

CUB

Den Leader Position-Specific Training

For Webelos Den Leaders



SCOUTS



BOY SCOUTS OF AMERICA®



INTRODUCTION

This course is intended to provide Webelos den leaders with the basic information they need to conduct successful den meetings.

There are two options for conducting the course. The first is based on the seven parts of a Webelos Scout den meeting using the *Den & Pack Meeting Resource Guide*, No. 34409. The second option, found in the appendix, is for dens that are using *Delivery System Manual Cub Scout Program (Year A or B)*. Two and a half to three hours should be sufficient time for completing either course option, so the training can be offered in a single evening or morning session with a minimum of preparation necessary.



The course is intended to be conducted in a small-group setting of about six to eight participants, similar to a den meeting. It can be facilitated by unit, district, or council trainers.

When the training is complete, the training code C61 can be entered into the leader's training record. Den leaders who complete this training and Youth Protection training are considered "trained" as Webelos den leaders.



Except for the Youth Protection presentation and any other sections that specify exact verbiage, this syllabus is not designed or intended to be read verbatim. Trainers should be familiar with the content and be able to present it without reading. Experienced trainers can use their own words but must be sure to cover the content and meet the objectives of the sessions. One of the keys to success is that the trainers observe the participants during the sessions—especially during the hands-on phases—to be sure the participants learn the topic.

This course might be combined with a one-day Outdoor Leader Skills for Webelos Leaders training. Outdoor Leader Skills is designed to help Webelos leaders—even those whose dens do not camp overnight—enhance the outdoor program for their Webelos Scouts. The course covers basic outdoor skills as well as skills needed to complete many of the Webelos activity badges. Although the Outdoor Leader Skills course is not required for Webelos dens to camp or to conduct an outdoor activity, it is an excellent supplemental training.

Materials List

For Participants

- Sample meeting plans from the *Den & Pack Meeting Resource Guide** (entire month)
- Sample Monthly Pack Meeting Plans*
- Sample pack calendar*
- A council and/or district calendar
- Local resources list
- Code of conduct prizes (if desired)
- Family Talent Survey Sheet*
- Webelos Scout Uniform Inspection Sheet*
- Scout Leader Uniform Inspection Sheet*
- Age-Appropriate Guidelines for Scouting Activities*
- Individual Cub Scout Record*
- Den Advancement Report*
- Den Leader Training Award Progress Record forms*
- *Boys' Life* subscription forms
- Handouts from appendix

For Trainers

- *Den & Pack Meeting Resource Guide**
- Copies of *Scouting* and *Boys' Life* magazines
- *Group Meeting Sparklers*
- *Webelos Handbook*
- *Webelos Leader Guide*
- Cub Scout training posters (can be homemade with oaths, laws, motto, purposes, etc.)
- Sample den doodle
- Flip chart or whiteboard (with pens)
- Den Advancement Chart
- Candle and matches for conduct candle

Additionally, you will need to gather the materials necessary to conduct the sample den meeting you have chosen from the *Den & Pack Meeting Resource Guide*.

*Can be downloaded from www.Scouting.org

Preparation for the Course

Select a Webelos meeting plan from the *Den & Pack Meeting Resource Guide*. The trainers will model a typical den meeting by playing the games, leading the participants through the activities, and conducting the ceremonies recommended for the meeting.

If possible, decorate the room with Cub Scouting posters. These posters will provide additional information for the participants to read.

Create a typical Den Rules poster to display during the session. You will need to refer to the poster during the session on boy behavior (III. Opening).

Have the gathering exercise available for the participants during check-in. This is important because it is fun, and it models part of the instruction presented later in the training.

If possible, each participant should bring or have access to a *Den & Pack Meeting Resource Guide* and Monthly Pack Meeting Plans (available online at www.Scouting.org/CubScouts).

GATHERING TIME ACTIVITY

Time

Be ready for any participants to arrive 30 minutes before the scheduled start time of the training.

Objectives

At the end of this activity, the participants will be able to

- Model an effective gathering time activity.
- Demonstrate ways to keep the boys active before a Cub Scouting event.
- Build excitement among the participants for their role as future den leaders.

Materials

Provide any materials needed for the chosen activity.

Description

Provide any instructions needed for the participants and the intended outcome of the chosen gathering activity.

Activity

Early arrivals will participate in the gathering time activity the training staff has prepared.

I. BEFORE THE MEETING STARTS

Time

30 minutes

Objectives

At the end of this activity, the participants will be able to

- Explain the aims of Scouting and how Cub Scouting helps to fulfill those goals.
- Introduce the Youth Protection policies of the Boy Scouts of America.
- Discuss preparation for a den meeting.

Materials

- If possible, a computer to show participants the e-learning site and other Scouting resources on www.Scouting.org
- Meeting plans from the *Den & Pack Meeting Resource Guide*

Introduction

Welcome all participants and thank them for taking the time to learn more about their role as a Webelos den leader. Tell them that the format for this training will follow the seven parts of a Webelos den meeting.

Distribute the outline from your selected meeting from the *Den & Pack Meeting Resource Guide* for use as a guide.

Aims of Scouting

Share the aims of Scouting, and explain how the Cub Scout program helps to achieve them. Use the following information in your explanation.

The Boy Scouts of America was formally organized in 1910. Cub Scouting was added as a full-fledged program for younger boys in 1930. Underlying all of Scouting's programs are three distinct foundational goals or aims. The three aims of Scouting include:

- Character Growth
- Citizenship Training
- Personal Fitness

Through Scouting activities, the uniform, advancement opportunities, and the examples of their leaders, boys learn to become young men of sound moral character.

Because boys enjoy being a part of small groups, Cub Scouts are divided into groups called dens, which are usually organized by school grade but in some cases by age. Tiger Cubs (first grade or age 6), Wolf (second grade or age 7), Bear (third grade or age 8), and Webelos Scouts (fourth and fifth grades or ages 9 and 10) come together to form a larger group called a pack. Ideally, dens consist of between six and eight boys.

Rudyard Kipling's *The Jungle Book* is used as a fun theme to tie the program together.

Finish this introduction by saying, "You have volunteered to play an important role but one that is simple and fun—thanks to the support provided by the Boy Scouts of America. This training will help you prepare fun and meaningful den meetings."

Youth Protection

Read the following italicized paragraphs VERBATIM to the participants.

The Boy Scouts of America places the greatest importance on providing the most secure environment possible for our youth members. To maintain a safe environment for the boys, the BSA has developed numerous procedural and leadership selection policies, reinforces the Youth Protection message with regular, high-quality training, and provides parents and leaders with numerous online and print resources aimed at the different Youth Protection needs of the Cub Scouting, Boy Scouting, and Venturing programs.

The BSA requires Youth Protection training for all registered volunteers.

All new leaders are required to complete Youth Protection training. To take the training online, go to MyScouting.org and establish an account using the member number you received when you registered for BSA membership. If you take the training online before you obtain a member number, be sure to return to MyScouting and enter your number for training record credit. Your BSA local council also provides training on a regular basis if you cannot take it online. For more information, refer to the back of the BSA adult membership application.

Youth Protection training must be taken every two years. If a volunteer does not meet the BSA's Youth Protection training requirement at the time of charter renewal, the volunteer will not be reregistered. We encourage all adults—including all parents—to take the BSA's Youth Protection training.

To find out more about the Youth Protection policies of the Boy Scouts of America and how to help Scouting keep families safe, see the Parent's Guide in any of the Cub Scouting or Boy Scouting handbooks, or go to www.Scouting.org/training and click on the Youth Protection link.

Urge the participants to take Youth Protection training as soon as possible if they have not done so already.

Preparation

Explain that you and your assistants gathered all of the materials necessary to run a good meeting well in advance of today's session (point out the materials) in order to be prepared and greet early arrivals. Tell the participants that they should do the same before their den meetings.

Preparation and planning help Webelos Scout leaders make Cub Scouting more fun for both boys and leaders, help reduce leader stress, and provide long-term benefits for Scouts. Fortunately, the BSA provides the materials to make planning simple. Leaders just need to use them!

If it has not been done already, pass out the selected meeting plans from the *Den & Pack Meeting Resource Guide* and the Pack Meeting Plan. Tell the participants that meeting plans can be found in the printed guide or can be downloaded from www.Scouting.org/CubScouts.

