. Many of the advancement requirements that are related to outdoor adventure and leadership development require the boys in each den to work with each other during pack meetings. The Cubmaster will help to organize those activities.

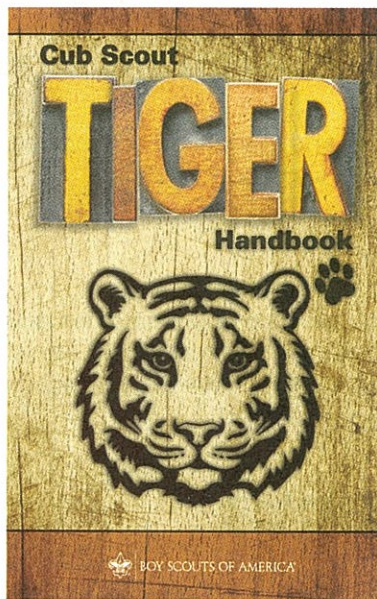
## RESPONSIBILITIES TO THE BOYS

All Cub Scout leaders have certain responsibilities to the boys in Cub Scouts. Each leader should:

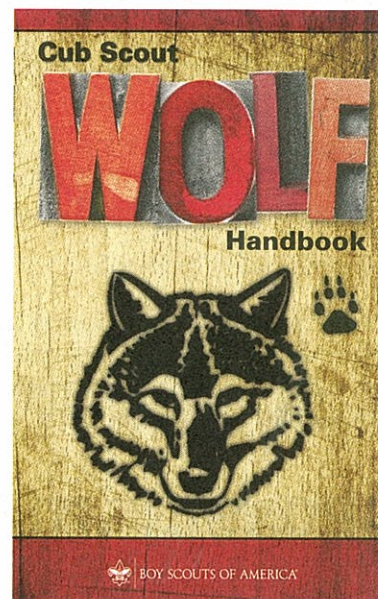
- Respect boys' rights as individuals and treat them as such. In addition to common-sense approaches this means that all parents/guardians should have reviewed *How to Protect Your Children From Child Abuse: A Parent's Guide*, and all youth leaders must have taken the BSA's Youth Protection training.
- See that boys find the excitement, fun, and adventure that they expected when they joined Cub Scouting.
- Provide enthusiasm, encouragement, and praise for boys' efforts and achievements.
- Develop among the boys a feeling of togetherness and team spirit that gives them security and pride.
- Provide opportunities for boys to experience new dimensions in their world.



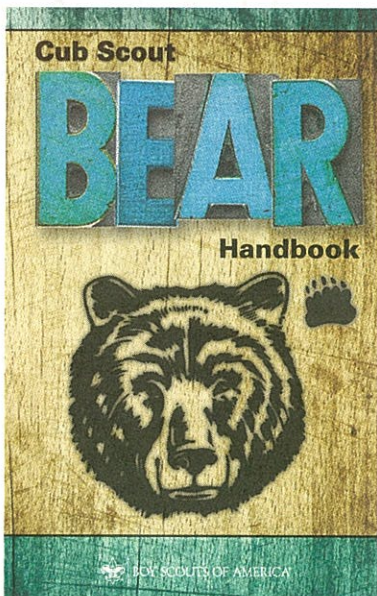
# THE CUB SCOUT RANKS AND HANDBOOKS



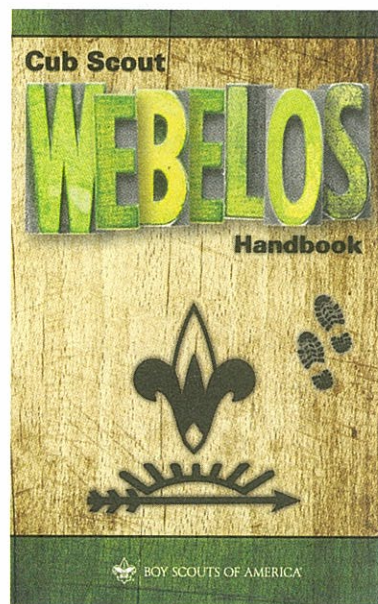
A boy who is 7 years old or is in the first grade is a Tiger, and his adventures are found in the *Tiger Handbook*.



A boy who is 8 years old or is in the second grade is a Wolf, and his adventures are found in the *Wolf Handbook*.



A boy who is 9 years old or is in the third grade is a Bear, and his adventures are found in the *Bear Handbook*.



A boy who is 10 and 11 years old or is in the fourth or fifth grade is a Webelos Scout, and his adventures are found in the *Webelos Handbook*.

The den meeting plans are written to help a boy earn the adventure requirements in his handbook. A den leader is strongly encouraged to have the handbook for the den he or she is leading as well, to be able to follow along with the boys and review for den meeting planning.







## ◆ HOW THE ADVANCEMENT PROGRAM WORKS

The success of the advancement program depends entirely on how Cub Scout leaders and parents apply it. Careful research has gone into developing the advancement program, but den and pack leaders and families make advancement work in the dens, in the home, and, most importantly, in the lives of boys.

### Goals of the Advancement Program

When implemented correctly, the advancement program will:

- Help build a boy's self-esteem.
- Help build his self-reliance as he discovers his increasing abilities.
- Give a boy the positive recognition that he needs.
- Bring a boy and his family closer through the advancement activities that family members enjoy together.

### The Den Leader

The den leader has the following responsibilities related to advancement.

1. Stimulate interest in advancement by delivering fun and exciting den meetings using the *Webelos Den Leader Guide* and by providing opportunities for boys to work on advancement requirements in den meetings.
2. Plan meetings that support the advancement program. The den chief or *Webelos* den chief can help.
3. Help parents and adult partners understand the advancement plan and their role in promoting advancement. Make sure returning parents understand how the advancement process works at each program level.
4. Keep accurate records of requirements that boys complete. Promptly provide the pack leadership with the advancement records so boys can be recognized at the next pack meeting.
5. Identify boys who are not advancing and find out why. This could indicate a weakness in the den or pack program or something you could do to help these boys catch up to their peers.
6. Provide reinforcement for and recognition of advancement at den meetings. These can include advancement charts, den doodles, and immediate recognition items.
7. Make sure that impressive advancement ceremonies and graduation ceremonies are conducted at the pack meetings. For the Arrow of Light rank, involve the Scoutmaster and the troop's youth leaders.



