

The Role Commissioners Play in Tiger Cub Retention

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The Role Commissioners Play in Tiger Cub Retention

To the Doctoral Candidate Review Board:

I am submitting herewith a Dissertation written by Steve Morrison, entitled "The Role Commissioners Play in Tiger Cub Retention." I have examined the final copy of this report for format and content and recommend that it be accepted in partial fulfillment of the requirements for the Degree of Doctor of Commissioner Science.



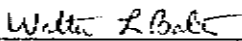
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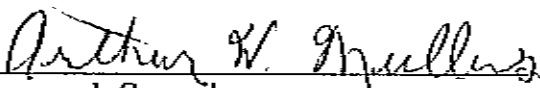
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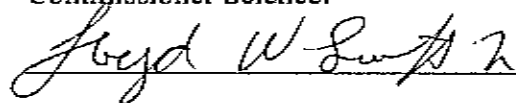


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TABLE OF CONTENTS

INTRODUCTION.....	1
REVIEW OF THE PROBLEM.....	3
UNIT COMMISSIONER.....	6
ROUND TABLE COMMISSIONERS	20
ASSISTANT DISTRICT COMMISSIONER.....	25
DISTRICT COMMISSIONER	27
PROJECT.....	34
CONCLUSION.....	38
APPENDIX 1 National Summertime Pack Award.....	39
APPENDIX 2 Pack Trainer	40
APPENDIX 3 Unit Commissioner Worksheet (Pack).....	41
APPENDIX 4 <i>The Commissioner Survey</i>	42
APPENDIX 5 Uniform Guide	43
APPENDIX 6 Pack Leader Awards.....	44
APPENDIX 7 "Go-See-It" Program.....	45
APPENDIX 8 Arrowhead Award and Commissioner Key.....	46

INTRODUCTION

The Commissioners of the Reedy Falls District of the Blue Ridge Council have noticed typical stages of Scouting in which a larger than normal number of scouts do not re-charter. The transition of Webelos to Boy Scouts has always been one such area an area, one where our commissioner staff has concentrated attention. In fact, Reedy Falls District has an assistant district commissioner whose role is to work with Scoutmasters and Cubmasters to ensure that Webelos cross over into a Boy Scout troop. A number of courses taught at the Piedmont-Appalachian College of Commissioner Science have dealt with this problem. But a stage that seems to have less attention paid to it is the transition from Tiger Cubs to Wolf Scouts. At monthly Reedy Falls District Commissioner Meetings, many discussions centered on the fact that we that we were losing a lot of Tiger Cubs. When we requested data to see if Tiger Cubs were dropping off, the annual district rechartering always showed that we were growing in the Cub Scout Wolves and Bears group. However, numerous reports from unit commissioners told a different story, that sometimes almost entire Tiger Cub dens were leaving the Scouting program.

In 2005 the Reedy Falls District Executive conducted a "Save a Scout" night during which volunteers met at the Blue Ridge Council Scout Center to call the family of each boy who dropped off a unit's roster as indicated by the units' re-charter. The number of Scouts who were Tiger Cubs was extremely large in proportion to the other ranks of Cub Scouts. We were able to ask the parents of Tiger Cubs who had left during the Tiger Cub year "Why did you leave Scouting?" The answer given most often was lack of information: either the den leader or

Tiger Cub Retention

Cubmaster didn't let the parents know what was going on, or the den leader didn't know himself or herself what was going on.

To determine if there were a large number of boys who signed up as Tiger Cubs but did not re-sign into the Wolf rank, I checked the Cub Scout pack re-charters for the Reedy Falls District for the years 2006 and 2007. I checked the names of the boys who registered as Tiger Cubs on the 2006 re-charter to see if their names were on the 2007 re-charter listed under Cub Scouts. I found that of the 139 boys who signed up as Tiger Cubs in 2006, 72 of them did not appear on the 2007 re-charter. This is a loss of 51.8%. This loss cannot be entirely attributed to being dissatisfied with the Scouting program. Some of the Tiger Cubs' families could have moved from the area. But the large number shows that there was some reason why a large number of boys didn't come back to Scouting.

What role do all commissioners play in making sure these boys remain in Scouting? And what is the role of these commissioners in keeping the Tiger Cubs' parents in Scouting? This paper will suggest ways a council's commissioners can help keep a Tiger Cub involved in Scouting. And although the main focus of this paper is on what commissioners can do to keep Tiger Cubs in Scouting, much of this also applies to boys in the higher ranks of Cub Scouting, Boy Scouting and Venturing.

REVIEW OF THE PROBLEM

It is important to remember that a Tiger Cub's parents play a big role in determining whether the boy stays in Scouting. It is also important for scout leaders to remember that if the parents of a Tiger Cub don't see value in the Scouting program, they will have no reason to keep bringing their boys to den meetings, pack meetings and other scout activities and outings.

The tenure of leadership in a Cub Scout pack in the Reedy Falls District tends to average less than the tenure of leadership of the Boy Scout troops in our district. Parents recruited as Cub Scout leaders tend to move out of the Cub Scout packs and into Boy Scout troops as their sons move from Cub Scouts into Boy Scouts. With one son, a Cub Leader remains with the pack for about five years. A parent who is a Scout leader who moves with his or her son into Boy Scouts could stay with his or her son in the program for seven years. In 2008, over one-half of the Boy Scout troops in our district (56%) had Scoutmasters whose sons were out of Scouting. In comparison, only 15% of the Cub Scout packs had Cubmasters with boys no longer in Cub Scouts. These are leaders who have years of experience who are able to help new scouts and parents.

For a Cub Scout leader the learning curve is steep. A Cub Scout leader may have no Scouting experience and is suddenly in charge of a den of boys. New Cub Scout leaders, whether at the den level or pack committee level, not only have to learn the responsibilities of their new position, but also must figure out what Scouting is all about. Sometimes a pack will have almost a complete change of leadership—a new Cubmaster, committee chairman and new den leaders.

Tiger Cub Retention

While the rest of the new leaders are sorting out what their new duties are, one leader may have absolutely no background at all: the new Tiger Cub den leader. Although other Tiger Cub parents should be included in helping with den activities, they look to the den leader for leadership and guidance. If the pack leadership is trying to figure out their own positions, who is there to help the Tiger Cubs and their parents? The answer is district commissioners at all levels. Although all commissioners may not have a *direct* hand in dealing with the Tiger Cubs and their parents, their experience and guidance can help the pack leadership provide a smooth transition into the world of Scouting to Tiger Cub leaders and the Tiger Cub families.

Scout commissioners can help Tiger Cubs remain in Scouting by providing to the pack leadership the tools and information they need to run a quality Scouting program. At the "Save a Scout Night" held in 2005, we were able to contact 23 Tiger Cub parents whose sons were no longer in Scouting. Forty-three percent reported that their sons had dropped out because the den leader or Cubmaster did not communicate with the parents; thirty-nine percent said the den didn't seem to be doing anything; and seventeen percent said that they had a conflict with the night den meetings were held. Asked whether they would like to be contacted by another pack to try Scouting again, most of the respondents said that they had tried Scouting and it wasn't for their son. This bad first impression of Scouting, most of the time from Scouting's most inexperienced leaders, caused many Tiger Cub parents to decide that they knew what Scouting had to offer and so decided not to try again. It is up to Scouting's commissioners to ensure that Tiger Cubs and their parents are shown the best of Scouting.

Tiger Cub Retention

Parents play a key role in the success of the Tiger Cub's transition into Cub Scouting. A parent of each Tiger Cub must accompany his or her son to every den meeting, pack meeting, Go-See-It, and any other activity their son attends. Parents must be made to see the value of Scouting, to see that their son is getting something out of the program—and it doesn't hurt if both the Tiger Cub and the parent have some fun while participating. The Tiger Cub might love Scouting, but if his parent isn't enthusiastic about the program, then it becomes easier to skip this den meeting and that pack meeting. Parents may not work as hard on achievements with their son so their scout will start to fall behind the other boys in his den, which can lead to the Tiger Cub becoming frustrated. The commissioner must work with the pack leadership to make sure that they understand what is needed to keep Tiger Cubs and their parents involved in Scouting.

UNIT COMMISSIONER

The commissioner who can have the biggest impact on Tiger Cub retention is the unit commissioner. This commissioner has the opportunity to work with the entire pack: the chartered organization representative, the pack committee, the Cubmaster, den leaders, scouts and their parents. By making frequent visits to the pack, the unit commissioner will become a resource that the entire pack knows they can come to rely on to provide valuable information and guidance.

The unit commissioner should meet with the chartered organization representative to establish a good working relationship between the Boy Scouts of America and their pack. The unit commissioner can make sure that the obligations of the chartered organization to the pack are being met and that the BSA is meeting its obligations to the chartered organization. The chartered organization representative may not know that he or she should be helping the pack by providing leaders. The representative may also not know what qualities to look for when choosing pack leadership. The unit commissioner can provide information that will help the chartered organization make good choices in selecting leaders and provide them with information on training opportunities so that these leaders can join the pack fully trained.

The responsibility of the unit commissioner in working with the chartered organization to provide leaders can be critical in helping keep a Tiger Cub in Scouting. By working with the chartered organization, the unit commissioner can stress the importance of having a trained Tiger Cub leader who is ready to take over the position the first day the Tiger Cubs meet. The importance of having a trained leader who understands the Tiger Cub program cannot be

Tiger Cub Retention

emphasized enough. In the Reedy Falls District, the district executive visits an elementary school on a Tuesday and sends home with boys a flyer inviting them to come to an information night about Cub Scouts on that Thursday night. For a lot of the families, this will be their first exposure to Scouting. When they arrive at the information night it is ideal to introduce them to the person who will be leading their den and have that person explain the program. Many times I have seen an information night where the boys are signed up and then a leader is recruited, but the person recruited may have little or no knowledge of Scouting in general and Tiger Cubs in particular. The time delay from when they are recruited until the time they attend Leader Specific training is often a month or more. During this time the Tiger Cubs and their parents are excited about Scouting and want to start meeting. As time goes on and the leader isn't trained, boys and parents can become frustrated and lose interest. It is up to the commissioner to let the chartered organization know early on why it is so important to have leaders chosen and trained before the first meeting.