II. WHILE WEBELOS GATHER

Time

30 minutes

Objectives

At the end of this activity, the participants will

- Be able to describe the importance of gathering time.
- Be able to explain advancement.
- Understand the reasons for having a pack budget.
- Understand the importance of the Family Talent Survey Sheet.

Materials

- *Webelos Handbook* (for demonstration)
- *Webelos Leader Guide* (for demonstration)
- Copies of Individual Cub Scout Record forms
- Den Advancement Report
- Den Advancement Chart (posted on the wall)
- Sample den doodle
- Family Talent Survey Sheet

Introduction

Explain that it is important for active, excited Webelos Scouts to have something to do as soon as they arrive at the meeting place. This is a good time to have some fun and still accomplish several business details. This is also a part of the meeting where parent helpers, a denner (a different Webelos Scout selected each month to be a peer leader), and a den chief (an older Scout recruited from a Boy Scout troop or Venturing crew to help the den leaders) should be used.

Explain that while parents are required to participate when their Cub Scouts are Tigers and should be involved during their sons' Wolf and Bear years, they might not be so involved during the Webelos years. The boys are moving toward the Boy Scouting program where troops are boy-led. Parents who are not serving as den leaders or assistants are encouraged to assist the den leader with projects and serve as activity badge counselors (see the Advancement section of this syllabus, page 11).

Activity

Ask the participants to recall the gathering activity they did as they arrived and waited for today's training course to begin. Share with them that you got this activity from the *Den & Pack Meeting Resource Guide* (or *Group Meeting Sparklers*). Tell them that good gathering activities do not require that all participants start or stop at the same time, are interruptible, and do not require the full attention of both the leader and the assistant.

Business

State that the gathering time is the best time during the den meeting to check attendance.

Explain that each pack should have an annual budget to meet basic expenses. This budget is created by the pack committee in conjunction with other den and pack leaders at the beginning of each Scouting year.

Funding for the budget can come from weekly dues or from participation in a council-sponsored product sale (such as popcorn). The method used to raise funds will be determined by the pack committee, not by the individual den.

The pack budget should include expenses for den meeting materials. The boys can bring some materials from home, and scrap materials can be used, but most, if not all, out-of-pocket expenses for den meetings should be reimbursed by the pack's budget.

Advancement

Instead of working on achievements and electives as boys in the Tiger, Wolf, and Bear programs do, Webelos Scouts work on activity badges, the Webelos Badge, and the Arrow of Light Award. The Arrow of Light is the highest rank in Cub Scouting and is a bridge to Boy Scouting.

The *Webelos Handbook* has sections that cover the 20 activity badges, which are divided into five groups: physical skills, mental skills, community, technology, and an outdoor component. The *Webelos Leader Guide* is a good resource for leaders as it includes material on teaching individual activity badges.

Share that the activity badges are designed to meet the abilities, needs, and interests of boys in the grade or age of the den.

Tell the participants that the time before the meeting starts is also a good time to look in each Webelos Scout's handbook to see what he has accomplished since the last meeting and to record his progress in the den records. Show the participants where advancement is recorded in the handbooks. This could also be done during the business items part of the meeting.

Distribute copies of the Individual Cub Scout Record. Explain that this is a tool to keep track of advancement and should follow the boy if he moves to another pack. Stress the importance of keeping accurate records. Tell them that this form and many others are available in the Cub Scouts section of www.Scouting.org.

Distribute copies of the Den Advancement Report. Share that this form is used to report boys' advancement progress to the pack committee member responsible for advancement so that recognition items can be obtained from the local council office or Scout shop.

Show a sample Den Advancement Chart, and explain that it is fun for the boys to fill in the blanks on their lines of the chart and that it is an incentive to complete activity badges and rank requirements. These charts can be purchased at the local Scout shop or online at www.ScoutStuff.org.

Show a den doodle and explain its use as a simple, fun tool to recognize advancement and attendance.

Remind the participants that the motto of Cub Scouting is "Do Your Best." A Cub Scout's performance is judged on whether he has done his best; it is not judged against a strict standard.

Conclude by handing out copies of the Family Talent Survey Sheet. Explain to the participants the need to have each parent and adult family member complete this form. It can be done at any time, but it will allow them to know which parents are willing to help with Webelos activity badges as well as what talents and abilities are available and can be utilized among the adults in the den.

III. OPENING

Time

15 minutes

Objectives

At the end of this activity, the participants will be able to

- Appreciate the value of formal opening ceremonies.
- Explain the behavior patterns of Webelos Scout-age boys and methods for improving boy behavior.
- Describe how the Webelos Scout uniform is used as a method to achieve Cub Scouting's purposes.
- Explain the use of the Cub Scout sign.

Materials

- Materials necessary for the opening chosen from the *Den & Pack Meeting Resource Guide*
- Purposes of Cub Scouting poster (from Supply or handmade)
- Webelos Scout Uniform Inspection Sheet
- Scout Leader Uniform Inspection Sheet
- "Characteristics of Webelos Scouts" (from appendix)
- Candle and matches for conduct candle

Introduction

Start this presentation by holding up the Cub Scout sign. Explain that the sign is used when reciting the Cub Scout Oath or Promise. It is also valuable for letting Cub Scouts and others know that it is time to be quiet and pay attention. The two spread fingers symbolize the alert, listening ears of the wolf.

Hang a poster listing the purposes of Cub Scouting on the wall of the training room. Be sure to call attention to the poster during the course of this session.

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

Opening

With the participants acting the role of Webelos Scouts, conduct the opening from the meeting plan you have chosen.

After the opening, remind the participants that a formal opening is important because it lets the boys know that the meeting has started. A good opening might provide the boys a chance to help fulfill two of the purposes—Good Citizenship and Spiritual Growth—or it might serve to set the stage for the month’s meetings.

Explain that because Scouting recognizes the importance of reverence, it is appropriate for meetings to begin with a prayer. This is a decision that should be made in conjunction with both the boys’ parents and the chartered organization. This opening period might also be a good time for a uniform inspection.

Uniforms

Distribute the uniform inspection sheets. Ask the participants why proper uniforms are important for boys. Write responses on the board or flip chart. Guide them to include the following:

- Boys in uniform are generally better behaved.
- The uniform is the best place to wear the patches and awards they have earned.
- The uniform provides identification with the organization and with other Cub Scouts.
- The uniform is an equalizer among the members of the den.

Let the participants know that it is also important for den leaders to set a good example for their Webelos Scouts by wearing a proper uniform.

Conduct

Explain that establishing rules for good behavior right from the start is important. These rules might need to be reinforced in the event of a change in leadership or meeting location. Let the boys help establish the den code of conduct at your first meeting so that they are a part of the process rather than having the feeling that they are just following the den leader’s rules.

Distribute “Characteristics of Webelos Scouts,” and state that it is important for den leaders to understand “normal” behavior so that expectations for the boys are reasonable. Moreover, we should remember that each boy is a unique individual and boys of the same age develop at different rates.

Ask the participants to suggest items that might be included in a den code of conduct. Write them on a flip chart or whiteboard.

Demonstrate the conduct candle (or another favorite method) for influencing boy behavior. Refer to the code of conduct, and tell the participants that as long as they (role-playing as the boys) are well-behaved and follow the code, the candle will stay lit. Suggest that when the candle burns down, the den could have a special den ice cream party (or other similar reward, especially if you have one for this training).

Conclude by saying that the conduct of adult den leaders, the den chief, and parent helpers is also an important consideration. The Webelos Scouts will look up to the adult leaders and the den chief and will model their behavior on what the leaders demonstrate. Remind the participants that in addition to issues discussed in the Youth Protection session, any verbal abuse is to be avoided.

IV. BUSINESS ITEMS

Time

15 minutes

Objectives

At the end of this activity, the participants will

- Understand the concept of themes.
- Know the relationship between the den and the pack.
- Understand the den's role in the pack meeting.

Materials

- *Den & Pack Meeting Resource Guide*
- Materials for the business item in your chosen meeting

Introduction

Explain that right after the opening is the time to conduct any den business not accomplished during gathering time. Usually, during the first meeting of the month, business would include pack and den meeting ideas, plans for the den's part in an upcoming pack meeting, and plans for special den activities. Later, it could be a time for selecting a denner, creating a den yell or cheer, or playing a game. This might also be an appropriate time to check advancement and record progress, if not already done.