### The Cubmaster

The Cubmaster has these responsibilities related to advancement.

1. Provide a quality year-round program full of action and fun that appeals to boys. See that den and pack activities are planned so that completing required and elective adventures for all levels is a natural outcome of the month of fun.
2. Guide den leaders in the use of the *Webelos Den Leader Guide* to help organize and deliver each meeting's program for each level of programming.
3. Work with den leaders to coordinate den activities at pack meetings that support the use of the Cub Scout adventure program materials.
4. Provide advancement reinforcement at the pack meeting, such as colorful and exciting induction, advancement, and graduation ceremonies. Encourage displays of advancement charts and den doodles at pack meetings.
5. Ensure that boys who have earned awards receive them at the next pack meeting. Don't let boys get discouraged by having to wait for recognition.





6. Make sure that den leaders are trained and know how to use the advancement program effectively.
7. See that advancement standards are maintained. Every boy should do his best to complete the requirements as presented in the program.
8. Coordinate with the pack committee to ensure that accurate advancement records are kept. Follow up on boys who are not advancing and find out why.

### The Pack Committee

Pack committee members have these responsibilities related to advancement.

1. Help train leaders and adult partners or family members in the proper use of the advancement program.
2. Ensure that den leaders have program resource materials such as den leader guides and advancement charts to support program delivery.
3. Collect den advancement reports at each monthly pack leaders' meeting. Complete the multipart Advancement Report to purchase awards from the local council service center. See that badges are presented at the next pack meeting.
4. Help plan advancement and graduation ceremonies for the pack meeting.
5. Help build and/or secure equipment for use in meaningful advancement ceremonies.



### How Fast Should a Boy Advance?

A boy's approach to advancement progress will depend on two factors:

- His own motivation for learning new skills, the encouragement and help he gets from his family, and his need for recognition
- The den leader's preparation for and presentation of advancement activities in the den meetings

The den meeting plans outlined in the *Webelos Den Leader Guide* provide program opportunities that are generally delivered as two den meetings and an outing each month. This will provide opportunities for boys to advance. A year-round program is composed of required adventures (that will lead to rank advancement) and elective adventures (which contribute to rank advancement and provide program enrichment).

If a boy cannot attend all meetings, the den leader should help that boy and his family complete the missed activities.

**Although many packs target their blue and gold banquet for awarding the boys' new badge of rank, there is no requirement to advance by an arbitrary date such as a blue and gold banquet.**

#### Advancement Checklist

- Do the Cubmaster and pack committee give den leaders and families guidance in using the advancement program effectively?
- Do family members understand their part in the advancement program? Are they using achievements, electives, and activity badges to suggest activities for the boy's free time?
- Do den leaders talk to parents about boys who are not advancing?
- Do den leaders implement the required den meeting plans leading to advancement as outlined in the *Webelos Den Leader Guide* and, when necessary, have advancement work completed at home?
- Are accurate advancement records kept in the dens and the pack?
- Do boys receive prompt recognition?
- Do pack advancement ceremonies create an incentive for advancement?
- Are wall charts and den doodles used in den and pack meetings?
- Does the pack have an advancement ladder or chart?



# THE FIRST RANK FOR ALL BOYS—BOBCAT

The Bobcat rank is the first badge awarded a new Cub Scout. As a new member, he may work on his Bobcat rank requirements while simultaneously working on his next rank as well. He cannot, however, receive his Tiger, Wolf, Bear, Webelos, or Arrow of Light badge until he has completed Bobcat requirements and earned his Bobcat badge. Boys can normally earn their Bobcat badge well within the first month of becoming a new Cub Scout.

You as his leader can help! Practice the requirements with him and the other boys in your den meetings, and encourage them to work on the requirements with their families also. Requirement 7 is a home-based requirement. The requirements are found in each of the youth handbooks as well as listed below:

## Bobcat Requirements

1. Learn and say the Scout Oath, with help if needed.
2. Learn and say the Scout Law, with help if needed.
3. Show the Cub Scout sign. Tell what it means.
4. Show the Cub Scout handshake. Tell what it means.
5. Say the Cub Scout motto. Tell what it means.
6. Show the Cub Scout salute. Tell what it means.
7. With your parent or guardian, complete the exercises in the pamphlet *How to Protect Your Children From Child Abuse: A Parent's Guide*.



# WEBELOS ADVANCEMENT

## Webelos Badge Requirements

The Webelos rank is earned by completing seven adventures as described below.

1. Be an active member of your Webelos den for three months. (Being active means having good attendance, paying your den dues, and working on den projects.)
2. Complete each of the following Webelos required adventures with your den or family:
  - a. Cast Iron Chef
  - b. Duty to God and You
  - c. First Responder
  - d. Stronger, Faster, Higher
  - e. Webelos Walkabout
3. Complete two Webelos elective adventures of your den or family's choosing.
4. With your parent or guardian, complete the exercises in the pamphlet *How to Protect Your Children From Child Abuse: A Parent's Guide*, and earn the Cyber Chip award for your age.\*



## Arrow of Light Badge Requirements

1. Be active in your Webelos den for at least six months since completing the fourth grade or for at least six months since becoming 10 years old. (Being active means having good attendance, paying your den dues, and working on den projects.)
2. Complete each of the following Arrow of Light required adventures with your den or family:
  - a. Building a Better World
  - b. Camper
  - c. Duty to God in Action
  - d. Scouting Adventure
3. Complete three Webelos elective adventures of your den or family's choosing.
4. With your parent or guardian, complete the exercises in the pamphlet *How to Protect Your Children from Child Abuse: A Parent's Guide* and earn the Cyber Chip award for your age.\*



\*If your family does not have Internet access at home AND you do not have ready Internet access at school or another public place or via a mobile device, the Cyber Chip portion of this requirement may be waived by your parent or guardian.