Another responsibility of the unit commissioner is to make sure the pack has a committee that is fully functioning. The unit commissioner should see that the pack committee chair conducts an annual planning session to plan the activities for the upcoming year. This planning should take place before the fall recruiting season so plans can be made well in advance to ensure that everything is in place for the new Scouting year. If the pack does not traditionally hold an annual planning session, the unit commissioner should explain the benefits of holding such a conference. Some popular activities in our district, such as camping on-board the aircraft carrier USS Yorktown, need to have reservations made over six months in advance. Without a

Tiger Cub Retention

planning session the boys could miss out on attending some of these fun events. Planning events well in advance will also give the parents a chance to mark those events on their calendars so that they can plan other events around pack or den events. This planning session should include all of the pack's committee members, the Cubmaster, assistant Cubmasters, den leaders and assistant den leaders, as well as pack trainers and interested parents. By inviting parents to attend the planning meeting, pack leadership can obtain volunteers to help with events and even identify and place pack committee and den leaders. A pack without an annual planning meeting or without a functioning pack committee should throw up a red warning flag to the unit commissioner. If the Cubmaster is doing all the work and there isn't a functioning pack committee, then the Cubmaster could become so overwhelmed that he or she might not be able to notice warning signs that Tiger Cubs are heading for trouble.

Ideally, the unit commissioner is invited to the planning meeting, but whether or not he or she attends, he or she should make sure that those attending have a council and district calendar so they are aware of the opportunities available to them. It can also be helpful to have a copy of the *Program Helps* for the coming year so the themes for the upcoming months can be explored. At this planning meeting the unit commissioner should make sure that the pack is planning a full 12-month calendar of activities, including the summer months. Not only should the Tiger Cubs be encouraged to participate in district day camps and council resident camps, but the Tiger Cub dens and packs should be encouraged to participate with their packs and earn the National Summertime Pack Award (See Appendix #1). This will help keep the Tiger Cubs active with the pack year-round and help establish a firmer bond with their friends in Scouting.

Tiger Cub Retention

The pack trainer is a key position on the pack committee (Appendix #2). The pack trainer is the person who should conduct an orientation session for the new leaders and adults in the pack. It is this person's responsibility to make sure new parents and leaders feel welcome and to answer their questions about the pack. The unit commissioner should make sure that the pack trainer is trained for his or her position, is current with training materials and programs, and is keeping up with the packs' training records. If the pack trainer doesn't know the answer to a question then the unit commissioner should make sure that he or she gets the answer and gets back to the parent or new leader who asked the question. If the pack doesn't have a pack trainer, talk to the committee chairman about the benefits of having this position. The unit commissioner should make sure that he or she has the contact information for the pack trainer and lets the trainer know when there are training opportunities being offered in the council or district that could benefit the pack's leadership, such as the Council Pow Wow's, Wood Badge and BALOO training or leader-specific training. The unit commissioner can help make sure that a Tiger Cub will receive a good Scouting experience by making sure that the pack trainer is doing his or her job well so that new parents are informed and new den leaders are trained. "Every Scout deserves a trained leader" should be the slogan that drives the pack trainer. This is especially important for the new Tiger Cub den leader. The sooner the Tiger Cub den leader receives training, the sooner he or she can start providing a quality program to the scouts.

The unit commissioner should also see if the pack's other committee positions are filled. These can include treasurer, secretary, advancement chair, outings chair, membership and registration chair, Friends of Scouting chair, and Blue and Gold Banquet chair. A large active

Tiger Cub Retention

committee is the sign of a healthy pack that has adults who want to see the pack succeed. By helping a pack build an active committee, the unit commissioner can see that more of the adults in the pack get involved and have a personal interest in the pack's operation beyond that of their son's activity.

A pack that is active and has good leadership will help retain Tiger Cubs in the Scouting program. One of the most important ways a unit commissioner can make sure that a pack is active and has good leadership is by making frequent visits to the pack. This allows the unit commissioner to detect issues that arise and help the pack leadership head them off before they become problems. The unit commissioner should be a friend to the pack he or she is responsible for. It is this friendship that will let the unit commissioner observe freely how the new Tiger Cubs and their parents are doing.

Always let the Cubmaster know that you are going to be stopping by for a visit. It is helpful when you first start visiting with the pack to always bring some new information or announcement to them. Not only will the pack benefit from the information, but it will make the unit commissioner have a reason to visit the pack and avoid giving the impression that he or she is only there to "spy" on them. Ideally the unit commissioner will develop a relationship with the Cubmaster and pack committee and will be invited to the monthly pack meetings. The unit commissioner should present the pack its re-charter at a pack meeting. Make it a special presentation; invite the chartered organization representative, all committee members and den leaders to come forward to receive the re-charter. The pack leaders will appreciate the recognition and open up more to the unit commissioner.

Tiger Cub Retention

Frequent visits by the unit commissioner will also give him or her a chance to meet the new parents. The unit commissioner can be the link between the professional staff and parents, so he or she should make time either prior to or right after a meeting to meet parents and answer their questions. The unit commissioner can be the person who can answer the new parents' questions in a way that ties the whole Scouting program together.

If possible, a unit commissioner should try to attend a den meeting of his or her Tiger Cub units. If he or she isn't able to attend a den meeting, then he or she needs to pay particular attention at pack meetings to make sure that the boys in the Tiger Cub dens are advancing. The unit commissioner should meet and talk with the Tiger Cub parents and ask what "Go See It" their den went to that month and what other activities the boys have participated in. The unit commissioner shouldn't pry, but should ask conversationally what the den has been doing. This should be done in a way that isn't seen by the Tiger Cub den leader or the pack leadership as the commissioner trying to find fault or snoop, but just finding out what the Tiger Cub den is doing because the unit commissioner is interested.

The frequent visits by the unit commissioner will also give him or her a chance to observe the pack and see if there are any potential warning signs that a scout, den or entire pack is in trouble. The unit commissioner should make sure that the Scouts in the Tiger Cub den are advancing. If they aren't, find out what the problem is by talking to the Cubmaster, den leader and parents. Does the den leader have the training he or she needs? Are the parents participating and getting their scouts to the meetings? If not, why not? Do the parents and den leader know what they are supposed to be doing and understand their roles?

Tiger Cub Retention

After a visit to the pack, the commissioner should complete a Unit Commissioner Worksheet-Pack #34125C (Appendix 3) to document what he or she observed. This worksheet can document any trends that may lead to a problem with the pack. These trends should also be shared with the district commissioner to give him or her a quick overview of the health of the pack.

The unit commissioner should also look for warning signs that a Tiger Cub den is in trouble by observing the parents of the Tiger Cubs at a pack or den meeting. Are the parents involved and joining in? Are the Tiger Cub parents segregated away from the rest of the pack? Are the Tiger Cub parents greeted when they arrive or are they not “part of the group?” If the group of Tiger Cub parents as a whole seems to be engaged and having a good time, can the unit commissioner pick out any parents who aren’t actively joining in? The unit commissioner should make a point to introduce him or herself to these parents and make sure the pack leadership knows that there seems to be a parent who isn’t engaged. It could be that all of the other parents know each other through school, church or other activities, and in a large group this parent is lost and not being included. If the parent isn’t having a good time, then he or she is less likely to bring their Tiger Cub to the next meeting. And once they miss one meeting it gets easier to miss more, and their son will fall behind all of the other boys. This can lead to frustration and cause the boy or parent not to continue.

The unit commissioner needs to be a mentor to the leaders of the pack. In the Fall/Winter edition of *The Commissioner* (http://www.scouting.org/filestore/pdf/14-975_08_FallWinter.pdf) (Appendix #4) a survey of 1,381 top unit leaders shared the types of commissioner support they

would like to receive. The number one response was mentoring and assistance for unit leaders (78.6 %). The mentoring that a unit commissioner can give to a pack can help with the transition of leadership.

Although the unit commissioner will mainly work with the pack leadership, there are opportunities to work with and mentor the parents of the Tiger Cubs. The first contact a new Tiger Cub Scout and his parent will probably have with the unit commissioner is when the pack has its information and sign-up night. The unit commissioner should be at the information/sign-up meeting to meet the new parents and to assist with any questions about Scouting that the boys or parents may have. This will fix in the minds of the new Tiger Cub parents that the unit commissioner is someone who is connected with the pack who can answer their questions. At these roundups it is not atypical for a Tiger Cub den leader, assistant den leader and other pack volunteers to be chosen. These volunteers may or may not have any idea of what Scouting really is. The Unit Commissioner can help allay their fears and uncertainties by letting them know that he or she can be a resource for the new den leader. If a new Tiger Cub leader is chosen or introduced at this meeting the unit commissioner can make sure that they exchange contact information. The unit commissioner should let the new Tiger Cub leader know that if he or she has any questions about Scouting that can't be answered by the pack, the unit commissioner is available to help.

This is also a great chance for the unit commissioner to see the new parents and boys and to possibly spot any potential problems by observing how receptive the parents are to the program. Are the parents volunteering to fill the position of den leader and assistant den leader,

or are they all waiting for someone else to take charge? If no parents volunteer, this could be a den that is in trouble from the start. The Tiger Cub parents may start off with an uneasy feeling. The unit commissioner can be there to help the pack committee chairman, Cubmaster, and other pack leaders explain the Scouting program. This can be a whole new world to a Tiger Cub parent, who may have no idea of what Scouting is about. The unit commissioner can be there to fill in any gaps in information that the pack leadership may not know. By working with the pack leadership, the unit commissioner can show parents new to Scouting that this is a time-tested organization. It is imperative for the unit commissioner to make sure before the round-up that the pack has a program in place so the new Tiger Cub leader immediately has the support and training he or she needs. If not, then it is up to the unit commissioner to begin working with the pack leaders to make sure they have the committees in place to provide support to the pack.