Themes

Explain that each month, the Cub Scout program emphasizes a theme or one of Cub Scouting's Core Values around which leaders can plan den and pack meetings. These monthly themes are useful because they simplify planning, they give dens a focus for work, they bring all dens together at the pack meeting with activities related to the same topic, and perhaps most importantly, they teach important values.

Ask the participants to look at the ideas presented in the meeting plan related to the theme and point out the suggestions for each part of the den meeting for the entire month and year. Note that Webelos den meetings largely involve activity badge work and preparation for crossing over into Boy Scouts. However, monthly themes should be included since they address Core Values.

Pack Meetings

Remind the participants that their den is part of a Cub Scout pack, and some den meeting activities might work toward the den's part in the monthly pack meeting. Pack meetings are led by the Cubmaster and should include all members of the Cub Scout's family. Activities include songs, skits, demonstrations, ceremonies, and recognition of achievement. Each den should have a part in the pack meeting.

Ask the participants to take a look at the pack meeting ideas in the handouts.

Business Item

If appropriate, lead the business item activity suggested from your chosen meeting.

V. ACTIVITIES

Time

20 minutes

Objectives

At the end of this activity, the participants will

- Understand the purpose of fun activities at den meetings.
- Have discussed the outdoor program and understand its value to Webelos Scouts.
- Be aware of the outdoor training available for Webelos den leaders.

Materials

- Materials necessary to conduct a chosen activity from your den meeting plan
- “Scouting’s Camping Program—Ever-Increasing Challenge Out-of-Doors”; available at www.Scouting.org/outdoorprogram

Introduction

Tell the participants that boys in Cub Scouting want to have fun and to do fun things with their friends. Den meetings should be one of the times when boys have the most fun.

Pack Meeting

Remind den leaders that during the business items portion of the meeting, they might have planned or discussed what the den is going to do at the pack meeting. Now is the time when the den might practice its part. Remember, try to get everyone involved (even—or especially—parents and other family members) at the pack meeting.

Activity

Recall that Webelos Scout-age boys are full of energy and like to expend it in large quantities.

Tell the participants that activities related to advancement can be a great way to expel boyhood energy and to accomplish learning goals like teamwork, sportsmanship, personal fitness, earning awards, and doing your best. Often, projects started at den meetings can be taken home for the boys to finish with their families.

Conduct the activity from your chosen den meeting plan.

The Outdoor Component of Scouting for Webelos Scouts

Share with the participants that outdoor adventure is one of the promises made to boys when they join Scouting. Ask them to list reasons why outdoor programs are important. Write their answers on a flip chart or whiteboard. Among the reasons they list, the following should be included:

- Boys yearn for outdoor programs that stir their imagination and interest.
- In the outdoors, boys have opportunities to acquire skills that make them more self-reliant.
- Boys can explore trails and complete challenges they first thought were beyond their ability.
- Boys meet unexpected challenges that contribute to forming good character as a result of outdoor experiences.
- Boys can learn good communication skills, leadership, and teamwork as they strive toward achieving goals they set for themselves.
- Boy learn by doing—a hallmark of outdoor education.
- Research shows that a connection to the outdoors is a vital part of human development.

Go to the link www.Scouting.org/outdoorprogram so you can explain “Scouting’s Camping Program—Ever-Increasing Challenge Out-of-Doors” that shows the different outdoor programs in Scouting. Explain that as Scouts grow older, they can be involved in more advanced outdoor experiences.

Share with the participants that the outdoor training for Webelos leaders is Outdoor Leader Skills for Webelos Leaders. The course is designed to help Webelos leaders enhance the outdoor program for the Webelos Scouts in their den by teaching some basic outdoor skills as well as skills needed to complete many of the Webelos activity badges. This course can be taught as a stand-alone experience but is often presented in conjunction with Introduction to Outdoor Leader Skills.

Remind the participants about the date for the next Outdoor Leader Skills course.

NOTE: Introduction to Outdoor Leader Skills is a Boy Scout, Varsity Scout, and Venturing leader training course.

VI. CLOSING

Time

15 minutes

Objectives

At the end of this activity, the participants will

- Understand the purpose of a den meeting closing.
- Know about upcoming training opportunities.
- Have participated in a den meeting closing.

Materials

- Closing ceremony materials needed from the chosen den meeting plan
- Information sheet about upcoming training opportunities for den leaders

Introduction

Tell the participants that just as openings are important to start a meeting, closings are important to conclude meetings and are a good time to communicate messages to the Scouts.

Closing

Explain that a good den meeting closing can provide time for a Webelos Scout to reflect, to be recognized for achievement, or maybe even to learn a new skill like folding an American flag. Den meeting closings can be solemn, patriotic, inspirational, or fun. The den leader might also want to add a Den Leader's Minute comment.

Share that it is a good idea to invite the Scouts' parents who are arriving to pick up their sons—along with the parents who helped with the meeting—to join the den for the closing.

Reminders

Explain that the relative quiet of the closing portion of the meeting is a good time to remind Scouts of upcoming pack and den activities. Because you are dealing with young boys, reminders should also be in written form for their parents.

Effective and frequent communication with parents is a very important—if not critical—ingredient in the success of your den. Knowing about issues, meetings, and activities well in advance will be appreciated and will yield positive results for both your den and your families.

Share information about upcoming training opportunities (roundtables, pow wow, university of Scouting, etc.) for Webelos den leaders in your area. Explain that meeting with and learning from other Cub Scout leaders from the community will significantly enhance their Cub Scout leadership experience.

VII. AFTER THE MEETING

Time

25 minutes

Objectives

At the end of this activity, the participants will

- Understand the importance of planning den meetings and activities.
- Be able to identify resources for den leaders to use to plan den meetings.
- Be able to name the things leaders should keep in mind when planning meetings.
- Be able to explain the importance of the Webelos-to-Scout transition.

Materials

- *Den & Pack Meeting Resource Guide*
- Copies of *Boys' Life* and *Scouting* magazines
- Age-Appropriate Guidelines for Scouting Activities
- Locally produced resources list
- Den Leader Training Award Progress Record forms
- Participant Course Assessment (appendix)

Introduction

Ask the participants if they have ever heard a leader of a youth group say, “I don’t plan my meetings. The boys usually figure out something to do.” The problem is, if you do not plan your den meetings, the boys might indeed find something else to do, and it most likely will not accomplish the aims you want to achieve in Scouting. The Voice of the Scout Survey tells us that chaos and meetings that are poorly planned are big factors among less-than-satisfied Cub Scouts and their parents.

Planning

Share with the participants that the time immediately following the den meeting is the best opportunity to sit down with the den chief and assistant leaders to evaluate the meeting, talk about the next meeting, and update records while those topics are still fresh in everyone’s minds.

Planning is vital to the success of the den. Well-planned den meetings attract and keep Cub Scouts coming each week. Planning also helps make the role of the den leader much easier, and using Cub Scout resources makes planning easier.

Explain to the participants that the time right after the meeting is not when the planning process for the next meeting starts. The Boy Scouts of America suggests a monthly pack and den planning sequence and provides many resources to help you

through the process. The time after the den meeting is when the leaders confirm the plans made during the monthly plan for the next meeting.

Tell the participants that the first planning step is an annual pack planning conference. At this conference, all of the leaders in the pack gather and set the pack's program for the next twelve months. Pack meetings are scheduled and special community, pack, and council activities are put on the calendar so that everyone can plan for them.

Each month the pack might have a pack leaders' planning meeting. At this meeting, final details are covered for this month's pack and den meetings, and plans and assignments are made for the following month.

Share that some larger packs might also have a den leader meeting and a den leader/den chief meeting as subsequent steps in the process.

Encourage den leaders to keep the following items in mind when planning their den meetings. On a board or easel pad, write the words or phrases in bold, and use the text for discussion:

- **Have a written plan.** Explain that this is a useful tool to help keep track of the parts of the meeting.
- **Involve parents.** Some parents might think that they do not have time to be leaders, but they will most likely have something they can contribute. Discover their skills and talents, and use them!
- **Frequency.** Dens should meet at least twice a month unless special circumstances such as inclement weather or significant calendar conflicts prevent meeting. A consistent meeting pattern will help families remember the standing meetings and will keep them coming back. Many dens meet weekly and year-round, and the *Den & Pack Meeting Resource Guide* has supplemental meeting plans to accommodate that pattern.
- **Time and location.** Scouting activities and meetings can be scheduled whenever it is convenient for the boys and their families. Meetings can be held at the school, in a home, in an outdoor setting, or at any other facility that lends itself to a den meeting. The chartered organization has the responsibility of providing the pack with a suitable meeting location. Den meetings should be held at the same location each time so that the boys and their parents can easily remember where to go. This is also true in regard to the time of the meeting.
- **Length of meeting.** Webelos Scout-age boys have short attention spans, and they also have family, school, or other community activities that take their time. Meetings should last about an hour. Stop while they are still having fun so that they will want to come back.
- **The purposes of Cub Scouting.** All den activities should be planned with the purposes of Cub Scouting in mind.