For each adventure, the Webelos Scout must complete the requirements as outlined in the *Webelos Handbook*.

Requirement 7 of Bobcat and requirement 4 of Webelos and Arrow of Light are identical. If a Cub Scout earns his Bobcat rank during the same year that he begins working on his Webelos or Arrow of Light rank, he needs to complete the requirement only one time.

A parent, guardian, or other caring adult acknowledges the completion of each achievement part by signing the boy's handbook (Akela's OK). The den leader also signs each boy's handbook (Den Leader's OK) and records progress in the den's advancement records. The Webelos Scouts also keep track of their own advancement using the Adventure Tracking section in the back of their handbooks, and under the guidance of the den leader, they can also keep a record of their individual progress on a den advancement chart and den doodle.

The pack should encourage each den to deliver a year-round program, drawing from both required adventures to support rank advancement and elective adventures to support program enrichment. Elective adventures may be earned during den activities, by a boy with the participation of his family, and during council and district sponsored program opportunities. There is no required order in which adventures must be earned. The sequence is left to the discretion of the den leader and Cubmaster.

### Webelos Required Adventure Loops



Cast Iron Chef



Duty to God and You



First Responder



Stronger, Faster, Higher



Webelos Walkabout

### Arrow of Light Required Adventure Loops



Building a Better World



Camper



Duty to God in Action



Scouting Adventure

### Webelos and Arrow of Light Elective Adventure Loops



Adventures in Science



Aquanaut



Art Explosion



Aware and Care



Build It



Build My Own Hero



Castaway



Earth Rocks!



Engineer



Fix It



Game Design



Into the Wild



Into the Woods



Looking Back, Looking Forward



Maestro!



Moviemaking



Project Family



Sportsman



After a boy has completed all the requirements for the Webelos or Arrow of Light rank, he should receive the rank badge from his den leader at the next pack meeting. This is an important milestone, so the ceremony should be suitably impressive.

A Scout may complete as many elective adventures as his ambition and time available allow. He is entitled to wear each of the adventure pins he earns on his official Cub Scout hat or Webelos colors.

## ◆ WEBELOS AND ARROW OF LIGHT PROGRAM PLANNING

Planning your den's program helps ensure that your boys have the opportunity to earn the Webelos rank and Arrow of Light rank over an 18-month program, with the Scout earning his Arrow of Light rank by February and moving into a Boy Scout Troop in March of that year. This allows the Scout to become familiar with his fellow Boy Scouts and prepare for upcoming summer camps the troop might be attending.

There are many possible approaches a Webelos den leader might take to help the boys first achieve the Webelos badge and then achieve the Arrow of Light badge. The key is following these steps:

1. Prepare your plan. Considerations should include your start date for den meetings, how frequently you will meet, the ages of your Webelos Scouts (whether they are all in the same Webelos year or not), and, critically, the adventure requirements.
2. Evaluate your plan. After you have drafted your plan, share it with other leaders. Past Webelos den leaders, your Cubmaster, or unit commissioners are good choices.
3. Execute your plan. There is nothing like doing it to see if it's working.
4. Modify your plan. Making early corrections—if they are needed—may be important to helping your boys reach their rank advancement.

As you plan your den's program for the year, there are a few important points to consider.

- **Required adventures.** These adventures are required to advance from rank to rank.
- **Elective adventures.** These add to the fun and adventure of Cub Scouting. One elective adventure is required to earn the Tiger, Wolf, and Bear ranks. Two are required to earn the Webelos rank, and three are required for boys to earn the Arrow of Light rank.
- **Coordinating your planning.** Some of the adventures require coordination with other dens. A pack meeting is an ideal place to do this. There are some suggestions made in the *Cub Scout Leader Book*, but however your dens and pack wish to do this, work together with the other leaders in your pack to build this into your annual program. When working out your annual program plan, seek to deliver an entire year of fun programming. It is important to seek input from the Cub Scouts in the den to find out which adventures they would like to explore with the members of the den. Elective adventures that are not selected may be earned by boys at home, working with their families.
- **Audience for requirements.** Many of the requirements state that a Scout should demonstrate a new skill or share something they have learned with other boys during a den meeting. We all need to recognize that not all Scouts are able to make each meeting. While we recognize that the best approach is to carry out sharing tasks in a den setting, it may be necessary to allow Cub Scouts to share what they have learned while working on Cub Scout advancement requirements in other settings, such as in front of their family.
- The duty to God adventures are primarily done with the family and, for some dens, may not be included as part of the den meeting planning. If that is the case, notify families that they will need to help their Cub Scouts complete the adventure at home. See page 28 for more information regarding the duty to God adventures.

Read through the Webelos adventures, and give some thought to which adventures will work the best for your location and climate. Write in the adventures you will use and the corresponding month that will work best. Check with your Cubmaster to see if some adventures need to be coordinated with other dens or for upcoming pack meetings.

Important: When planning, keep in mind that six required adventures and one elective adventure are required for Tiger, Wolf, and Bear advancement. The Webelos rank requires five required adventures and two elective adventures. The Arrow of Light rank requires four required adventures and three elective adventures. When planning your annual program, keep those advancement requirements in mind. Rank adventures can be awarded at any time within the boy's rank year by age or grade. Once a boy has moved (graduated) to his next level den, HE MAY NOT EARN THE RANK OF HIS PREVIOUS DEN LEVEL.



## DEN ANNUAL ADVENTURE PLAN

Month	Adventure
August	
September	
October	
November	
December	
January	
February	
March	
April	
May	
June	
July	



## ◆ A PACK CHARTERED BY THE CHURCH OF JESUS CHRIST OF LATTER-DAY SAINTS

A boy enters a Webelos den chartered by the Church of Jesus Christ of Latter-day Saints (LDS) when he turns 10 years old and remains in the Webelos program until his 11th birthday, at which time he enters the Boy Scout patrol for 11-year-old Scouts. The LDS Webelos leader will need to plan for both the Webelos and Arrow of Light required adventures and elective adventures to occur in a one-year plan.