In the Blue Ridge Council it is the responsibility of the district executive to set the date of the recruitment night with the chartered organization. It is important for the district executive to publish that date to the pack leadership, the district commissioner and the unit commissioner as soon as possible so that they can make arrangements to have the available resources ready for the pack recruiting night. For example, the Blue Ridge Council has an inflatable climbing wall that can be reserved by units for their use. Knowing the date of the recruiting night early can help a pack reserve this resource to help attract new Tiger Cubs. It is a big "Wow" at the very first experience the boys have with Scouting. For Tiger Cub parents it will show the fun and excitement their sons will experience in Scouting.

Tiger Cub Retention

The unit commissioner should invite the new Tiger Cub den leader, along with all of the other pack leaders, to the monthly district round table. Not only should the unit commissioner invite them but he or she should offer to meet the pack leaders at the round table. Or, if it is the Tiger Cub den leader's first round table, the unit commissioner might even offer to drive him or her. This will reduce the new leader's anxiety about going alone to training where he or she doesn't know anyone. The new leader will be able to go with someone they have met who can show them where to go and who can introduce them to other Scouters. The extra training offered by the district round table will be invaluable to the new Tiger Cub den leader and will help him or her run a better program, which in turn will help retain boys in Scouting. The unit commissioner should encourage the Cubmaster to make sure a group from his or her pack attends round table: this is another way the new Tiger Cub den leader can interact with leaders from his or her pack without the distraction of the boys in his den.

The unit commissioner must have excellent people skills. He or she must be able to work with the entire leadership of the pack and with the parents of the Scouts. He or she has to be able to welcome new people into the pack and help draw them into the group. He or she must be able to listen to what the leadership of the pack says and offer guidance to ensure the pack program is headed in the right direction. The unit commissioner must have knowledge of the entire Scouting program, but especially must understand the type of unit they are helping. If he or she doesn't know an answer, he or she needs to know where to get the answer, and then get back to the unit leaders or parents quickly with the correct information.

A unit commissioner must be an example to the adult leaders and the youth of the pack by wearing the proper uniform, including the proper insignia and having patches in the proper position. As a representative from the district, the unit commissioner will make a good impression on the new Tiger Cub leaders, parents and Scouts by wearing the uniform properly (see Appendix 5, Uniform Guide). The unit commissioner should wear the leader knots they have earned as a way to spark pack leaders' interest in earning knots of their rank. The unit commissioner should make sure that all of the leaders in the pack are aware of the leader recognition knots that can be earned and encourage them to complete the various requirements (see Appendix 6). In earning these knots, pack leaders complete tasks needed to build a quality Scout program. And it can't be stressed enough that having pack leadership that is trained and knowledgeable makes the pack run more smoothly. It enables the boys to advance and do more activities in all ranks while giving the Tiger Cubs and their parents the feeling that this is a good program that they want to continue to be involved in. A pack with a weak den can adversely affect the opinion of a Tiger Cub parent on Scouting as a whole.

The unit commissioner should not only be a source of information for the pack but also should note what the pack does well. A pack with a thriving Tiger Cub program, with a high retention rate—what do they do? This is information that needs to be discussed at a monthly District Commissioner meeting so that all unit commissioners can pass on the information to their units. The unit commissioner who has a pack with a strong Tiger Cub program must also not assume that this will last. Is the reason for the success a program the pack has in place, or is

Tiger Cub Retention

it a key person who is making sure this happens? If this key person moves up to Boy Scouts with his or her son, is someone in place to make sure the Tiger Cub program remains strong?

The unit commissioner can work with the pack leadership to make sure the Tiger Cubs and parents are having a good time on outings. For example, Reedy Falls District has a Cub/Parent weekend during the fall at its Council's camp, Camp Old Indian. For a Cubmaster with den leaders who are all avid campers with older sons in Boy Scout Troops, then a Cub/Parent weekend in early November where the temperature is in the lower 30's may not be an issue to them. But to Tiger Cubs and their parents who may have never been camping before, 30 degrees can be very cold and uncomfortable. They may not have the proper sleeping bags to keep them warm at night. A bad experience could cause a parent and his son to decide that they don't want to do that again. The unit commissioner can help the pack leadership understand that not everyone camps all the time. The unit commissioner can also make sure the Cubmaster knows that he should find out ahead of time what gear some of the new scouts and parents may be lacking and try to acquire the equipment for them. The Cubmaster may not know that many Boy Scout troops are more than happy to lend gear to a pack.

The unit commissioner should make sure the Cubmaster and den leaders choose activities wisely. A hike may seem like a great idea, but if a parent accompanying a Tiger Cub on the outing can't keep up he or she may feel embarrassed and not want to participate in activities again. Make sure leaders choose age-appropriate activities and plan something for everyone. A Tiger Cub who wants to stay in Scouting will not be able to if his parents won't let him go to the activities. Make sure the parents are having as much fun as the boys.

Unit Commissioners should organize troop and pack cooperation. This means the unit commissioners for Boy Scout troops and Cub Scout packs should communicate and work closely together. Doing so will help the troop recruit boys while showing Tiger Cub parents that Scouting can help mold their sons into the young men they would like them to be.

To prepare for a troop visit to a pack, the unit commissioner should handle a number of details in advance:

- 1) The unit commissioner should help the Cubmaster and Scoutmaster ensure the boys selected to visit the pack work well with younger scouts. If the troop is going to be involved in a ceremony with the Cub Scouts, make sure the older boys are mature enough to impress both the Cub Scouts and their parents.
- 2) The unit commissioner should make sure that packs and troops are using den chiefs. These older Boy Scouts will work with the dens and get to know the boys in the dens, providing a link from the pack to the troop that will benefit both units. The younger boys will look up to the den chief as an older scout. The parents of the Cub Scouts will get to see the responsibility that the older scout is taking on and they will want that for their sons. The den chief will provide someone the boys in the den know in the troop, so when it's time to cross over to Boy Scouts, the den chief's troop will have the connection that developed through the leadership provided by the den chief.

The Cub Scout unit commissioner has to make sure that the pack as a whole operates smoothly and according to the ideals of Scouting. If a Cub Scout pack is well-run, the Tiger Cubs are more

Tiger Cub Retention

likely to have fun and have a quality Scouting experience. Tiger Cub parents will appreciate Scouting more, see the benefits their son has received through the program, and make the effort to keep their son in Scouting.

ROUND TABLE COMMISSIONERS

The district round table commissioner can play a huge role in keeping Tiger Cubs in Scouting. As in all aspects of Scouting, if a program is run well it will instill confidence in the members. A well-run round table program can provide the tools pack and den leaders need to provide a quality program. This will translate into a well-run pack as well as dens that will help keep all ranks of Scouts in the pack.

The district round table commissioner provides a monthly program that the new Tiger Cub den leader can take advantage of to learn about upcoming district and council events and to learn "how to" information for den meetings by actually doing the crafts and activities for the upcoming month. The round table meeting also gives new Tiger Cub den leaders a chance to talk to other leaders who are also new to Scouting as well as experienced cub leaders who can help with information and ideas they have found useful in the past.

The Cub Scout round table commissioner must be enthusiastic about Scouting. Round table shouldn't be a monthly lecture, but a show that is presented each month. Leaders who attend should leave wanting to come back for the next month's meeting. The enthusiasm and excitement of the round table commissioner will accomplish a number of things. First, the excitement will be contagious. The entire mood of the round table will be dictated by how the round table commissioner and his staff present the program; if they are upbeat, the meeting will be upbeat. Second, the enthusiasm of the meeting will spread to the participants. They will want to have as much fun at their den meeting as they are having at round table. This enthusiasm will then spread to the scouts and parents in their den. Third, the excitement from the round table

meeting will make the participants want to come back next month. They will tell the other leaders in their pack and other leaders they see at district events about their experiences, and this will help spread the excitement.

An important function of the Cub Scout round table commissioner is to recruit a staff of Scouters who will not only bring enthusiasm and excitement to the program, but can offer quality programs each month. Being prepared can help the round table staff be less worried about what they are going to present and allow them concentrate on helping the participants. The Cub Scout round table commissioner should hold annual and quarterly planning sessions so the round table program can be prepared well in advance. This will allow time to invite speakers or other guests, a chance to run through what is going to be done at the meeting and the opportunity to acquire materials needed for the program. After each round table the staff should evaluate what went right, what went wrong and what could be done better. They should also follow up with Scouters who attended but seemed unsure of themselves. A phone call or e-mail asking how things are going could be the life-line a new Scouter needs. The round table commissioner can also be an extra set of eyes and ears to let the district commissioner know of any potential problems with a den or pack. The district commissioner can then direct the unit commissioner responsible for that pack to investigate the situation.

The round table staff should also have experience in the area of the program they are helping with. It is up to the district round table commissioner to see that the right person is placed with the right program. Someone who has only been a Webelos den leader probably

wouldn't be as good of a choice to handle the Tiger Cub breakout sessions as a person who has been a Tiger Cub den leader before.

The round table commissioner should be knowledgeable about the area of Scouting that he or she is the round table commissioner of. The new den leaders will be looking to the round table commissioner for ideas on what to do for their scouts. It won't help them if there are no break-out sessions where they can learn what they need to know to run a Tiger Cub den. Learning about what can be done to teach Webelos the Readyman achievement may be interesting, but Tiger Cub leaders need to go home with something they can use at their next den meeting. It is okay to have some program overlap so they can see what lies ahead, but the round table commissioner should ensure that part of the round table is devoted to Tiger Cub ideas. It is ideal to have commissioners on staff who have a wide variety of Scouting knowledge, so they can field questions that may arise. If the round table staff does not have someone who is familiar with the Tiger Cub program, one should be recruited.