- **Age-appropriate.** Scouting is designed to meet the needs and abilities of boys as they grow and mature. It is important for leaders to make sure that all activities and events that are planned for Webelos Scouts are tailored for their ages and skill levels. (Pass out Age-Appropriate Guidelines for Scouting Activities.)
- **Fun, fun, fun—for both boys and leaders!** Creating a fun environment for your Webelos Scouts is an important skill for a den leader. Scouting is fun with a purpose, and Cub Scouting should be enjoyed by the boys, their families, and their leaders.
- **KISMIF.** Keep It Simple, Make It Fun!

Webelos-to-Scout Transition

Tell the participants that one of the most important things of which a Webelos den leader should be aware is the Webelos-to-Scout transition. From the time a Scout begins in Webelos, he should be looking forward to Boy Scouting.

Every detail of the Webelos-to-Scout transition does not need to be shared in this training, but all new Webelos den leaders need to be introduced to this very important part of Webelos Scouts.

Few families register their boys as Tiger Cubs with the intent of having them remain in Scouting until they age out as a Venturer at 21. However, Scouting offers a continuous program that provides fun, interesting, educational, and character-building experiences, so it is important for them to know that they can! If a Scout exits the program at any level, he will not be able to reap the many benefits offered by the full scope of Scouting.

The main goal of a Scout leader should be to retain every Scout so that every Scout can take full advantage of the program. For this reason, leaders should always say to their Webelos Scouts, “When you become a Boy Scout, you will ...” rather than “If you become a Boy Scout...” Leaders should assume boys will continue in the program past the Cub Scout level. Of course, you might not be able to retain 100 percent of the boys who join Scouting. However, if the expectation that the boys will remain in Scouting is communicated at every opportunity, and if the Webelos Scouts are told of the great experiences they will have in Boy Scouting, you will have a much greater chance of retaining more boys and having a longer time to influence them with all that Scouting has to offer them.

A key factor to improving Webelos Scouts’ transition from Cub Scouts to Boy Scouts is the ongoing working relationship of the leaders of a pack and a troop. Often, troops have an immediate avenue from which to obtain new recruits because their chartered organization has both a pack and a troop and possibly a crew as well (called a full family of Scouting). The pack is a “feeder pack” whose Cub Scouts feed into the troop—much like elementary students feed into their neighborhood middle schools. This is not always the case, and if a troop is the only Scouting unit in the chartered organization, members should cultivate a relationship with a nearby pack that is also a single unit in its organization.

Ideally, all packs will have troops with which they are aligned so that the passage from Cub Scout pack to Boy Scout troop is seamless. By the time Webelos Scouts are ready to cross over, they and their families should be familiar with and comfortable with the youth and adult leaders of the troop and with their roles in the troop and troop activities. And they should be excited about beginning this new adventure.

It is important to note that boys can join any troop they want to join. Most troops hold open house meetings for the purpose of having boys and their families visit to see which troop best fits their needs and wants. However, it is often easiest and most comfortable for boys to join troops with which they are familiar and with whom their packs already have a relationship.

A Webelos Scout who has earned the Arrow of Light Award and is at least 10½ years of age or has completed the fifth grade can join a Boy Scout troop. The Webelos Scout's graduation ceremony should clearly signify his transition to a new level of Scouting and can include the presentation of his Arrow of Light Award, a *Boy Scout Handbook*, and a troop neckerchief.

Resources

Explain that planning a fun and meaningful Cub Scout program might sound like a lot of work, but it is made easy by the many different resources available from the BSA.

Tell the participants that they have already taken a look at the most helpful tool, the *Den & Pack Meeting Resource Guide*, a resource that includes plans and ideas for a full year of den and pack meetings. Equally important is www.Scouting.org/Cub-Scouts, a website with answers to many questions about Cub Scouting. If possible, have a computer ready to go to the website so that you can show them what is there and how to find it.

Tell them that other Scouting volunteers in their pack, district, and council can be a great resource as well. Experienced Scouters can provide new ideas, activities, and moral support—all of which will help make their Cub Scouting experience a great one.

Have copies of *Boys' Life* and *Scouting* magazines available for their perusal. Explain that these magazines provide program information and support for Cub Scouts and leaders. *Scouting* is mailed to all registered leaders. The cost for a subscription to *Boys' Life* can be included in each boy's fees to join the pack, it can be part of the pack budget, or each family can decide if they want to purchase a subscription.

Distribute other locally produced or national resource lists.

Explain that other training opportunities are also great resources for program and meeting ideas. Refer to the list of opportunities passed out earlier. Note that among the best of these opportunities is the monthly Cub Scout leader roundtable. These meetings are built around activities their packs and dens might be doing the follow-

ing month. Encourage den leaders to attend roundtables and take advantage of all available resources when planning programs for their Webelos Scouts.

Remind the participants that parents and families are also great resources for den programs. Parents might have talents they can share or access to places of interest for Webelos Scouts. Completed Family Talent Survey Sheets will help you gather this information. Active, involved parents and families encourage their Webelos Scouts to participate more fully in the Cub Scouting program and receive more of the benefits of the program.

Answer participants' questions, and pass out the assessment.

Summary

Conclude with the following:

“As a den leader, you are one of about 500,000 Cub Scout leaders, serving about 2 million Cub Scouts in around 50,000 Cub Scout packs. But to the boys in your den, you are the most important of those leaders. Through you, a boy will have experiences he will remember his entire life—the kinds of Scouting experiences that for over 100 years have helped prepare boys for leadership, citizenship, and life in general. We challenge you to make sure those experiences are safe, well-planned, and fun—for you and for your Cub Scouts.

“We encourage you to take advantage of all of the resources and opportunities available to you as a den leader. We thank you for your time today and for all of the time you contribute to your Webelos Scouts.”

Conduct a meaningful presentation of training recognition, and give the participants copies of the Den Leader Training Award Progress Record form.

Be sure to complete and submit a training attendance report and/or enter the training into MyScouting Tools so that the leaders receive credit for the training. This course's code is C61.

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CHARACTERISTICS OF WEBELOS SCOUTS

(Compiled from various child development sources)

9-Year-Old Boys

- Nine-year-old boys like active, rough play.
- They tend to have good body control and are interested in strength, skill, and speed.
- They tend to like more complicated crafts and work-related tasks. They like to collect things.
- They will be curious and have definite interests. Their attention spans become longer, and they can do more abstract thinking and reasoning.
- Individual differences in your Scouts will become more obvious.
- Nine-year-olds might have some behavior problems, especially if not accepted by others.
- They are aware of right and wrong and want to do right.
- You will see them begin to test boundaries and exercise a great deal of independence.
- They enjoy team games and are very interested in friends and social activities. They like group adventures and cooperative play. They are competitive, and you will often hear “Not fair!”
- They are becoming very independent, dependable, and trustworthy.
- They have difficulty admitting they made mistakes, but they are becoming more capable of accepting mistakes and taking responsibility.
- Nine-year-olds are acquiring consciences.

10-Year-Old Boys

- Ten-year-old boys are more active and rough with well-developed motor skills.
- They have many interests, often of a short duration, but they might begin to show talents.
- They are alert, poised, concerned with fads, argue logically, and are concerned with style.
- They are close and affectionate with their parents. They show pride in their fathers and consider their mothers all-important.

- They like privacy and are selective in friendships. A 10-year old might have one best friend.
- This is not an angry age. Anger, when it comes, is often violent and immediate.
- They worry mainly about school and peer relationships. It is important to be “in” with their peers.
- Ten-year-olds tend to have a strong sense of justice and a strict moral code. They are usually more concerned with what is wrong than with what is right.