As each LDS boy enters the Webelos program:

- He should begin working on the requirements to earn the Webelos badge immediately, while also participating in weekly den activities. Requirements are listed in the *Webelos Handbook*. To earn the Webelos badge, an LDS Scout should earn the Faith in God emblem. He is permitted to earn this award at any time during his Cub Scout years, after he is 9 years old.
- The leader introduces the boy and his parents to the requirements for the Webelos badge and a one-year plan that includes all of the necessary achievements for the boy to receive the Arrow of Light rank by the time he enters the patrol for 11-year-old Scouts. With the help and encouragement of his leader and his family, he can complete the requirements listed in the *Webelos Handbook*.

## DEN MEETINGS

Along with the Cub Scout's family, the den meeting is critical to the Cub Scout's success and enjoyment of the Cub Scouting program. It is in and through the den that the boy makes social connections, has fun, and completes his advancement. Den meetings that are fun, organized, and interesting make a great environment for the boys.

In the den meeting plan section of this resource, you will find that each den meeting follows the same seven parts outlined below.

## THE PARTS OF A DEN MEETING

### PREPARATION AND MATERIALS NEEDED

This section of the den meeting alerts you to what you need to have on hand to lead the den meeting. It may also alert you to arrangements you need to make in advance, such as scheduling a meeting with a guest or arranging the logistics for an outing.

Read the pages in the handbook for each new adventure before you start to work on it. The handbook provides background information, instructions, or suggestions for many activities. Encourage Scouts to bring their handbooks to each meeting.

### GATHERING

This part of the meeting is designed to keep boys occupied and prepare them for the meeting as the rest of the den arrives. Some den meeting plans reference specific suggestions that are related to the meeting's theme. Other den meeting plans will draw your attention to the Appendix, where many different ideas are offered to help organize this part of the meeting. Leading the Cub Scouts in a 10–15 minute active game makes for a great Gathering activity, helping to jump-start the meeting and allowing boys to release energy and improve focus.

### OPENING

The opening is usually ceremonial in nature, and it often connects with patriotic practices, such as flag ceremonies, or connects the boys with the ideas of Scouting, such as a shared recitation of the Scout Oath or Law. This can be an appropriate time for a prayer. The opening tells the boys that the meeting has begun.



## TALK TIME

This is where the business items of the den take place. Business items can include any of the following:

- Dues
- Recording advancement (a second adult)
- Notification/reminder for upcoming trips or tours
- Notification/flier for upcoming events
- Introducing a new adventure
- Meeting information: Telling Cub Scouts what to expect at this meeting
- Setting the groundwork for future advancement
- Notes for the upcoming pack meeting

Talk Time should be brief so you and the boys can get right to the fun at the heart of the meeting. Some den meeting plans offer specific suggestions; in other cases, you may only be addressing the standard items. Some adventure requirements direct Cub Scouts to share what they accomplished during the week with their den; this is a great time to do that.

## ACTIVITIES

This is the heart of the adventure in each den meeting. This is where fun and learning take place, and the boy completes most of his advancement requirements. Detailed guidelines are provided to lead each of the activities.

## CLOSING

The Closing provides a ceremonial moment to wrap up the meeting. The Closing, especially as boys grow older and more mature, is often led by the denner, the youth leader of the Cub Scout den.

## AFTER THE MEETING

This is a place to review the success of the meeting, to note the need to follow up with additional parts of the meeting, to communicate with parents, and to record what was completed during the den meeting. Many dens enjoy refreshments or snacks at the close of the den meeting. If you do serve a snack, set an example of healthy eating and offer a nutritious snack of fruits or vegetables. And good Scouts always tidy up at the close of the meeting.

## WHAT ARE DEN MEETING PLANS, AND HOW DO I USE THEM?

The den meeting plans are your guide to bringing the adventures of advancement to life for your den of boys. These plans will, if followed, help a boy advance in rank as he experiences all the FUN of Cub Scouting. It takes 45–60 minutes to read through and prepare for each den meeting.

The plans are developed around the following:

- Two to three den meetings per month in addition to the pack meeting or other pack activities.
- If a plan consists of three den meetings, one of those meetings is usually designed to be an outing. The outing may take place at the beginning, middle, or end of the adventure, so be sure to read through each of the den meeting plans for each adventure before beginning. Outings are very important to the boy and to his experience in Scouting!
- The plans follow the parts of the den meeting structure listed above.



# CHARACTER COMPASS



In the den meeting plans you will notice this icon. The adventures you are planning for the monthly meetings have an association with one or more points of the Scout Law. As you read through the plans and the Cub Scout handbook for the adventure, be aware of the point of the Law emphasis and how you may be able to help teach it to the boys. These icons are to be brought about naturally and subtly within the adventure and are by no means meant to be “drilled” into your meeting plan. That’s one of the wonderful things that happens in Scouting—we teach character development through our adventures and advancement while the boy barely notices!

# DO-AT-HOME PROJECTS



Do-at-Home Projects are activities that boys and/or their parents are to do outside den meetings. Projects should be assigned (usually during the Closing). They may be assignments in preparation for the next den meeting plan, or they may be part of a requirement that you will need to then verify at the next den meeting as having been completed.

# YOUR FIRST DEN MEETING

The tone you set at the first meeting will determine, to a large extent, the success of your year. Key to setting the right tone is to consider the following:

- Wear your adult uniform to all meetings, and remind boys to wear their uniforms.
- Be completely organized before the start of the meeting.
- If you are new to running meetings like this, it is easier to think of it as seven short activities (see the parts of the den meeting) rather than a single long event.
- Explain clearly to the boys the behavioral expectations. You may wish to use the “good conduct candle” approach (see this guide’s Appendix) and develop a den code of conduct. This can be hand-written on poster board, or a den code of conduct poster may be purchased at your local council Scout Shop (No. 32068). Be consistent, friendly, but firm with the boys.
- Explain that Scouts should bring their handbooks to each meeting.