The Cub Scout round table commissioners play a vital role in keeping Tiger Cubs and their parents in Scouting. Round table commissioners provide monthly training to the new Tiger Cub leaders so they have the tools and know-how to run a successful den meeting and keep the boys advancing. The round table commissioner and his or her staff should have monthly contact with Tiger Cub den leaders and assistant den leaders. They will provide the environment in which the Tiger Cub leaders can ask questions, express their doubts, and belong to a group that is in the same situation as they are to provide support and guidance.

Tiger Cub Retention

At each round table, the new Tiger Cub leaders will have a chance to meet other Tiger Cub den leaders, Cubmasters from other packs, Scoutmasters, Boy Scout leaders, commissioners, the district executive and others interested in Scouting. They will see that there is a large group of people willing to help them out and that they aren't alone. The round table commissioner should create an atmosphere where the new leaders are welcomed, recognized and introduced to the other participants. As new leaders start to attend various functions, they will begin to recognize other Scouters they met at district round tables. They will begin to form a bond and look forward to seeing people they know at different events.

The Reedy Falls District has also started a program feature at round tables to discover what Cubmasters and den leaders would like to see in the district to help them. Taking a few minutes at each round table to air concerns allows the Tiger Cub den leader a forum to ask questions that can be addressed at the meeting or incorporated into a future round table program. One discussion at a January round table focused on the fact that there were a lot of events from the Fall through March, but we lacked an event to maintain the boys' enthusiasm heading into summer. This is especially true for the Tiger Cubs. Although we encourage all packs to continue to meet through the summer and earn the Pack Summertime Award, many units don't meet. The consensus of the group at round table was to have a district event where the boys could earn Cub Scout belt loops and possibly some rank requirements. From this our district has begun to hold an event in April or May called Cub-Lo-Rama where Cub Scouts can camp out and earn multiple belt loops and rank requirements. By adding this feature to the Cub Scout portion of the round table, the round table commissioner was able to fill a need some of the Cub Scout packs were

Tiger Cub Retention

experiencing; he was able to get packs involved and to get more volunteers from those packs to help with a district event. This has given the district chairman a new group of people who have volunteered at a district event, which could lead to their future involvement in district and council events.

Another important function of the Cub Scout round table commissioner is to make sure that all of the round table participants receive information about council and district events. Not all Cubmasters or den leaders pass information on to other leaders or parents in the dens. Information from the district executive, the council, district and other Scout units should be shared at the round table, either through handouts, announcements or both.

ASSISTANT DISTRICT COMMISSIONER

The Reedy Falls District has traditionally had an assistant district commissioner whose main duties were to see that there was a good relationship between troops and packs to aid in the transition from Webelos to Boy Scouts. In 2009 we added an assistant district commissioner whose main duties are to see that Tiger Cubs and their leaders are given the support they need to succeed in Scouting. This also includes being in charge of a database of all Tiger Cub parents to keep them informed of news and events at the district and council level.

To help Tiger Cub leaders, our district implemented a monthly "Go-See-It" program for Tiger Cubs (Appendix 7). The assistant district commissioner worked with the district commissioner to come up with a list of Tiger "Cub Go-See-It's" that could be made available each month for the Tiger Cubs. Arrangements were made with organizations to host each monthly event, and the district sent all Cubmasters in the district a schedule to let them know where the monthly "Go-See-It" would take place. This program has provided many benefits:

- It allows the Tiger Cub leaders who were unsure of what to do a chance to take their den to a monthly activity that would help their scouts reach their rank. The Tiger Cub leaders didn't have to go to the district event, but it gave them an option of something to do for that month. Some of the new den leaders may not have been sure of who to call to set up a visit by their den. This allowed them a chance to go to places that they may not have considered.

Tiger Cub Retention

- It also gave each Tiger Cub leader a chance to meet other Tiger Cub leaders and parents. It showed them that they weren't alone, but that there were others who were also in the same situation as they were.
- We also encouraged district staff and commissioners to attend these events so that the parents and leaders could ask them questions about Scouting.
- Since Tiger Cub leaders could now recognize other Tiger Cub leaders, district staff and commissioners, when these leaders attend a round table or district event, they find familiar faces. This helps them feel more at ease at larger events and will hopefully get them involved with district or council events as a volunteer.
- The monthly program has given the boys a chance to remain active and to keep advancing toward earning their Tiger Cub rank. If a scout missed his den's "Go-See-It" trip to the fire station, for example, this allowed him an opportunity to go another time.

While not all districts provide a Tiger Cub Assistant District Commissioner, it is certainly worth considering. Simply providing one more resource to new Tiger Cub leaders is a huge benefit. But having an assistant district commissioner whose role is solely to support Tiger Cub dens can spawn innovative and creative programs that will help enable Tiger Cub leaders, scouts and their parents to succeed.

DISTRICT COMMISSIONER

The district commissioner often will not have as much contact with Tiger Cubs or their parents as a unit commissioner has, but this role can be just as vital. The district commissioner influences and directs a staff of unit commissioners who do have direct contact with the Cub Scout packs. One of the most important jobs of a district commissioner is making sure each unit has a commissioner assigned to it. When choosing a person to be a unit commissioner, the district commissioner must find a person who meets the qualifications of the job.

The district commissioner must also take into account whether the unit commissioner would work better with Cub Scout packs, Boy Scout troops or Venture Crews. Assigning a Cub Scout pack a unit commissioner who has 30 years of experience as a Scoutmaster but who was never a Cub Scouter may not make as much sense as naming as a pack's unit commissioner a person who was a den leader for three years.

The assigned unit commissioner must make frequent visits to the pack to assess how the pack is doing. It is up to the district commissioner to make sure that the unit commissioner is making the required visits to the pack. The Unit Commissioner Worksheet (Appendix 3) should be submitted to the district commissioner after each visit. The district commissioner needs to find someone who knows the Scouting program and who is personable and easy to talk to so that the unit commissioner can develop a relationship with the pack leadership that is built on trust and respect for one another. The unit commissioner chosen must also be able to accept new ways of doing things as long as they follow Scouting ideals and principles, while also advising on how to do things that are time tested. This is so that if the unit commissioner notices something that

raises a red flag, he can suggest another way of doing it in a manner that allows pack leadership to take it as constructive criticism, not as a judgment.

The district commissioner should also keep up with information from his or her unit commissioners about what seems to be working in retaining Tiger Cubs. Data from re-charters should be studied to see what packs are successful advancing their Tiger Cubs into Cub Scouts. The district commissioner can then determine those packs' best practices and pass on the information to other district commissioners at the regular meeting held by the council commissioner. In this way Tiger Cub retention can be implemented throughout the council.

The district commissioner needs to work closely with the district executive and the district chairman to make sure the district has good Scouting programs for the boys. During these "Key 3" meetings, the district commissioner should review upcoming events and make sure that there are events planned that will include younger scouts, including Tiger Cubs. If there are no events for the younger scouts, then the district commissioner should attend a district committee meeting to make sure the district programs committee includes activities that Tiger Cubs and their parents can participate in. For example, this can be as simple as inviting Cub Scouts to a district camporee to observe the events the older scouts are participating in. Being invited to events with older Scouts can whet the appetite of both Tiger Cubs and their parents. The Guide to Safe Scouting should always be followed, and Tiger Cubs should only be allowed to take part in age-appropriate events. But showing them what lies ahead if they stay in Scouting can make quite an impression on both Tiger Cubs and their parents. The district commissioner should

ensure that the district is providing events to keep Tiger Cubs and their parents involved in Scouting.

The district commissioner also needs to work with the district executive to make sure that all unit commissioners are aware of when their pack's round-ups are and to make sure that the unit commissioner attends or has someone from the commissioner's staff to represent them. As discussed in the section on unit commissioners, the round-up is a great place to get a quick view of possible problems that can develop in order to prevent them from happening.

The training of new leaders at the district level can have a major impact on whether a Tiger Cub stays in the Scouting program or decides to leave. The district commissioner can work with the district training staff to make sure that not only are enough training sessions being offered, but also that the classes are covering what new leaders need. Unit commissioners can play a key role in this by talking to leaders in their units and finding out what issues aren't being covered in training and which areas are being covered adequately. These issues can be brought to the attention of the district chairman at a Key 3 meeting. New Tiger Cub leaders that attend district training will have a better idea of Scouting as a whole and how Tiger Cubs fit in. As discussed previously, this will increase their appreciation for and enjoyment of Scouting, raising the chances they'll remain in the program.

The district commissioner should also work closely with the membership chairman on the district committee. Tiger Cubs should be one of the strongest growth areas each year as boys become old enough to join Scouts. The district commissioner and the membership chairman

Tiger Cub Retention

should work closely to come up with events that will attract new Tiger Cubs. Since the district commissioner should have the dates when round-ups will be held, he or she could arrange for the inflatable council-owned climbing wall to be brought to a round-up night. Or for events lots of youth will attend, the district commissioner could arrange to set up a Scouting booth. The district commissioner can identify unit commissioners who could possibly help staff these events. The district commissioner should also work with the district publicity chairman to make sure he or she knows when events are being held. A picture of a Tiger Cub in the newspaper could go a long way toward recruiting new Tiger Cubs and in keeping the featured Tiger Cub in Scouting.

The district commissioner must keep unit commissioners up-to-date on district activities so that they can pass on the information to their unit leaders. Keeping pack leaders informed means they will look forward to their unit commissioner's calls, visits and e-mails. Being a reliable source of information also gives credibility to the unit commissioner and makes him or her a valuable resource. Packs that are well informed will offer better programs, benefiting Tiger Cubs and their parents.

The district commissioner should also make sure that unit commissioners give any district or council information not only to the Cubmaster, but also to pack committee members, den leaders and assistant den leaders so that they can share this information with Tiger Cub parents. This shouldn't be used as a way to go around pack leadership, but simply a way to inform everyone of available opportunities. There may be an event that sparks the interest of a parent who will make sure his or her den takes advantage of the opportunity. A Cubmaster may not want to schedule a trip for the whole pack to a place that would make a great "Go See It"

event. But letting all of the adults in the pack know about events increases the likelihood that some of the boys will attend.