GLOSSARY OF SCOUTING TERMS

chartered organization. A community organization that has been granted an annual charter by the Boy Scouts of America to use the programs of the Boy Scouts of America. Responsible for the selection of leaders in the organization’s Scouting programs.

commissioner. A volunteer Scouter who represents the district or council and who serves as a friend and mentor to Scouting units to help them succeed.

council. A geographically defined administrative organization tasked with delivering the programs of the Boy Scouts of America to the community organizations within its borders.

Cubmaster. The top volunteer position in every Cub Scout pack. Responsible for planning the monthly pack meetings and working with the pack committee to make sure the pack is moving together and in the right direction.

den. A working group of six to eight Cub Scouts within a pack. Dens are organized by age and/or grade. In large packs, there might be more than one same-age and/or same-grade den. Dens usually have numbers (Den 1, Den 2, etc.).

den chief. A Boy Scout, Varsity Scout, or Venturer selected by the Cubmaster to help the den leader lead the activities of a Cub Scout den.

denner. A Cub Scout who is elected or selected to be the temporary youth leader of his den. Denners can change every few weeks, monthly, or other term so that every Scout gets leadership experience.

district. A geographic administrative committee of volunteers within a council organized to serve the Scouting units within its borders.

district executive. A career Scouting professional who works as a staff member for the local council. The district executive is assigned specific communities within the council. Sometimes a district executive is referred to as a “DE.”

pack. The larger group a Cub Scout belongs to beyond the den. All packs have numbers that identify them (“Pack 125,” for example). Packs usually consist of more than one den and are commonly referred to as a Scouting unit.

pack committee. Selected by the chartered organization, this group of registered Scouting volunteers provides administrative support to the Cub Scout pack. It consists of at least three members including a committee chair. The committee assists with tasks such as program planning, record keeping, correspondence, finances, advancement, training, public relations, and membership and registration.

roundtable. A monthly gathering of adult Scouting leaders designed to provide help with program planning, training, and other useful tools.

Webelos. The Cub Scouting program for fourth and fifth grade (or 9- and 10-year-old) boys. The word comes from We’ll Be Loyal Scouts.

YEAR A OR B MODIFICATIONS

Materials List

For Participants

- Sample meeting plans from the *Delivery System Manual Cub Scout Program* (Year A or B)*
- Sample Monthly Pack Meeting Plans*
- Sample pack calendar*
- A council and/or district calendar
- Local resources list
- Code of conduct prizes (if desired)
- Family Talent Survey Sheet*
- Webelos Scout Uniform Inspection Sheet*
- Scout Leader Uniform Inspection Sheet*
- Age-Appropriate Guidelines for Scouting Activities*
- Individual Cub Scout Record*
- Den Advancement Report*
- Den Leader Training Award Progress Record*
- *Boys' Life* subscription forms
- Handouts from appendix

For Trainers

- *Delivery System Manual Cub Scout Program* (Year A or B)*
- Copies of *Scouting* and *Boys' Life* magazines
- *Group Meeting Sparklers*
- *Webelos Handbook*
- *Webelos Leader Guide*
- Cub Scout training posters (can be homemade with oaths, laws, motto, purposes, etc.)
- Sample den doodle
- Flip chart or whiteboard (with pens)
- Den Advancement Chart
- Candle and matches for conduct candle

Additionally, you will need to gather the materials necessary to conduct the sample den meeting you have chosen from the *Delivery System Manual*.

*Can be downloaded from www.Scouting.org

PREPARATION FOR THE COURSE

Except for the Youth Protection presentation and any other sections that specify exact verbiage, this syllabus is not designed or intended to be read verbatim. Trainers should be familiar with the content and able to present it without reading. Experienced trainers can use their own words but must be sure to cover the content and meet the objectives of the sessions. One of the keys to success is that the trainers observe the participants during the sessions—especially during the hands-on phases—to be sure the participants learn the topic.

Select a meeting plan from the *Delivery System Manual*. The trainers will model a typical den meeting by playing the games, leading the participants through the activities, and conducting the ceremonies recommended for the meeting.

If possible, decorate the room with Cub Scouting posters. These posters will provide additional information for the participants to read.

Create a typical Den Rules poster to display during the session. You will need to refer to the poster during the session on boy behavior (III. Opening).

Have the gathering exercise available for the participants during check-in. This is important because it is fun, and it models part of the instruction presented later in the training.

If possible, each participant should bring or have access to a *Delivery System Manual* and Monthly Pack Meeting Plans (available online at www.Scouting.org/CubScouts).

GATHERING TIME ACTIVITY

Time

Be ready for any participants to arrive 30 minutes before the scheduled start time of the training.

Objectives

At the end of this activity, the participants will be able to

- Model an effective gathering time activity.
- Demonstrate ways to keep the boys active before a Cub Scouting event.
- Build excitement among the participants for their role as future den leaders.

Materials

- Provide any materials needed for the chosen activity.

Description

Provide any instructions needed for the participants and the intended outcome of the chosen gathering activity.

Activity

Early arrivals will participate in the gathering time activity the training staff has prepared.

I. BEFORE THE MEETING STARTS

Time

30 minutes

Objectives

At the end of this activity, the participants will be able to

- Explain the aims of Scouting and how Cub Scouting helps to fulfill those goals.
- Introduce the Youth Protection policies of the Boy Scouts of America.
- Discuss preparation for a den meeting.

Materials

- If possible, a computer to show the participants the e-learning site and other Scouting resources on www.Scouting.org
- Meeting plans from the *Delivery System Manual*

Introduction

Welcome all participants and thank them for taking the time to learn more about their role as a Webelos den leader. Tell them that the format for this training will follow the seven parts of a Webelos den meeting.

Distribute the outline from your selected meeting from the *Delivery System Manual* for use as a guide.

Aims of Scouting

Share the aims of Scouting, and explain how the Cub Scout program helps to achieve them. Use the following information in your explanation.

The Boy Scouts of America was formally organized in 1910. Cub Scouting was added as a full-fledged program for younger boys in 1930. Underlying all of Scouting's programs are three distinct foundational goals or aims. The three aims of Scouting include:

- Character Growth
- Citizenship Training
- Personal Fitness

Through Scouting activities, the uniform, advancement opportunities, and the examples of their leaders, boys learn to become young men of sound moral character.

Because boys enjoy being a part of small groups, Cub Scouts are divided into groups called dens which are usually organized by school grade, but these meeting plans are for dens with mixed ages. Tiger Cubs (first grade or age 6), Wolf (second grade or age 7), Bear (third grade or age 8) and Webelos (fourth and fifth grades or ages 9 and 10) come together to form a larger group called a pack. Ideally, dens consist of between six and eight boys.

Rudyard Kipling's *The Jungle Book* is used as a fun theme to tie the program together.

Finish this introduction by saying, "You have volunteered to play an important role but one that is simple and fun—thanks to the support provided by the Boy Scouts of America. This training will help you prepare fun and meaningful den meetings."

Youth Protection

Read the following italicized paragraphs VERBATIM to the participants.

The Boy Scouts of America places the greatest importance on providing the most secure environment possible for our youth members. To maintain a safe environment for the boys, the BSA has developed numerous procedural and leadership selection policies, reinforces the youth protection message with regular, high-quality training, and provides parents and leaders with numerous online and print resources aimed at the different youth protection needs of the Cub Scout, Boy Scout, and Venturing programs.

The BSA requires Youth Protection training for all registered volunteers.

All new leaders are required to complete Youth Protection training. To take the training online, go to MyScouting.org and establish an account using the member number you received when you registered for BSA membership. If you take the training online before you obtain a member number, be sure to return to MyScouting and enter your number for training record credit. Your BSA local council also provides training on a regular basis if you cannot take it online. For more information, refer to the back of the BSA adult membership application.

Youth Protection training must be taken every two years. If a volunteer does not meet the BSA's Youth Protection training requirement at the time of charter renewal, the volunteer will not be reregistered. We encourage all adults—including all parents—to take the BSA's Youth Protection training.

To find out more about the Youth Protection policies of the Boy Scouts of America and how to help Scouting keep families safe, see the Parent's Guide in any of the Cub Scouting or Boy Scouting handbooks, or go to www.Scouting.org/training and click on the Youth Protection link.

Urge the participants to take Youth Protection training as soon as possible if they have not done so already.

Preparation

Explain that you and your assistants gathered all of the materials necessary to run a good meeting well in advance of today's session (point out the materials) in order to be prepared and greet early arrivals. Tell the participants that they should do the same before their den meetings.