If you are a new den leader, ask the assistant den leader(s) to arrive at least 15 minutes before the starting time of the meeting. He or she can help you with final preparations before the rest of the boys arrive. It is a good idea to have something constructive for boys who arrive early to do (known as the “Gathering” part of the den meeting plan) while you are making final preparation for den meetings; you might even have them help set up some parts of the meeting.

A snack at den meetings is optional. If you do serve a snack, offer fruits or vegetables to set an example of healthy eating. Be aware of any food allergies of den members and communicate these to parents who may be assisting with the snacks.



To encourage healthy snacks at meetings, you can work toward the SCOUT-Strong Healthy Unit Award as a den! Earn the award by following three healthy meeting practices, including providing fruits and/or vegetables for snacks (if snacks are served). Learn more about this award in the Appendix, under “Awards Cub Scouts Can Earn.”

One best practice to facilitate communication and involvement is to distribute a family information letter at the conclusion of each meeting. The letter tells families what was completed at each meeting and provides information on upcoming den and pack meetings and activities. Sample family information letters can be found at [www.scouting.org/CubScouts/Leaders/DenLeaderResources.aspx](http://www.scouting.org/CubScouts/Leaders/DenLeaderResources.aspx).



# DEN OUTINGS

Den outings are an important part of the Cub Scout experience. They are a time not only for fun but for learning. And they are critical steps in your boys' earning their badge of rank. It is important that you plan in advance for these field trips. Planning should include the following, at a minimum, for each field trip:

- Arrange for the visit with the point of contact at your destination (if needed).
- Work with the parents or guardians in the den to arrange transportation, or get an adult to carry out the planning.
- Fill out a tour and activity plan (No. 680-014), found online at [www.scouting.org/HealthandSafety/TourPlanFAQ.aspx](http://www.scouting.org/HealthandSafety/TourPlanFAQ.aspx). You can also find online help as well at [Scouting.org](http://Scouting.org) on how to fill it out. This plan is a tool for best practices so you will be prepared for safe and fun adventures. Completing the plan may not address all possible challenges, but it can help ensure that you have conducted appropriate planning, that qualified and trained leadership is in place, and that the right equipment is available for the adventure. The plan also helps to organize safe and appropriate transportation to and from an event, and it defines driver qualifications and minimum limits of insurance coverage for drivers and vehicles used to transport participants. This plan should be submitted 21 days in advance (check with your local council to confirm submission date) to ensure your council has enough time to review the plan and assist as necessary.
- It is **MANDATORY** to fill out a tour and activity plan for:
  - Trips of 500 miles or more; or
  - Trips outside of council borders (exception: not to your council-owned property); or
  - Trips to Florida Sea Base, Northern Tier, Philmont Scout Ranch, Summit Bechtel Reserve (***you will be asked to present a copy of your tour and activity plan upon arrival***), national Scout jamboree, National Order of the Arrow Conference, or a regionally sponsored event; or
  - When conducting any of the following activities outside of council or district events:
    - Aquatics activities (swimming, boating, floating, scuba, etc.)
    - Climbing and rappelling
    - At a council's request (***Contact your local council for additional guidelines or regulations concerning tour and activity plans; many have set guidelines for events or activities within council boundaries, such as for Cub Scout overnight camping.***)

When in doubt, check with your local council for their guidelines and regulations for tour and activity plans. Your Cubmaster or pack trainer may be able to provide you with this information as well.

There is an **activity consent** form available to use as well at the den level for outings. This is a permission slip the parents sign for their son to attend the outing. The activity consent form is also available at [www.scouting.org/HealthandSafety/TourPlanFAQ.aspx](http://www.scouting.org/HealthandSafety/TourPlanFAQ.aspx).

It's a good idea at your first den meeting to distribute the Family Talent Survey Sheet to the parents, asking them to complete it and return it to you at the next meeting. (The Family Talent Survey Sheet can be found at [www.scouting.org/CubScouts/Leaders/Forms.aspx](http://www.scouting.org/CubScouts/Leaders/Forms.aspx) or in the Appendix of this guide.) The survey serves as a useful tool for you to identify family resources within your den.



# WORKING WITH CUB SCOUT-AGE BOYS

If you are a parent, you probably have learned a lot about working with boys. If you have more than one child, you probably learned quickly that, while they are different from one another, they do have some common attributes. Knowing and understanding boys is one of the most important skills you bring to your service as a den leader.

**Boys of this age are full of energy.** Den meetings should focus more on doing things and less on talking. Most of the activities designed in the Cub Scout adventures are designed to do exactly this. Physical activities, such as hiking, sports, playing active games, and bike riding, are important. Be sure to make time for physical activity during every meeting. Doing so will not only help boys burn off energy and have greater focus, but it will help them develop this healthy habit. Even talking activities can take place while walking from place to place, allowing boys to be active and burn off some of their energy.

**Youth develop strength, balance, and coordination at this point in their development.** Because these changes take place rapidly, they may appear clumsy, uncoordinated, and awkward. Ensuring that boys have support to try new things is important, but so is focusing on the success they achieve more than awkwardness or failure. Boys of this age will typically enjoy a variety of activities, ranging from craft projects to active involvement in physical activities. Be sure to use the entire den meeting plan as designed, as it is intended to reach the varied interests of youth during the time that the den meets together.

**During this phase of childhood, children are concerned with developing a social circle,** particularly of the same gender. A Cub Scout den serves this purpose very well. Work to ensure that all boys are welcome within the den. Boys begin to feel loyalty to clubs and groups, and the peer group that Cub Scouting can provide is an ideal place to develop this sort of affiliation. Cub Scout-age boys also begin to look up to older youth and will begin to imitate their behavior. For this reason, if you can recruit a den chief as an older role model, you will be serving the boys in your den especially well.