The district commissioner should also encourage unit commissioners and round table commissioners to earn the Arrow Head Award and Commissioner Key (See Appendix #8). As when pack leaders earn their awards, completing the requirements for the Arrow Head Award and Commissioner Key will help the unit and round table commissioner complete essential requirements for their own positions that will help the pack leadership, ultimately helping new Tiger Cubs.

The district commissioner can also serve as a source of information for Tiger Cub parents by providing unit commissioners with a welcome packet they can provide to the packs that they serve. The welcome packet could be reproduced by the Cubmaster and personalized for the particular pack to give to new parents. This packet could have information about the Scouting program (What is a den, pack, district and council? What Pack are we?); it could include information on what a cub/parent weekend is; it could even include pictures of an Adirondack so new parents will know where they'll be sleeping when they and their Tiger Cub go on an overnight trip to their council's camp. A lot of times it is the parent, not the Tiger Cub, who has to be convinced to go on a campout or other events. Providing Tiger Cub parents with information on what to expect will help them feel more comfortable about participating. The booklet could also have suggestions and contact information for possible "Go-See It" locations so a new Tiger Cub leader will have much of the information needed to run the den. This will help eliminate the uncertainty usually felt by a new den leader. It can be used as a tool to show a

potential new den leader that they don't have to re-invent the wheel, that this has been done before and there is a guide to go by. As unit commissioners meet with their packs they can gather new information to add to the booklet that can be taken back to the monthly commissioner's meeting so the information can be shared with other unit commissioners.

Another role the district commissioner can play in retaining Tiger Cubs and their parents is to have a yearly "Save a Scout" night during which calls are made to all of the scouts who did not re-sign when their unit re-chartered. This is a great way to find out why scouts have left the program and offers a chance to re-sign some of the scouts contacted, resolve misunderstandings or discover a problem in a pack. Our district commissioner works with our district executive to choose a night where commissioners and volunteers take about 10-15 names and try to contact them. In past "Save a Scout" nights our district has found that scouts have left because they have moved, because they were never contacted again after signing up, or because the meeting nights were inconvenient. We were able to give these parents new packs to contact to alleviate these problems.

The district commissioner can allot a portion of the monthly commissioner meeting to identifying units that are having problems and using the time to have a round table discussion on ways to help the unit solve the problem. Often, issues that can cause a negative impression of the pack to a Tiger Cub parent, such as a Cubmaster who doesn't inform his leaders of upcoming events, have been handled successfully by using the monthly commissioner meeting as a discussion forum.

Tiger Cub Retention

The years of experience present at these meetings means unit commissioners may be able to offer ways to solve the problem that the unit commissioner can take back to the pack. And it stands to reason that helping the entire pack run smoothly can have a positive effect on how a parent views the Scouting program. If the Webelos den isn't doing much, then the Tiger Cub parents and their boys may not feel as connected to Scouting: it may be viewed as something kids do for just a year or two. But if the parents and Tiger Cubs see the older scouts earning awards, working on service projects, going on outings and having fun, then they will be more likely to want to stay with Scouting.

PROJECT

In my experience as a Cubmaster, I found that a new Tiger Cub leader is, in many cases, new to Scouting. The new leader has to learn what Scouting is, what the Tiger Cub program is about, and how to run a den meeting. The new leader is also the main contact for the parents of the Tiger Cubs, and many of these parents are also new to Scouting. As a unit and district commissioner, I discovered that many packs don't have a pack trainer who can help the new den leader learn what is needed to run a quality program. As a district Cub Scout trainer, I learned that many Tiger Cub den leaders do not attend training in their first year.

One of the requirements for a Tiger Cub den is to attend a "Go See It" each month. A "Go See It" is an outing that ties in to one of the five achievements that a Tiger Cub must complete to earn his Tiger Cub badge. To help the Tiger Cub leaders in our district, I planned a "Go See It" for each month from October until August. I started in October so that each pack would have had time to hold their recruitment night, giving all the new Tiger Cub den leaders and their dens the opportunity to attend. The purposes of this program were:

- 1) To have a "Go See It" planned for each month so that a Tiger Cub leader didn't have to worry about coming up with a place to take his or her den. Because I already had the contacts it was not difficult for me to set these up.
- 2) To provide a way for new Tiger Cub leaders to meet with other Tiger Cub leaders. Tiger Cub leaders could see that they weren't the only ones in their situation. By

attending an activity with other Tiger Cub leaders, they would be able to see and talk to others in their position facing similar situations.

3) Provide a forum for Tiger Cub leaders to meet district leaders. By being around commissioners and district leaders at these events, the Tiger Cub leaders could meet the people who could help them with their questions.

4) To develop a sense of community for Tiger Cub leaders. As the leaders attended multiple events, they began to see familiar faces. This makes attending a future event less intimidating.

The first "Go See It" we held was a trip to the Greenville Zoo in October. This event took care of requirement 5G, "Let's Go Outdoors," by having the Tiger Cubs go on a hike at the zoo. All participants received a patch for this event. The second "Go See It" was a trip to the Donaldson Fire Department at the Donaldson Airport in November. This covered requirement 2G, "Where I Live." The boys were able to learn about fire safety, climb on the fire trucks and use a fire hose. In December the Tiger Cub dens were invited to a Furman University Basketball game, which took care of the requirement for 3G, "Keeping Myself Healthy and Safe." In January the "Go See It" was at Greenville's Upcountry History Museum where 100 Years of Scouting was being celebrated. An extensive Scouting memorabilia collection was on display, along with Scouts wearing original Scouting uniforms; one uniform was from 1910. This event illustrated the history of Scouting. Also present was National Commissioner Tico Perez, who spoke to the crowd about the future of Scouting. This event completed requirement 1G, "Family

Activity.” In February the “Go See It” didn’t cover a specific requirement needed for the Tiger Cub Badge but was a trip to the Greenville Woodworkers Guild, where the Tiger Cubs were able to have their pinewood derby cars cut out. In March the Tiger Cubs went to a local radio station, which took care of requirement 4G, “How I Tell It.” Upcoming events include a Furman Baseball game in April, a camping trip to our Council’s camp in May, and an arena football game in June. In July we will invite the Tiger Cubs to attend “Shining Light Across America,” part of the 100 Years of Scouting activities our council has planned, which is a pinewood derby race where anyone can compete while watching the National Jamboree 100 Years of Scouting event live from Fort AP Hill. In August the Tiger Cubs will be invited to “A Pitch for Scouting,” another 100th Anniversary of Scouting event where the Tiger Cubs can attend a baseball game featuring the Greenville Drive, our local minor league team.

We have received positive feedback from the packs and Tiger Cub dens that have used the monthly “Go See It’s” we have provided. At the first event in October to the Greenville Zoo, 47 Tiger Cubs represented eight packs. They brought with them 97 parents, siblings and friends. At the trip to the fire department in November we had 53 Tiger Cubs representing nine packs.

Another step taken to help the Tiger Cub program is to add to the district commissioner staff an assistant district commissioner who is in charge of Tiger Cub retention. Starting in the fall of 2010, this new commissioner will work with the district staff to make sure a monthly “Go See It” is part of the district program. This person will make sure all unit commissioners are kept up-to-date on activities the district has planned for the Tiger Cubs. He or she will also be tasked

Tiger Cub Retention

with developing a database so that Tiger Cub parents will receive information and have someone they can contact with any questions.

CONCLUSION

Special attention needs to be given to Tiger Cubs and their parents to ensure that they get the most out of what Scouting has to offer. It is the role of the unit, round table, assistant and district commissioners to help ensure that all facets of the Scouting program are delivered. By offering help and guidance to their units and districts, commissioners can provide the tools and knowledge that will help packs and dens thrive and provide the help the Tiger Cubs and their parents need.

Commissioners must not take for granted the attention a Tiger Cub den requires. Every year the process of educating the new Tiger Cub den leaders, parents and boys must take place or you will risk losing some boys before they even really get started in Scouting. The various commissioners in a district play a vital role in providing this education and guidance.

APPENDIX 1

National Summertime Pack Award

National Summertime Pack Award



APPLICATION

Date _____

Cub Scout Pack No. _____ of Chartered Organization _____
name

has qualified for this award by conducting a pack activity in the summer months of _____
year

	JUNE	JULY	AUGUST
Type of pack activity	_____	_____	_____
Number of dens participating	_____	_____	_____
Number of dens qualifying (50 percent of the den's Cub Scouts participating)	_____	_____	_____
Number of the pack's Tiger Cubs participating	_____	_____	_____
Number of the pack's Wolf Cub Scouts participating	_____	_____	_____
Number of the pack's Bear Cub Scouts participating	_____	_____	_____
Number of the pack's Webelos Scouts participating	_____	_____	_____
Number of parents/family members participating	_____	_____	_____

Please send us the following National Summertime Pack Award items:

- One Pack Award Certificate, No. 33731A _____ Den participation ribbons, No. 17806
- One Pack Award Streamer, No. 17808 _____ Cub Scout Summertime Award pins, No. 00464

Cubmaster _____

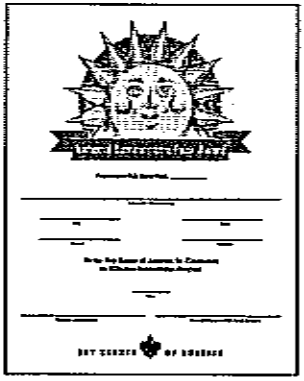
Date needed _____

For Pack Committee _____

(Please print.)

Send to _____
Name Street, City, State, Zip

TO ASSURE PROMPT RECOGNITION, SUBMIT APPLICATION TO LOCAL COUNCIL SERVICE CENTER AS SOON AS POSSIBLE AFTER YOUR AUGUST ACTIVITY.