Preparation and planning help Webelos Scout leaders make Cub Scouting more fun for both boys and leaders, help reduce leader stress, and provide long-term benefits for Scouts. Fortunately, the BSA provides the materials to make planning simple. Leaders just need to use them!

If it has not been done already, pass out the selected meeting plans from the *Delivery System Manual* and the Pack Meeting Plan. Tell the participants that meeting plans can be found in the printed guide or can be downloaded from www.Scouting.org/membership.

II. WHILE WEBELOS GATHER

Time

30 minutes

Objectives

At the end of this activity, the participants will

- Be able to describe the importance of gathering time.
- Be able to explain advancement.
- Understand the reasons for having a pack budget.
- Understand the importance of the Family Talent Survey Sheet.

Materials

- *Webelos Handbook* (for demonstration)
- *Webelos Leader Guide* (for demonstration)
- Copies of Individual Cub Scout Record forms
- Den Advancement Report
- Den Advancement Chart (posted on the wall)
- Sample den doodle
- Family Talent Survey Sheet

Introduction

Explain that it is important for active, excited Webelos Scouts to have something to do as soon as they arrive at the meeting place. This is a good time to have some fun and still accomplish several business details. This is also a part of the meeting where parent helpers, a denner (a different Webelos Scout selected each month to be a peer leader), and a den chief (an older Scout recruited from a Boy Scout troop or Venturing crew to help the den leaders) should be used.

Explain that while parents are required to participate when their Cub Scouts are Tigers and should be involved during their sons' Wolf and Bear years, they might not be so involved during the Webelos years. The boys are moving toward the Boy Scout program where troops are boy-led. Parents who are not serving as den leaders or assistants are encouraged to assist the den leader with projects and serve as activity badge counselors (see the Advancement section of this syllabus, page 37).

Activity

Ask the participants to recall the gathering activity they did as they arrived and waited for today's training course to begin. Share with them that you got this activity from the *Delivery System Manual* (or *Group Meeting Sparklers*). Tell them that good gathering activities do not require that all participants start or stop at the same time, are interruptible, and do not require the full attention of both the leader and the assistant.

Business

State that the gathering time is the best time during the den meeting to check attendance.

Explain that each pack should have an annual budget to meet basic expenses. This budget is created by the pack committee in conjunction with other den and pack leaders at the beginning of each Scouting year.

Funding for the budget can come from weekly dues or from participation in a council-sponsored product sale (such as popcorn). The method used to raise funds will be determined by the pack committee, not by the individual den.

The pack budget should include expenses for den meeting materials. The boys can bring some materials from home, and scrap materials can be used, but most, if not all, out-of-pocket expenses for den meetings should be reimbursed by the pack's budget.

Advancement

Instead of working on achievements and electives as boys in the Tiger, Wolf, and Bear programs do, Webelos Scouts work on activity badges, the Webelos badge, and the Arrow of Light Award. The Arrow of Light is the highest rank in Cub Scouting and is a bridge to Boy Scouting.

The *Webelos Handbook* has sections that cover the 20 activity badges which are divided into five groups: physical skills, mental skills, community, technology, and an outdoor component. The *Webelos Leader Guide* is a good resource for leaders as it includes material on teaching individual activity badges.

Share that the advancement requirements and activities are designed to meet the abilities, needs, and interests of boys in the grade or age of the den.

Tell the participants that the time before the meeting starts is also a good time to look in each Webelos Scout's handbook to see what he has accomplished since the last meeting and to record his progress in the den records. Show the participants where advancement is recorded in the handbooks. This could also be done during the business items part of the meeting.

Distribute copies of the Individual Cub Scout Record. Explain that this is a tool to keep track of advancement and should follow the boy if he moves to another pack. Stress the importance of keeping accurate records. Tell them that this form and many others are available in the Cub Scouts section of www.Scouting.org.

Distribute copies of the Den Advancement Report. Share that this form is used to report boys' advancement progress to the pack committee member responsible for advancement so that recognition items can be obtained from the local council office or Scout shop.

Show a sample Den Advancement Chart, and explain that it is fun for the boys to fill in the blanks on the lines of the chart and that it is an incentive to complete activity badges and rank requirements. These charts can be purchased at the local Scout shop or online at www.ScoutStuff.org.

Show a den doodle, and explain its use as a simple, fun tool to recognize advancement and attendance.

Remind the participants that the motto of Cub Scouting is "Do Your Best." A Cub Scout's performance is judged on whether he has done his best; it is not judged against a strict standard.

Conclude by handing out copies of the Family Talent Survey Sheet. Explain to the participants the need to have each parent and adult family member complete this form. It can be done at any time, but it will allow them to know which parents are willing to help with Webelos activity badges as well as what talents and abilities are available and can be utilized among the adults in the den.

III. OPENING

Time

15 minutes

Objectives

At the end of this activity, the participants will be able to

- Appreciate the value of formal opening ceremonies.
- Explain the behavior patterns of Webelos Scout-age boys and methods for improving boy behavior.
- Describe how the Webelos Scout uniform is used as a method to achieve Cub Scouting's purposes.
- Explain the use of the Cub Scout sign.

Materials

- Materials necessary for the opening chosen from the *Delivery System Manual*
- Purposes of Cub Scouting poster (from Supply or handmade)
- Webelos Scout Uniform Inspection Sheet
- Scout Leader Uniform Inspection Sheet
- "Characteristics of Webelos Scouts" (from appendix)
- Candle and matches for conduct candle

Introduction

Start this presentation by holding up the Cub Scout sign. Explain that the sign is used when reciting the Cub Scout Oath or Promise. It is also valuable for letting Cub Scouts and others know that it is time to be quiet and pay attention. The two spread fingers symbolize the alert, listening ears of the wolf.

Hang a poster listing the Purposes of Cub Scouting on the wall of the training room. Be sure to call attention to the poster during the course of this session.

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

Opening

With the participants acting the role of Webelos Scouts, conduct the opening from the meeting plan you have chosen.

After the opening, remind the participants that a formal opening is important because it lets the boys know that the meeting has started. A good opening might provide the boys a chance to help fulfill two of the purposes—Good Citizenship and Spiritual Growth—or it might serve to set the stage for the month’s meetings.

Explain that because Scouting recognizes the importance of reverence, it is appropriate for meetings to begin with a prayer. This is a decision that should be made in conjunction with both the boys’ parents and the chartered organization. This opening period might also be a good time for a uniform inspection.

Uniforms

Distribute the uniform inspection sheets. Ask the participants why proper uniforms are important for boys. Write responses on the board or flip chart. Guide them to include the following:

- Boys in uniform are generally better behaved.
- The uniform is the best place to wear the patches and awards they have earned.
- The uniform provides identification with the organization and with other Cub Scouts.
- The uniform is an equalizer among the members of the den.

Let the participants know that it is also important for den leaders to set a good example for their Webelos Scouts by wearing a proper uniform.

Conduct

Explain that establishing rules for good behavior right from the start is important. These rules might need to be reinforced in the event of a change in leadership or meeting location. Let the boys help establish the den code of conduct at your first meeting so that they are a part of the process rather than having the feeling that they are just following the den leader’s rules.

Distribute “Characteristics of Webelos Scouts,” and state that it is important for den leaders to understand “normal” behavior so that expectations for the boys are reasonable. Moreover, we should remember that each boy is a unique individual and boys of the same age develop at different rates.

Ask the participants to suggest items that might be included in a den code of conduct. Write them on a flip chart or whiteboard.

Demonstrate the conduct candle (or another favorite method) for influencing boy behavior. Refer to the code of conduct, and tell the participants that as long as they (role-playing as the boys) are well behaved and follow the code, the candle will stay lit. Suggest that when the candle burns down, the den could have a special den ice cream party (or other similar reward, especially if you have one for this training).

Conclude by saying that the conduct of adult den leaders, the den chief, and parent helpers is also an important consideration. The Webelos Scouts will look up to the adult leaders and the den chief and will model their behavior on what the leaders demonstrate. Remind the participants that in addition to issues discussed in the Youth Protection session, any verbal abuse is to be avoided.

IV. BUSINESS ITEMS

Time

15 minutes

Objectives

At the end of this activity, the participants will

- Understand the concept of themes.
- Know the relationship between the den and the pack.
- Understand the den's role in the pack meeting.