**Boys of Cub Scout age look for role models.** It is important that you set a strong positive example for the boys in your den. Boys of this age are sensitive to adult feedback and interactions. They are also seeking your approval, so keep in mind that anything you say or do will make a lasting impression on them. You can do this well by preparing for den meetings and ensuring that all boys have a complete and fun program to take part in. Planning and implementing a well-organized den meeting will also keep the boys focused on positive activities, which reduces the need to deal with off-task behavior or disciplinary issues within your den.

**Intellectually, children of this age are focused on exploration.** Their interests are likely to change regularly during this time; this is one reason the Cub Scout program provides a rich set of experiences both within the required adventures as well as the elective adventures. The materials in the den meeting plans are designed to deliver the information in small, boy-sized pieces. Don't allow the boys to be overwhelmed by any of the activities in the den. The performance standard in Cub Scouting is to encourage a boy to do his best.

**This phase of childhood is when abstract reasoning and thinking skills are developing.** Many of the outcomes of Scouting are abstract in nature: values and ideals in particular. We seek to support this growth by providing activities that will help to grow these positive values week by week and month by month in den meetings, pack meetings, and outdoor adventures.

**Boys of this age are ready to try new things, and are easily motivated to do so.** Use the den meeting materials to encourage your boys to try new things. Many of the elective adventures offer rich areas for personal development. Encourage boys in your den to explore with their families adventures that your den may not visit during den meetings.

**School can be a frustration for boys of this age.** Cub Scouting can be a safe haven for them as they have a chance to try experiences that are not part of the school experience, as well as try traditional academic tasks in a setting that is hands-on and exploratory. Cub Scouting activities also support what takes place in school by providing an informal education setting designed to help boys learn and thrive.



Because of the pace of change and challenges, **self-confidence can be undermined as boys move through this age range.** During this phase, boys often compare themselves to their peers. If they believe that they are not as talented as their peers, their self-confidence can be undermined. Help the boys in your den see the good in what they do by offering sincere praise and recognition for the work that they accomplish. For this reason, be sure that the recognition devices they earn are presented to them as quickly as possible; the adventure loops and pins are referred to as immediate recognition devices for this reason. Remember to focus on boosting your Scouts' self-confidence through praise and recognition for the good work they do. When giving praise, be sure to note the effort that boys in your den deliver, focusing on the Cub Scout standard of doing their best.

Do not make comparisons to others. If a boy makes a comparison, help him understand that we are all different and changes are unique for each boy.

**The emotional development of boys at this point is closely related to how they get along with other children.** Scouting gives a place for positive social interactions with others and builds a foundation for positive social interactions that will carry on into adolescence and to adulthood. What you do as a den leader makes a difference in the lives of boys.

See Appendix 2 for additional information and specific ideas for working with Cub Scouts, creating den spirit, and tracking behavior.

### ◆ PROVIDING ENCOURAGEMENT

- Reward more than you criticize, in order to build self-esteem.
- Praise immediately any and all good behavior and performance.
- Change rewards if they are not effective in motivating behavioral improvement when needed.
- Find ways to encourage a Scout who is struggling.
- Teach the Scout to reward himself. This encourages him to think positively about himself.

### ◆ PROVIDING SUPERVISION AND DISCIPLINE

- As a leader, you must be a number of things to each boy: friend, authority figure, reviewer, disciplinarian, resource, and teacher.
- Listening is an important technique that means giving the Scout an opportunity to express himself. Whether as a part of the group or in private conversation, be patient, be understanding, and take seriously what the Scout has to say. Keep yourself attuned to what he is saying; use phrases like, "You really feel that way?" or "If I understand you right. . . ."
- Avoid ridicule and criticism. Remember, all children have difficulty staying in control.
- Remain calm, state the infraction of the rule, and avoid debating or arguing with the Scout.
- Have pre-established consequences for misbehavior for all Scouts.
- When a Scout is behaving in an unacceptable manner, try the "time out" strategy or redirect his behavior.
- Administer consequences immediately, and monitor proper behavior frequently.
- Make sure the discipline fits the offense and is not unduly harsh.
- Enforce den rules consistently.
- Do not reward inappropriate behavior. Praise when a Scout exerts real effort, even if unsuccessful, and/or when he shows improvement over a previous performance. Never praise falsely.
- Do not accept blaming others as an excuse for poor performance. Make it clear that you expect each Scout to answer for his own behavior. Behavior is a form of communication. Look for what the behavior is saying (i.e., does the Scout want attention?).





# WORKING WITH CUB SCOUTS WITH SPECIAL NEEDS AND DISABILITIES

We are all aware that every boy is different and unique in his own way. All boys have different ways they learn and different abilities. When we read or hear the term “disability” we more commonly think of visible forms of disability and not necessarily those that are not visible. It’s obvious that a Scout in a wheelchair may have challenges fulfilling a hiking requirement, but it might not be so obvious when it comes to identifying the challenges faced by a Scout with a learning disability.

Since its founding in 1910, the Boy Scouts of America has had fully participating members with physical, cognitive, and emotional disabilities. The basic premise of Scouting for youth with disabilities is that every boy wants to participate fully and be treated and respected like every other member of the Cub Scout pack. Young men or boys with cognitive, physical, or emotional disabilities should be encouraged to participate in Scouting to the extent their abilities will allow. Many Scouts with disabilities can accomplish the basic skills of Scouting but may require extra time to learn them. Working with these youth will require patience and understanding.

Begin with the Cub Scout and his parents or guardians; seek guidance from them on how best to work with the Scout with special needs. The parents or guardians can help you to understand the Scout’s medical history as well as his capabilities, his strengths and weaknesses, and ways they can support you as his den leader. This will help you become aware of special needs that might arise at meetings, field trips, and campouts with his parents. To the fullest extent possible, Scouts with disabilities should be given opportunities to camp, hike, and take part in all activities.