National Summertime Pack Award certificate, No. 33731A



National Summertime Award pin for boys who attend all three summertime pack activities, No. 00464

National Summertime Pack Award streamer for pack flag, No. 17808

Den participation ribbon for dens with 50 percent or more of their boys at three summertime activities, No. 17806



BOY SCOUTS OF AMERICA.

SUMMERTIME ACTIVITIES TRACKING SHEET

JUNE

Leader(s) responsible _____

Pack activity _____

Location _____ Date _____ Time _____

Number of dens that participated _____

Number of dens with at least 50 percent of members present _____

Number of Tiger Cubs participating _____

Number of Wolf Cub Scouts participating _____

Number of Bear Cub Scouts participating _____

Number of Webelos Scouts participating _____

Number of parents/family members participating _____

COMMENTS _____

JULY

Leader(s) responsible _____

Pack activity _____

Location _____ Date _____ Time _____

Number of dens that participated _____

Number of dens with at least 50 percent of members present _____

Number of Tiger Cubs participating _____

Number of Wolf Cub Scouts participating _____

Number of Bear Cub Scouts participating _____

Number of Webelos Scouts participating _____

Number of parents/family members participating _____

COMMENTS _____

AUGUST

Leader(s) responsible _____

Pack activity _____

Location _____ Date _____ Time _____

Number of dens that participated _____ Number of dens that qualified for den participation ribbon _____

Number of Tiger Cubs participating _____

Number of Wolf Cub Scouts participating _____

Number of Bear Cub Scouts participating _____

Number of Webelos Scouts participating _____

Number of parents/family members participating _____

COMMENTS _____

33748A



7 30176 33748 7

APPENDIX 2

Pack Trainer

PACK TRAINER AWARD

Pack Trainer Award

(Note: tenure and performance requirements for this award may not be met retroactively. You may begin earning this award on or after September 1, 2006.)

Training

- Complete Fast Start training for the pack committee.
- Complete New Leader Essentials and be familiar with and able to explain the key elements of Leader Specific Training for all volunteer positions in the pack.
- Complete Youth Protection Training.
- Participate in a trainer development conference.

Tenure

- Complete two years as a registered pack trainer.

Performance

- Participate in a Cub Scout leader pow wow or university of Scouting (if your council conducts them) during each year of tenure for this award.
- Have Cub Scout roundtable staff certify your attendance for at least 30 percent of the roundtables during each year of tenure for this award.
- Attain 100 percent trained leadership within the pack for the committee chairman, Cubmaster, and all den leaders.
- Have a working plan in place for delivering Fast Start training to new leaders within 48 hours of their joining your pack.
- Have a working plan in place for helping leaders who have not taken basic training to attend New Leader Essentials and Leader Specific training.
- Keep and update training records of all leaders in your pack.
- During the pack annual program planning meeting, be available to answer questions about training courses.
- Review ongoing pack leadership training status and provide leaders with updates on any available supplemental training.



New Square Knot



Pack Trainer Knot
Royal blue and bright yellow



The Pack Trainer

The goal of the pack trainer is to have 100 percent of the pack leaders trained in their position responsibilities. New leaders and adult family members should receive orientation within one week of joining the pack, and leaders should receive position-specific training within 30 days.

Qualifications: Is at least 21 years old, subscribes to the Declaration of Religious Principle, and agrees to abide by the Scout Oath or Promise and the Scout Law. Possesses the moral, educational, and emotional qualities that the Boy Scouts of America deems necessary to afford positive leadership to youth. Is registered with the BSA as a pack trainer.

It is recommended that the pack trainer have at least one year of experience in a leadership position in Cub Scouting, preferably as a Cub Scout or Webelos den leader. Pack trainers should be trained at a district or council trainer development conference. The Pack Trainer is a member of the Pack Committee. For new packs and those lacking experienced leaders, an experienced leader from the district training team or another pack may be appointed as pack trainer until the new leaders gain experience.

Responsibilities: The pack trainer is responsible for

- Conducting orientation of new families and pack leaders
- Encouraging pack leaders to attend Cub Scout Leader Basic Training, which includes New Leader Essentials and Cub Scout Leader Specific Training
- Helping with Unit Leadership Enhancements during pack leaders' meetings
- Conducting other training as designated by the district and/or council
- Encouraging pack leaders to attend ongoing training such as Youth Protection training, roundtable, pow wow, BALOO, Outdoor Leader Skills for Webelos Leaders, and Wood Badge
- Remaining current with training material and program updates
- Keeping track of pack training records
- Encouraging den chiefs to attend Den Chief Training

For more information about the role and responsibilities of the Pack Trainer, see this brochure.



APPENDIX 3

Unit Commissioner Worksheet (Pack)



UNIT COMMISSIONER WORKSHEET (PACK)

FOR USE AFTER VISITING A MEETING OF PACK NO.

Under each heading (bottom half of this page and reverse), circle the number of the statement that most closely resembles the pack meeting.

- 1 = An ideal situation
- 2 = Could be improved
- 3 = Needs action

To profile these statements, place a dot in the Unit Profile next to the heading and under the number that corresponds to the number you circled under that statement below and on reverse. To form a profile, connect the dots with a line.

For example, in the category titled "Leadership," a nearly ideal situation would be indicated by circling the "1" next to "Meeting had several adults involved in a smooth operation," and a dot in column 1 on the "Leadership" line of the Unit Profile.

Check the ways you intend to help by dating the appropriate boxes (bottom half of this page and reverse).

Keep this form with the unit roster.

UNIT PROFILE			
	1	2	3
Leadership			
Webelos dens			
Advancement			
Youth attendance			
Membership			
Family attendance			
Den participation			
Meeting operation			
Den chiefs			
Tiger Cub dens			

LEADERSHIP

- Pack meeting had several adults involved in a smooth operation.
- Several people involved but lacked coordination.
- Cubmaster ran the entire meeting.

Some Ways to Help

- Counsel Cubmaster in the value of delegating jobs.
- Ask for time at the next leaders' meeting to help coordinate jobs.
- Contact pack committee chairman about more adult leaders.
- Review adult responsibilities in the *Cub Scout Leader Book*.
- Convince Cubmaster of the value of training for pack leaders.

Literature Reference

Cub Scout Leader Book, "Leadership" chapter

DEN OPERATION

- Dens meet separately, each with a trained leader who has a good planned program.
- Dens meet separately but with little preplanning.
- Dens do not meet separately.

Some Ways to Help

- Help pack form dens that meet separately.
- Urge pack trainer to get all den leaders trained.
- Guide leaders to use Cub Scout den meeting program sheets.
- Be sure every new boy is quickly assigned to a den.
- Discuss with pack leaders the kinds of den activities that are fun and exciting for boys.
- Be sure all den leaders and the Cubmaster are using *Cub Scout Program Helps*.

Literature Reference

Cub Scout Leader Book, "Cub Scout Organization" chapter

ADVANCEMENT

- Awards made with parent(s) or guardian(s) participating in impressive ceremonies.
- Awards to boys without parent(s) involved, with minimal ceremony.
- No evidence of advancement.

Some Ways to Help

- Convince leaders to take training.
- Ask pack committee to appoint an advancement committee member.
- Discuss with pack leaders the use of advancement report forms.
- Help leaders plan an exciting ceremony using Cub Scout resource books.
- Encourage family involvement in presenting awards.

Literature References

Cub Scout Leader Book "Advancement" chapter and *Ceremonies for Dens and Packs*

YOUTH ATTENDANCE

1. More than 80 percent.
2. More than 60 percent.
3. Less than 60 percent.

Some Ways to Help

- Urge den leaders to contact families before pack meetings.
- Determine if weak leadership must be strengthened or replaced.
- Note parent participation as this affects boy attendance.
- Help leaders put more life into pack meetings.

Literature Reference

Cub Scout Leader Book, "Boys," "Program Planning," and "Family Involvement" chapters

MEMBERSHIP

1. New boys are inducted regularly.
2. An occasional new boy inducted.
3. No new boys.

Some Ways to Help

- Conduct a membership inventory as outlined in the *Cub Scout Leader Book*.
- Ask pack committee to appoint a membership committee member.
- Encourage Cubmaster to stage induction ceremonies.
- Help create new dens to allow for growth.
- Stress the importance of year-round recruiting.

Literature References

Cub Scout Leader Book "Leadership," "Resources," and "Den and Pack Management" chapters

ADULT ATTENDANCE

1. More adults than boys at meeting.
2. About the same number of adults as boys.
3. Only a few adults at meeting.

Some Ways to Help

- Explain the importance of activity for parents.
- Promote the idea of a rotating trophy for den attendance.
- Recommend pack meetings at the same time and place each month.
- Ask the pack committee to actively promote attendance.

Literature References

Cub Scout Leader Book "Family Involvement" chapter. Parents' guide in *Cub Scout books*.

DEN PARTICIPATION

1. All dens active at pack meeting.
2. All dens participate to some extent.
3. Weak den participation.

Some Ways to Help

- Encourage Cubmaster to get den chiefs trained.
- Urge the use of planning sheets to involve all dens.
- Encourage use of tables for each den's exhibits.
- Suggest that boys and families be seated by dens.

Literature References

Cub Scout Leader Book "Cub Scout Activities" and "Program Planning" chapters, *Cub Scout Program Helps*, and *Webelos Leader Guide*

MEETING OPERATION

1. Orderly meeting ran without delays, using written program.
2. Good meeting but some confusion.
3. Disorderly meeting.

Some Ways to Help

- Coach Cubmaster on need for advance planning.
- Take leaders to next roundtable.
- Urge use of a written agenda showing everyone's duties.
- At next leaders' meeting discuss timing of a good pack meeting.

Literature References

Cub Scout Leader Book "Program Planning" chapter, *Cub Scout Program Helps*, and *Webelos Leader Guide*

DEN CHIEFS

1. All Cub Scout and Webelos Scout dens have active den chiefs.
2. Some den chiefs at meeting.
3. No den chiefs.

Some Ways to Help

- Meet with pack leaders and sell the den chief idea.
- Meet with Cubmaster and a Scoutmaster or crew Advisor to set up den chief recruiting.
- Meet with Cubmaster to set up den chief recruiting.
- Help pack trainer set up a den chief training plan.