Materials

- *Delivery System Manual*
- Materials for the business item in your chosen meeting

Introduction

Explain that right after the opening is the time to conduct any den business not accomplished during gathering time. Usually, during the first meeting of the month, business would include pack and den meeting ideas, plans for the den's part in an upcoming pack meeting, and plans for special den activities. Later, it could be a time for selecting a denner, creating a den yell or cheer, or playing a game. This might also be an appropriate time to check advancement and record progress if not already done.

Themes

Explain that each month the Cub Scout program emphasizes a theme or one of Cub Scouting's Core Values around which leaders can plan den and pack meetings. These monthly themes are useful because they simplify planning, they give dens a focus for work, they bring all dens together at the pack meeting with activities related to the same topic, and perhaps most importantly, they teach important values.

Ask the participants to look at the ideas presented in the meeting plan related to the theme and point out the suggestions for each part of the den meeting for the entire month and year. Note that Webelos den meetings largely involve activity badge work and preparation for crossing over into Boy Scouts. However, monthly themes should be included since they address Core Values.

Pack Meetings

Remind the participants that their den is part of a Cub Scout pack, and some den meeting activities might work toward the den's part in the monthly pack meeting. Pack meetings are led by the Cubmaster and should include all members of the Cub Scout's family. Activities include songs, skits, demonstrations, ceremonies, and recognition of achievement. Each den should have a part in the pack meeting.

Ask the participants to take a look at the pack meeting ideas in the handouts.

Business Item

If appropriate, lead the business item activity suggested from your chosen meeting.

V. ACTIVITIES

Time

20 minutes

Objectives

At the end of this activity, the participants will

- Understand the purpose of fun activities at den meetings.
- Have discussed the outdoor program and understand its value to Webelos Scouts.
- Be aware of the outdoor training available for Webelos den leaders.

Materials

- Materials necessary to conduct a chosen activity from your den meeting plan
- “Scouting’s Camping Program—Ever-Increasing Challenge Out-of-Doors”; available at www.Scouting.org/outdoorprogram

Introduction

Tell the participants that boys in Cub Scouting want to have fun and to do fun things with their friends. Den meetings should be one of the times when boys have the most fun.

Pack Meeting

Remind den leaders that during the business items portion of the meeting, they might have planned or discussed what the den is going to do at the pack meeting. Now is the time when the den might practice its part. Remember, try to get everyone involved (even—or especially—parents and other family members) at the pack meeting.

Activity

Recall that Webelos Scout-age boys are full of energy and like to expend it in large quantities.

Tell the participants that activities related to advancement can be a great way to expel boyhood energy and to accomplish learning goals like teamwork, sportsmanship, personal fitness, earning awards, and doing your best. Often, projects started at den meetings can be taken home for the boys to finish with their families.

Conduct the activity from your chosen den meeting plan.

The Outdoor Component of Scouting for Webelos

Share with the participants that outdoor adventure is one of the promises made to boys when they join Scouting. Ask them to list reasons why outdoor programs are important. Write their answers on a flip chart or whiteboard. Among the reasons they list, the following should be included:

- Boys yearn for outdoor programs that stir their imagination and interest.
- In the outdoors boys have opportunities to acquire skills that make them more self-reliant.
- They can explore trails and complete challenges they first thought were beyond their ability.
- Boys meet unexpected challenges that contribute toward forming good character as a result of outdoor experiences.
- Boys learn good communication skills, leadership, and teamwork as they strive toward achieving goals they set for themselves.
- Boys learn by doing—a hallmark of outdoor education.
- Research shows that a connection to the outdoors is a vital part of human development.

Go to the link www.Scouting.org/outdoorprogram so that you can explain “Scouting’s Camping Program—Ever-Increasing Challenge Out-of-Doors” that shows the different outdoor programs in Scouting. Explain that as Scouts age they are able to be involved in more advanced outdoor experiences.

Share with the participants that the outdoor training for Webelos leaders is Outdoor Leader Skills for Webelos Leaders. The course is designed to help Webelos leaders enhance the outdoor program for the Webelos Scouts in their den by teaching some basic outdoor skills as well as skills needed to complete many of the Webelos activity badges. This course can be taught as a stand-alone experience but is often presented in conjunction with Introduction to Outdoor Leader Skills.

Remind the participants of the date for the next Outdoor Leader Skills course.

NOTE: Introduction to Outdoor Leader Skills is a Boy Scout, Varsity Scout, and Venturing leader training course.

VI. CLOSING

Time

15 minutes

Objectives

At the end of this activity, the participants will

- Understand the purpose of a den meeting closing.
- Know about upcoming training opportunities.
- Have participated in a den meeting closing.

Materials

- Closing ceremony materials needed from the chosen den meeting plan
- Information sheet about upcoming training opportunities for den leaders

Introduction

Tell the participants that just as openings are important to start a meeting, closings are important to conclude meetings and are a good time to communicate messages to the Scouts.

Closing

Explain that a good den meeting closing can provide time for a Webelos Scout to reflect, to be recognized for achievement, or maybe even to learn a new skill like folding an American flag. Den meeting closings can be solemn, patriotic, inspirational, or fun. The den leader might also want to add a Den Leader's Minute comment.

Share that it is a good idea to invite the Scouts' parents who are arriving to pick up their sons—along with the parents who helped with the meeting—to join the den for the closing.

Reminders

Explain that the relative quiet of the closing portion of the meeting is a good time to remind Scouts of upcoming pack and den activities. Because you are dealing with young boys, reminders should also be in written form for their parents.

Effective and frequent communication with parents is a very important—if not critical—ingredient in the success of your den. Knowing about issues, meetings, and activities well in advance will be appreciated and will yield positive results for both your den and your families.

Share information about upcoming training opportunities (roundtables, pow wow, university of Scouting, etc.) for Webelos den leaders in your area. Explain that meeting with and learning from other Cub Scout leaders from the community will significantly enhance their Cub Scout leadership experience.

VII. AFTER THE MEETING

Time

25 minutes

Objectives

At the end of this activity, the participants will

- Understand the importance of planning den meetings and activities.
- Be able to identify resources for den leaders to use to plan den meetings.
- Be able to name the things leaders should keep in mind when planning meetings.
- Be able to explain the importance of Webelos-to-Scout transition.

Materials

- *Delivery System Manual*
- Copies of *Boys' Life* and *Scouting* magazines
- Age-Appropriate Guidelines for Scouting Activities
- Locally produced resource lists
- Den Leader Training Award Progress Record forms
- Participant Course Assessment (appendix)

Introduction

Ask the participants if they have ever heard a leader of a youth group say, “I don’t plan my meetings. The boys usually figure out something to do.” The problem is, if you do not plan your den meetings, the boys might indeed find something else to do, and it most likely will not accomplish the aims you want to achieve in Scouting. The Voice of the Scout Survey tells us that chaos and meetings that are poorly planned are big factors among less-than-satisfied Cub Scouts and their parents.

Planning

Share with the participants that the time immediately following the den meeting is the best opportunity to sit down with the den chief and assistant leaders to evaluate the meeting, talk about the next meeting, and update records while things are still fresh in their minds.

Planning is vital to the success of the den. Well-planned den meetings attract and keep Cub Scouts coming each week. Planning also helps make the role of the den leader much easier, and using Cub Scout resources makes planning easier.

Explain to the participants that the time right after the meeting is not when the planning process for the next meeting starts. The Boy Scouts of America suggests a monthly pack and den planning sequence and provides many resources to help you through the process. The time after the den meeting is when the leaders confirm the plans made during the monthly plan for the next meeting.

Tell the participants that the first planning step is an annual pack planning conference. At this conference, all of the leaders in the pack gather and set the pack's program for the next twelve months. Pack meetings are scheduled and special community, pack, and council activities are put on the calendar so that everyone can plan for them.

Each month the pack might have a pack leaders' planning meeting. At this meeting, final details are covered for this month's pack and den meetings, and plans and assignments are made for the following month.

Share that some larger packs might also have a den leader meeting and a den leader/den chief meeting as further steps in the process.

Encourage den leaders to keep the following items in mind when planning their den meetings. On a board or easel pad, write the highlighted words or phrases in bold, and use the text for discussion.