The best guide to working with Scouts who have disabilities is to use good common sense, to trust your instincts, and to focus on all the potential that Cub Scouts with disabilities do have. It’s important to try to remember that Cub Scouts are first and foremost boys, whether they have a disability or not.

Below are some helpful tips for working with Scouts with special needs and disabilities:

## ◆ LEADERSHIP TECHNIQUES

- Wise leaders expect challenges but do not consider them overwhelming. All boys have different needs. The wise leader will recognize this and be prepared to help.
- Leaders should make a personal visit to the parents and the new Scout with a disability to learn about the Scout, any physical or cognitive limitations, his abilities and preferences, and whether he knows any of the other boys in the pack. Some young people with disabilities will try to do more than they are capable of doing, just to “fit in” with others, which could result in unnecessary frustration.
- Many youths with disabilities have special physical or health needs. Parents, visiting nurses, special education teachers, physical therapists, doctors, and other agencies can help make you more familiar with the nature of the disability. Get parent permission before contacting health care persons.
- Accept the Scout as a person, and give him the same respect that you expect from him. This will be much easier to do if you know the Scout, his parents, his background, and his likes and dislikes. Remember, any behavior that presents difficulties is a force that can be redirected into more acceptable pathways.
- With some boys with special needs, a “buddy system” can be very effective. If it is appropriate for the new Cub Scout, explain the system to the den. Each week, a different den member will be responsible for helping the new Cub Scout during the meeting. Emphasize that the important factor is to “Do Your Best” and that the boy who is helping must be patient—not only because of the special needs of the Cub Scout but because the new boy is new to Cub Scouting. Practice the planned activities, with each boy taking a turn at helping and being helped. Often, boys learn more about helping others when they themselves are helped.
- Example is a wonderful tool. Demonstrate personal discipline with respect, punctuality, accuracy, conscientiousness, dignity, and dependability.



- Become involved with the Scout in your care. Let him know that you care for him. A small word of praise or a pat on the back for a job well done can mean a lot to a boy who receives little elsewhere. Judge accomplishment by what the Scout can do, not by what someone says he must do or by what you think he cannot do.
- Rewarding achievement will likely cause that behavior to be repeated. Focus rewards on proper behavior and achievement.
- Do not let the Scout or parents use the disability as an excuse for not trying. Expect the Scout to give his best effort.

### ◆ GIVING INSTRUCTION TO YOUTH WITH DISABILITIES

- Maintain eye contact during verbal instruction, except when the Scout's culture finds this inappropriate.
- Make directions clear and concise. Be consistent with instructions.
- Simplify complex directions. Give one or two steps at a time.
- Make sure the Scout comprehends the instructions before beginning the task.
- Repeat instructions in a calm, positive manner, if needed.
- Help the Scout feel comfortable with seeking assistance.

### ◆ ADVANCEMENT GUIDELINES FOR CUB SCOUTS WITH SPECIAL NEEDS OR DISABILITIES

The current edition of the *Guide to Advancement* is the official source for administering advancement in all Boy Scouts of America programs. Section 10 deals with advancement for members with special needs. Topic 10.2.1.0 addresses issues specific to Cub Scouting:

Cub Scouts with disabilities may have difficulty completing the requirements to advance. However, it is important that these Scouts feel as much like others as possible. Therefore, completing the requirements as stated in his youth handbook should be a primary objective. And, as with all Cub Scout advancement, the Cub Scout motto "Do Your Best" should be the standard for performance. GTA 10.2.1.0

There could be times, however, when a Cub Scout's "best" isn't enough even to get a start. For example, a boy in a wheelchair cannot pass requirements calling for walking or running. In these cases, the Cubmaster and pack committee may jointly determine appropriate substitutions that are consistent with the Cub Scout showing he can "do his best."

For additional information on working with Cub Scouts with special needs, see the appropriate chapter in the *Cub Scout Leader Book*. In the Appendix of this guide, you will find definitions of disabilities and guidelines for specific types of special needs and disabilities.



# HELPFUL HINTS FOR DEN LEADERS

Prepare yourself to “Do Your Best” as a den leader by focusing on the leader materials and training you should have to best serve your Cub Scouts.

The following are some hints that will help you better plan and execute your den meetings.

## PLANNING YOUR MEETINGS IN ADVANCE

Plan your meetings ahead of time with emphasis on the flow of activities. Pay special attention to the “Notes to Den Leader” section at the start of the adventure as well as the “After the Meeting” sections of den meeting plans for preparation and materials needed for the next meeting. You will want to alternate between quiet and more vigorous activities; the den meeting plans are designed with this approach in mind. Boys have a lot of energy to expend, so be sure you have an active game or other activity to help channel some of that energy. In addition to the Gathering activity, there are additional games in the Appendix to this guide that will help you keep the boys on track and having fun. Dens that incorporate regular physical activity and other healthy practices into their meetings can earn the SCOUTStrong Healthy Unit Award. Encourage your Scouts to participate in physical activity at the den meeting and help them earn this award (more information can be found in the Appendix). Plan on investing 45–60 minutes to read through the den meeting plans and prepare for the den meeting. The time invested in planning and preparing will ensure that your meeting runs well and is fun for the Scouts.

## DEN RULES AND CODE OF CONDUCT

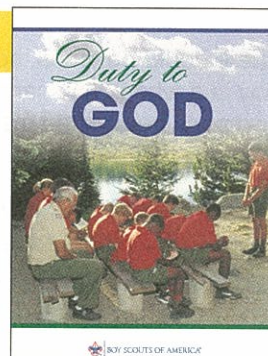
At the beginning of the year, establish the rules that the den will follow and the consequences for breaking those rules. Boys should participate in the decision-making process. By helping decide what can and can't happen in the den, boys will feel a sense of responsibility toward how the den is run. They will feel that the den is “theirs.” Have them design and then sign a poster on which the code of conduct is written and display it at your meeting place. Or make two copies: one that boys can keep at home and one to be displayed at the den meeting after both the boy and his parent have signed it.