Literature References

Cub Scout Leader Book "Leadership" chapter and *Den Chief Handbook*.

TIGER CUB DENS

1. There are one or more Tiger Cub dens, each with a trained Tiger Cub den leader.
2. Tiger Cub dens have little interaction with the pack.
3. There are no Tiger Cub dens.

Some Ways to Help

- Help pack leaders organize a Tiger Cub den.
- Urge pack leaders to get a Tiger Cub den leader trained.
- Help pack leaders understand the unique nature of the Tiger Cub program.
- Suggest five to nine partner teams per den.

Literature References

Tiger Cub Handbook and *Tiger Cub* chapter in *Cub Scout Leader Book*

APPENDIX 4

The Commissioner Survey



Priority should be placed on units with “life threatening” problems. These make for action items at monthly district meetings.

Twice a year, unit status should be compared to the last report. “Units not changing in status should be given immediate attention by the unit-serving executive’s staff leader with help from the appropriate assistant district commissioner or district commissioner.” This should help in reducing membership losses and assisting more units to stay healthy. Better programming for more youth over a longer period of time will be provided.

The plan is shared with the council commissioner and the staff leader for each district. These plans should be kept on file by the registrar. Specific action should be identified monthly and progress reported as a part of the monthly commissioner staff meeting and at the quarterly council commissioners cabinet. Priority should be placed on units with “life threatening” problems. This should be a regular agenda item to discuss the progress during the council commissioner’s cabinet as well.

Annual Unit Service Plan Actions for Fall 2008—Winter 2009

Key actions supported by commissioners in providing a quality program in every unit: Fall and Winter Support. Monthly unit visits conducted ensuring all units continue to provide quality programming.

Other things to do in support of unit programming include:

- Promote training for all volunteers, especially the direct contact leaders to attend Fast Start, Youth Protection, and basic leader training.
- Uniform inspections should be conducted for all youth and adult leaders in each unit with the commissioner involved in assisting with the special occasion.
- Youth protection training for all adult leaders, youth members, and their parents. This can include awareness and review of the available booklets for each age group, as well as the videos available for youth and adults.
- Oct. 31 to Dec. 31, 2008—Centennial Quality Unit Award Achievement form completed. Commissioners work with their assigned units to complete the achievement forms for earning the 2008 award and turn the signed copy in to their district executive for processing.
- Nov. 1, 2008 to Feb. 15, 2009—Centennial Quality Unit Award Commitment form completed. Commissioners work with their assigned units to complete the commitment form for the award and turn the signed copy in to their district executive.
- 30 Days After Each Unit Charter Renewal—Charter Presentation. The commissioner should be present to assist with the presentation of the unit’s charter at an event of the chartered organization (not a unit meeting). Make this a special presentation involving all parents, youth members, and adult leaders, as well as the organization’s leadership.
- January—“Unit health” reviews. As a part of the membership validation procedures, the commissioner and the district executive meet to discuss all units. Each unit is

assigned a “unit health” status related to their being a centennial quality unit in the past. They will discuss the action plan that was developed to assist the unit in earning the “Centennial Quality Unit Award” and how the district can support the unit in a quality program being provided.

Commissioners Help to Strengthen District Support

There are specific things that you can do to help ensure your district is the strongest it can be, especially when it comes to supporting quality units. There are specifically five steps to help in making your district stronger:

- Recognizing there might be a problem with supporting the units you have in your district. It takes many volunteers to support the units in your district, especially to ensure that every unit receives a monthly unit visit.
- Understand what commissioners can do. Match the talents of your commissioner staff with the needs of the units in your district. Enough volunteers to visit units will bring the needs to the forefront so they can be addressed immediately.
- Recruiting the right commissioners. A district needs a lot of different types of commissioners to carry out a successful unit service function of the district. You need new and experienced commissioners with different talents and different experience levels. There is a place for any volunteer who wants to help provide needed services to units. Sometimes just a thank you or a pat on the back is all a unit needs to carry on. Sometimes the unit needs a hands-on support system to carry them through recruiting and training of new leaders and parents.
- Matching commissioners with units. This is critical to make sure the unit has the right kind of volunteer supporting their efforts.
- Keep your commissioners focused. Commissioners live to serve. It is easy to recruit them to run camporees, or do boy-talks during the fall roundup, or handle a host of other tasks unrelated to unit service. The commissioner can help you focus on helping units to focus on retention of youth and adult leaders.

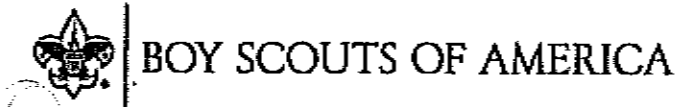
Managing Expectations for Commissioner Service

Units depend on the support of their commissioners to maintain the quality of program delivery to the youth they serve. In a recent study of unit support, 1,381 top unit leaders shared the types of commissioner support they would like to receive:

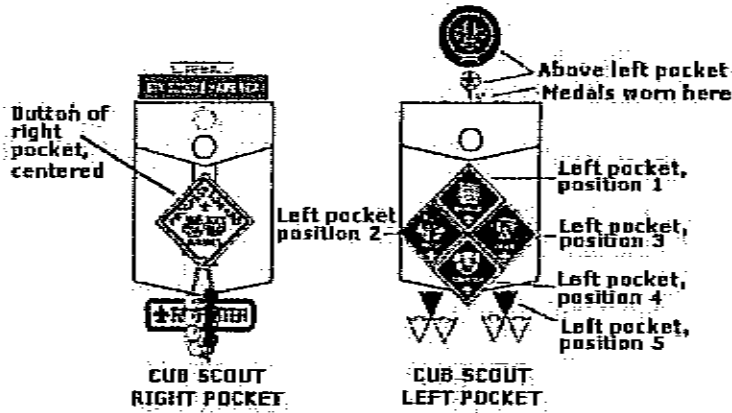
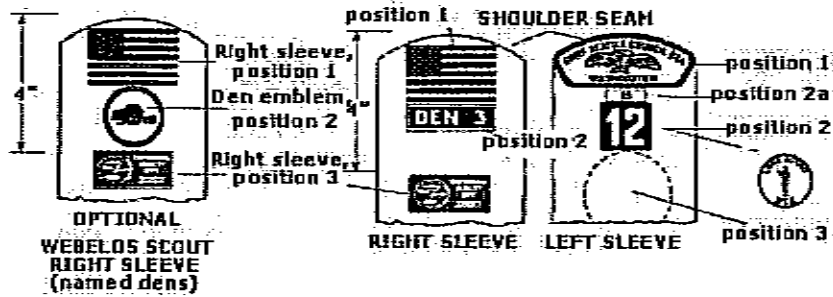
- Mentoring and assistance for unit leaders (78.6 percent)
- Charter renewal support (75.6 percent)
- Assistance in volunteer recruitment (53.6 percent)
- Attending district roundtables (50.8 percent)
- Assistance in youth recruitment (46.9 percent)
- Attending outdoor events (40.8 percent)
- Presenting unit awards (39.4 percent)

APPENDIX 5

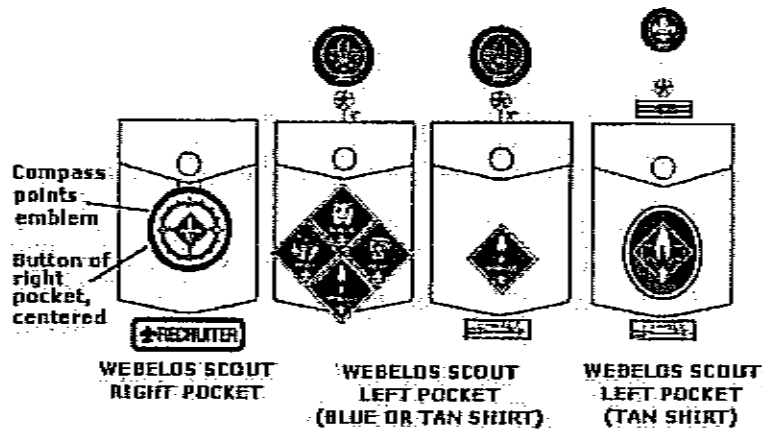
Uniform Guide



Insignia Guide: Cub Scout and Webelos Scout Insignia



Note: Only five medals may be worn at a time, pinned in a single row immediately above the seam of the left pocket.