- **Have a written plan.** Explain that this is a useful tool to help keep track of the parts of the meeting.
- **Involve parents.** Some parents might think that they do not have time to be leaders, but they will most likely have something they can contribute. Discover their skills and talents, and use them!
- **Frequency.** Dens should meet at least twice a month unless special circumstances such as inclement weather or significant calendar conflicts prevent meeting. A consistent meeting pattern will help families remember the standing meetings and will keep them coming back. Many dens meet weekly and year-round, and the *Delivery System Manual* has supplemental meeting plans to accommodate that pattern.
- **Time and location.** Scouting activities and meetings can be scheduled whenever it is convenient for the boys and their families. Meetings can be held at the school, in a home, in an outdoor setting, or at any other facility that lends itself to a den meeting. The chartered organization has the responsibility of providing the pack with a suitable meeting location. Den meetings should be held at the same location each time so that the boys and their parents can easily remember where to go. This is also true in regard to the time of the meeting.
- **Length of meeting.** Webelos Scout-age boys have short attention spans, and they also have family, school, or other community activities that take their time. Meetings should last about an hour. Stop while they are still having fun so that they will want to come back.
- **The purposes of Cub Scouting.** All den activities should be planned with the purposes of Cub Scouting in mind.

- **Age-appropriate.** Scouting is designed to meet the needs and abilities of boys as they grow and mature. It is important for leaders to make sure that all activities and events that are planned for Webelos Scouts are tailored for their ages and skill levels. (Pass out Age-Appropriate Guidelines for Scouting Activities.)
- **Fun, fun, fun—for both boys and leaders!** Creating a fun environment for your Webelos Scouts is an important skill for a den leader. Scouting is fun with a purpose, and Cub Scouting should be enjoyed by the boys, their families, and their leaders.
- **KISMIF.** Keep It Simple, Make It Fun!

Webelos-to-Scout Transition

Tell the participants that one of the most important things of which a Webelos den leader should be aware is Webelos-to-Scout transition. From the time a Scout begins in Webelos, he should be looking forward to Boy Scouting.

Every detail of Webelos-to-Scout transition does not need to be shared in this training, but all new Webelos den leaders need to be introduced to this very important part of Webelos.

Few families register their boys as Tiger Cubs with the intent of having them remain in Scouting until they age out as a Venturer at 21. However, Scouting offers a continuous program that provides fun, interesting, educational, and character-building experiences, so it is important for them to know that they can! If a Scout exits the program at any level, he will not be able to reap the many benefits offered by the full scope of Scouting.

The main goal of a Scout leader should be to retain every Scout so that every Scout can take full advantage of the program. For this reason, leaders should always say to their Webelos Scouts, “When you become a Boy Scout, you will ...” rather than “If you become a Boy Scout...” Leaders should assume boys will continue in the program past the Cub Scout level. Of course, you might not be able to retain 100 percent of the boys who join Scouting. However, if the expectation that the boys will remain in Scouting is communicated at every opportunity, and if the Webelos Scouts are told of the great experiences they will have in Boy Scouting, you will have a much greater chance of retaining more boys and having a longer time to influence them with all that Scouting has to offer them.

A key factor to improving Webelos Scouts’ transition from Cub Scouts to Boy Scouts is the ongoing working relationship of the leaders of a pack and a troop. Often, troops have an immediate avenue from which to obtain new recruits because their chartered organization has both a pack and a troop and possibly a crew as well (called a full family of Scouting). The pack is a “feeder pack” whose Cub Scouts feed into the troop—much like elementary students feed into their neighborhood middle schools. This is not always the case, and if a troop is the only Scouting unit in the chartered organization, members should cultivate a relationship with a nearby pack that is also the single unit in its organization.

Ideally, all packs will have troops with which they are aligned so that the passage from Cub Scout pack to Boy Scout troop is seamless. By the time Webelos Scouts are ready to cross over, they and their families should be familiar with and comfortable with the youth and adult leaders of the troop and with their role in the troop and troop activities. And they should be excited about beginning this new adventure.

It is important to note that boys can join any troop they want to join. Most troops hold open house meetings for the purpose of having boys and their families visit to see which troop best fits their needs and wants. However, it is often easiest and most comfortable for boys to join troops with which they are familiar and with whom their packs already have a relationship.

A Webelos Scout who has earned the Arrow of Light Award and is at least 10½ years of age or has completed the fifth grade can join a Boy Scout troop. The Webelos Scout's graduation ceremony should clearly signify his transition to a new level of Scouting and can include the presentation of his Arrow of Light Award, a *Boy Scout Handbook*, and a troop neckerchief.

Resources

Explain that planning a fun and meaningful Cub Scout program might sound like a lot of work, but it is made easy by the many different resources available from the BSA.

Tell the participants that they have already taken a look at the most helpful tool, the *Delivery System Manual*, a resource that includes plans and ideas for a full year of den and pack meetings. Equally important is www.Scouting.org/CubScouts, a website with answers to many questions about Cub Scouting. If possible, have a computer ready to go to the website so that you can show them what is there and how to find it.

Tell them that other Scouting volunteers in their pack, district, and council can be a great resource as well. Experienced Scouters can provide new ideas, activities, and moral support—all of which will help make their Cub Scouting experience a great one.

Have copies of *Boys' Life* and *Scouting* magazines available for their perusal. Explain that these magazines provide program information and support for Cub Scouts and leaders. *Scouting* is mailed to all registered leaders. The cost for a subscription to *Boys' Life* can be included in each boy's fees to join the pack, it can be part of the pack budget, or each family can decide if they want to purchase a subscription.

Distribute other locally produced or national resource lists.

Explain that other training opportunities are also great resources for program and meeting ideas. Refer to the list of opportunities passed out earlier. Note that among the best of these opportunities is the monthly Cub Scout leader roundtable. These meetings are built around activities their packs and dens might be doing the following month. Encourage den leaders to attend roundtables and take advantage of all available resources when planning programs for their Webelos Scouts.

Remind the participants that parents and families are also great resources for den programs. Parents might have talents they can share or access to places of interest for Webelos Scouts. Completed Family Talent Survey Sheets will help you gather this information. Active, involved parents and families encourage their Webelos Scouts to participate more fully in the Cub Scouting program and receive more of the benefits of the program.

Answer participants' questions, and pass out the assessment.

Summary

Conclude with the following:

“As a den leader, you are one of about 500,000 Cub Scout leaders, serving about 2 million Cub Scouts in around 50,000 Cub Scout packs. But to the boys in your den, you are the most important of those leaders. Through you, a boy will have experiences he will remember his entire life—the kinds of Scouting experiences that for over 100 years have helped prepare boys for leadership, citizenship, and life in general. We challenge you to make sure those experiences are safe, well-planned, and fun—for you and for your Cub Scouts.

“We encourage you to take advantage of all of the resources and opportunities available to you as a den leader. We thank you for your time today and for all of the time you contribute to your Webelos Scouts.”

Conduct a meaningful presentation of training recognition, and give the participants copies of the Den Leader Training Award Progress Record form.

Be sure to complete and submit a training attendance report and/or enter the training into MyScouting Tools so that the leaders receive credit for the training. This course's code is C61.

PARTICIPANT COURSE ASSESSMENT

The purpose of this course assessment is for the faculty to learn from your evaluation of the training program. We are committed to continually improving the effectiveness of our training and value your feedback.

Please rate the following:

Course Promotion

The information you received about the course content, location, timing, and point of contact.

Very Good Good Needs Improvement Poor

If your rating was Needs Improvement or Poor, please let us know how we could have done more to help you.

Effectiveness of the Faculty

Was the faculty effective at helping you understand the materials and achieve the learning objectives?

Very Good Good Needs Improvement Poor

If your rating was Needs Improvement or Poor, please let us know how we could have done more to help you.

Recommendation

Would you recommend this course to other Scouters?

Yes! Maybe Probably Not No!

Course Content

Did the lessons and training methods modeled provide you the information you need to run quality den meetings?

- Very Good Good Needs Improvement Poor

If your rating was Needs Improvement or Poor, please let us know how we could have done more to help you.

Facilities

Did the facilities support delivery of the course?

- Very Good Good Needs Improvement Poor

If your rating was Needs Improvement or Poor, please let us know how we could have done more to help you.

Overall

Is there anything else you feel we need to know?

- Very Good Good Needs Improvement Poor

If your rating was Needs Improvement or Poor, please let us know how we could have done more to help you.

Thank you for taking the time to give us your feedback.

The Training Team