## DUTY TO GOD ADVENTURES

The BSA maintains that no member can grow into the best kind of citizen without recognizing an obligation to God; the BSA supports all faiths and faith practices equally, whether the youth and his family are members of an organized religious body or not. All Scouts show this by being faithful in their duty to God as their family practices their faith and by understanding the 12th point of the Scout Law: “Reverent.”

The duty to God adventures in the Cub Scout rank requirements encourage a Cub Scout to work with his family to thank God and to develop an awareness of his own personal beliefs in relation to his duty to God. These adventures are primarily home-based adventures. As the den leader, you should let parents know they need to help their Cub Scout complete the duty to God adventure. If your pack is sponsored by a religious body or all members of your den share the same faith, you may choose to incorporate the duty to God adventures into your annual den meeting plans, working with the families in the den to achieve these adventures.

The religious emblems program is mentioned in each rank's duty to God adventures. The emblem for a faith can be earned by the Scout by completing the specific program requirements. You may also want to check with your Cubmaster or the pack committee chair for the program materials if you are chartered by a faith-based organization.



Additional information for taking part in the religious emblems program is available at [www.scouting.org/Awards/ReligiousAwards.aspx](http://www.scouting.org/Awards/ReligiousAwards.aspx) or [www.praypub.org](http://www.praypub.org); your religious education leaders may also have information on these recognitions.



## CEREMONIES

Ceremonies are important for marking the beginning and end of each meeting. They are also a time for reinforcing the aims and purposes of Scouting, marking important events, and bringing the boys together. As boys finish achievements toward their badges, simple ceremonies during the den meeting will serve to congratulate them on their accomplishments. You will find suggested ceremonies in the Appendix of this guide or in the resource *Ceremonies for Dens and Packs* (BSA No. 33212) available at your local Scout shop. Some packs maintain a library of resources; check with your Cubmaster to see if these materials are available within your pack.

Den ceremonies should be short—no longer than two or three minutes—and varied. The same opening and closing each week will become boring. Occasionally, the boys should have a chance to help plan and lead den ceremonies. Here are some types of den ceremonies to consider using in your den meetings:

- An opening ceremony, often a flag ceremony, signals the beginning of the den meeting.
- A progress toward ranks ceremony can acknowledge a boy's progress toward his rank advancement.
- A denner installation ceremony recognizes a boy leader and the importance of this position in Cub Scout and Webelos dens.
- Special recognition ceremonies can mark special events such as birthdays and holidays.
- Closing ceremonies can emphasize Cub Scouting's ideals and bring a quiet, inspirational end to the den meeting.

## IMMEDIATE RECOGNITION

A den doodle is an object for the boys to use to show off their accomplishments and achievements. In the Appendix of this guide there are ideas for den doodles. Your den of boys can design and create their own den doodle as a den meeting activity at the start of the year. Use the den doodle to keep a visual reminder of activities the den has completed and shared.

Adventure loops can also be awarded at the den level or at the pack level. Awarding an adventure loop at the pack level lets all the pack know of the Scout's achievement during an advancement ceremony. Check with your Cubmaster and pack leadership for the practices your pack follows. No Cub Scout should be required to wait more than two weeks to receive an award.

## MISSED MEETINGS

Circumstances occur when a boy may miss one or more of the den meetings you've planned. Transportation issues, illness, or sports and school activities may require the Scout to miss meetings. **DO YOUR BEST** to communicate the requirement(s) or activities that were missed to his parents or guardian. Determine if you have program materials you can share, such as activity items or notes on the outing, that a family can use to help the boy achieve what was missed. Sharing the content of this book can be a great help as well. It is not the expectation that you alone need to help him make up the missed work. It is a combined effort between you as his leader, the boy, and the boy's family. The Cubmaster is a good resource as well for you to consult with if a boy is consistently missing meetings.



## SNACKS/TREATS

Healthy snacks and water at meetings help set an example of healthy eating habits. If a snack is served during meetings, have fruits or vegetables and save the treats for a special occasion. Offering fruits or vegetables can also help you avoid concerns with common food allergies; however, it's best to discuss allergies with families before the first meeting. You can motivate Cub Scouts to try healthy foods by working toward the SCOUTStrong Healthy Unit Award as a den, which requires fruits and/or vegetables as snacks during meetings. Learn tips to get started and more about this award on in the Appendix under "Awards Cub Scouts Can Earn."



## DEN SCRAPBOOK

A great idea for each of the boys in your den is to create a scrapbook early in the program year. Fill the scrapbooks with sample artwork that the boys create as den activities, stories about their adventures, and pictures taken of boys with their completed projects. The den scrapbooks will be treasured mementos proudly displayed at the boys' Eagle Scout court of honor in just a few years!

## TRACKING THE ADVENTURE

It is important to keep track of what has been accomplished by the Scouts as they advance through the adventures and meet the requirements for each rank. Families will keep track of adventure requirements completed at home in each Scout's handbook. Coach parents in the value of recording accomplishments regularly in their son's handbook. A parent's or guardian's signature will document completion of home-based requirements.

For ease in keeping track of advancement requirements, advancement posters are available at your local council Scout shop (Tiger, No. 34715; Wolf, No. 34182; Bear, No. 34191; Webelos, No. 34187). On a regular basis, transfer requirements completed at home to this form. Keeping track of completed requirements in a single place will also help you share accomplishments with your pack's advancement coordinator, who will order awards each month. The awards will be presented monthly at the pack meeting.

## SUCCESS

Leadership is learned and developed. You can become an effective den leader if you complete basic training, plan interesting den meetings, and take the time to understand the boys. Become familiar with the Cub Scout handbook, and provide opportunities for advancement. One of your best resources is your district's monthly Cub Scout leader roundtable, where you can exchange ideas with other den leaders. Remember to be flexible in your planning. Have fun in the program. Be thankful for the opportunity you have to work with boys and influence their lives. There is great satisfaction in helping boys learn good values and worthy skills along their way to becoming adults.