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APPENDIX 6


Pack Leader Awards

PROGRESS RECORD FOR THE TIGER CUB DEN LEADER AWARD

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<p style="text-align: center;">PERFORMANCE</p> <p>Do all of the following:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Conduct a Tiger Cub roundup for your pack with at least five new Tiger Cub boy/adult teams recruited. <input type="checkbox"/> Contact the host team each month and provide support as needed for one year. <input type="checkbox"/> Coordinate Tiger Cub den participation in three Cub Scout pack activities each year. <p>Approved by _____ <small>Pack committee chairman or Cubmaster</small> Date _____</p>	<p style="text-align: center;">TRAINING</p> <ul style="list-style-type: none"> <input type="checkbox"/> Complete "The New Tiger Cub Den Leader" Fast Start training. <input type="checkbox"/> Complete basic training for Tiger Cub den leaders. <input type="checkbox"/> Complete Youth Protection Training. <p>Approved by _____ From _____ To _____ Dates of Service _____ Complete one year as a registered Tiger Cub den leader. (Dates of service used to earn this award cannot be used to earn another key or award.)</p>
<p style="text-align: center;">DISTRICT ACTION</p> <p>This progress record has been reviewed and the candidate has met the standards for the Tiger Cub Den Leader Award. The award is approved.</p> <p>Approved by _____ <small>For the district</small> Date _____</p>	<p style="text-align: center;">TENURE</p> <p style="text-align: center;">PROGRESS RECORD FOR THE TIGER CUB DEN LEADER AWARD</p> <div style="text-align: center;">  </div> <p>Name _____ Address _____ City _____ Pack No. _____ District _____ Council _____</p> <p style="text-align: center;">BOY SCOUTS OF AMERICA</p>

PROGRESS RECORD FOR THE CUB SCOUT DEN LEADER AWARD

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<p style="text-align: center;">PERFORMANCE</p> <p>Do five of the following:</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> During at least one program year, have a minimum of 50 percent of the Cub Scouts in your den earn the rank for their grade or age (Wolf or Bear). <input checked="" type="checkbox"/> At least once, register a minimum of 75 percent of the eligible members of your den as a part of pack rechartering. <input checked="" type="checkbox"/> Graduate a minimum of 60 percent of the eligible members of your den into Webelos Scouting. <input checked="" type="checkbox"/> Have an assistant den leader who meets regularly with your den. <input checked="" type="checkbox"/> Have a den chief who meets regularly with your den. <input checked="" type="checkbox"/> Take leadership in planning and conducting a den service project. 	<p style="text-align: center;">TENURE</p> <p>Complete one year as a registered Cub Scout den leader. (Dates of service used to earn this award cannot be used to earn another key or award.)</p> <p>Dates of Service From _____ To _____</p> <p>Approved by _____</p> <p style="text-align: right;"><small>Pack committee chairman or Cubmaster</small> Date _____</p>
<p style="text-align: center;">DISTRICT ACTION</p> <p>This progress record has been reviewed and the candidate has met the standards for the Cub Scout Den Leader Award. The award is approved.</p> <p>Approved by _____</p> <p style="text-align: right;"><small>For the district</small> Date _____</p>	<p style="text-align: center;">PROGRESS RECORD FOR THE CUB SCOUT DEN LEADER AWARD</p> <div style="text-align: center;">  </div> <p>Name _____</p> <p>Address _____</p> <p>City _____</p> <p>Pack No. _____ District _____</p> <p>Council _____</p> <p style="text-align: center;">BOY SCOUTS OF AMERICA</p> <p style="text-align: right;"><small>2006 Printing</small></p>

PROGRESS RECORD FOR THE WEBELOS DEN LEADER AWARD

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<p>PERFORMANCE</p> <p>Do seven of the following:</p> <ul style="list-style-type: none"> <input type="checkbox"/> During at least one program year, have a minimum of 50 percent of the Webelos Scouts in your den advance in rank (Webelos Badge or Arrow of Light Award). <input type="checkbox"/> At least once, register a minimum of 75 percent of the eligible members of your den as a part of pack rechartering. <input type="checkbox"/> Graduate a minimum of 60 percent of the eligible members of your Webelos den into Boy Scouting. <input type="checkbox"/> Have an assistant Webelos den leader who meets regularly with your Webelos den. <input type="checkbox"/> Have a Webelos den chief who meets regularly with your den. <input type="checkbox"/> Take leadership in planning and conducting two Webelos overnight camps or other outdoor den activities. <input type="checkbox"/> Assist in planning and conducting a Webelos day/Boy Scout troop joint activity. 	<p>TENURE</p> <p>Complete 1 year as a registered Webelos den leader. (Dates of service used to earn this award cannot be used to earn another key or award.)</p> <p>Dates of Service From _____ to _____ From _____ to _____</p> <p>Approved by _____ Date _____</p> <p>TRAINING</p> <p>Use _____</p> <ul style="list-style-type: none"> <input type="checkbox"/> Complete "The New Webelos Den Leader" Fast Start training. <input type="checkbox"/> Complete basic training for Webelos den leaders. <input type="checkbox"/> Complete Youth Protection Training. <input type="checkbox"/> Complete outdoor training for Webelos den leaders. <input type="checkbox"/> During your tenure for this award, participate in a Cub Scout leader pow wow or University of Scouting or attend at least four roundtables. <p>Approved by _____ Date _____</p> <p>Pack committee chairman or Cubmaster _____</p>
<p><input type="checkbox"/> Take leadership in planning and conducting a Webelos den service project.</p> <p><input type="checkbox"/> Conduct at least three Webelos den meetings per month, 9 months per year or an optional meeting plan approved by the pack.</p> <p><input type="checkbox"/> Participate with your den in a Webelos day camp or resident camp experience.</p> <p><input type="checkbox"/> Explore three "character connection" activities with your den members in one year.</p> <p><input type="checkbox"/> Hold regular den meeting and activity planning sessions with your assistant den leader.</p> <p>Approved by _____ Date _____</p> <p>Pack committee chairman or Cubmaster _____</p> <p>DISTRICT ACTION</p> <p>This progress record has been reviewed and the candidate has met the standards for the Webelos Den Leader Award. The award is approved.</p> <p>Approved by _____ Date _____</p> <p>For the district _____</p>	<p>PROGRESS RECORD FOR THE WEBELOS DEN LEADER AWARD</p>  <p>Name _____</p> <p>Address _____</p> <p>City _____</p> <p>Pack No. _____ District _____</p> <p>Council _____</p> <p>BOY SCOUTS OF AMERICA</p> <p>2006 Printing</p>

PROGRESS RECORD FOR THE CUBMASTER AWARD

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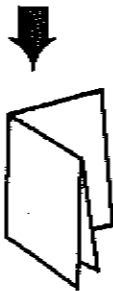


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<p style="text-align: right;"><small>Pack committee chairman or commissioner</small> Date _____</p> <p style="text-align: center;">Approved by _____</p> <p style="text-align: center;">TRAINING</p> <p><input type="checkbox"/> Complete "The New Cubmaster" Fast Start training</p> <p><input type="checkbox"/> Complete basic training for Cubmasters.</p> <p><input type="checkbox"/> Complete Youth Protection Training.</p> <p><input type="checkbox"/> During each year of tenure for this award, participate in a Cub Scout leader pow wow or University of Scouting, or attend at least four roundtables.</p>	<p style="text-align: right;"><small>Pack committee chairman or commissioner</small> Date _____</p> <p style="text-align: center;">Approved by _____</p> <p>From _____ to _____</p> <p>From _____ to _____</p> <p style="text-align: center;">TENURE</p> <p>Serve as a registered assistant Cubmaster for one year and a Cubmaster for one year, or two years as a registered Cubmaster. (Dates of service used to earn this award cannot be used to earn another key or award.)</p> <p style="text-align: center;">Dates of Service</p> <p>From _____ to _____</p>
<p style="text-align: center;">PERFORMANCE</p> <p><input type="checkbox"/> As a Cubmaster or assistant Cubmaster in a pack, earn the national Quality Unit Award at least twice.</p> <p><input type="checkbox"/> At least once, earn the National Summertime Pack Award.</p> <p style="text-align: center;">Approved by _____</p> <p style="text-align: right;"><small>Pack committee chairman or commissioner</small> Date _____</p> <p style="text-align: center;">DISTRICT ACTION</p> <p>This progress record has been reviewed and the candidate has met the standards for the Cubmaster Award. The award is approved.</p> <p style="text-align: center;">Approved by _____</p> <p style="text-align: right;"><small>For the district</small> Date _____</p>	<p style="text-align: center;">PROGRESS RECORD FOR THE CUBMASTER AWARD</p> <div style="text-align: center;">  </div> <p>Name _____</p> <p>Address _____</p> <p>City _____</p> <p>Pack No. _____ District _____</p> <p>Council _____</p> <p style="text-align: center;">BOY SCOUTS OF AMERICA</p> <p style="text-align: right;"><small>2006 Printing</small></p>

PROGRESS RECORD FOR THE CUB SCOUTER AWARD

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<p style="text-align: center;">PERFORMANCE</p> <p style="text-align: center;"><small>Pack committee chairman, Cubmaster, commissioner, or other appropriate person</small></p> <p style="text-align: right;">Date _____</p> <p>Approved by _____</p> <p><input type="checkbox"/> Assist in planning a pack program that results in advancement in rank by a minimum of 50 percent of pack members each year.</p> <p><input type="checkbox"/> Serve as an adult leader related to a pack that earns the National Quality Unit Award.</p> <p><input type="checkbox"/> Serve as leader of a blue and gold banquet, pinewood derby, space derby, rangier regatta, field day, picnic, or other Cub Scout activity.</p> <p><input type="checkbox"/> Give leadership to a promotional effort that results in at least 60 percent of pack members subscribing to <i>Boys' Life</i> magazine.</p> <p><input type="checkbox"/> Develop or update a Tiger Cub or Cub Scout den activity book listing places to go, things to do, costs, Tiger Cub areas, or at least 12 Cub Scout themes.</p> <p><input type="checkbox"/> Give leadership to planning and conducting a pack service project.</p>	<p style="text-align: center;">TENURE</p> <p style="text-align: center;"><small>Pack committee chairman, Cubmaster, commissioner, or other appropriate person</small></p> <p style="text-align: right;">Date _____</p> <p>Approved by _____</p> <p>From _____ To _____</p> <p>From _____ To _____</p> <p>Dates of Service _____</p> <p>(Dates of service used to earn this award cannot be used to earn another key or award.)</p> <p>Complete 2 years as a registered adult leader in Cub Scouting in a pack (Dates of service used to earn this award cannot be used to earn another key or award.)</p> <p>Complete Fast Start training for your position, if applicable.</p> <p>Complete basic training for any Cub Scouting position.</p> <p>Complete Youth Protection Training.</p> <p>During each year of tenure for this award, participate in a Cub Scout leader pow wow or University of Scouting, or attend at least four roundtables.</p>
<p style="text-align: center;">DISTRICT ACTION</p> <p style="text-align: center;"><small>Pack committee chairman, Cubmaster, commissioner, or other appropriate person</small></p> <p style="text-align: right;">Date _____</p> <p>Approved by _____</p> <p>This progress record has been reviewed and the candidate has met the standards for the Cub Scouter Award. The award is approved.</p> <p>For the district _____ Date _____</p>	<p style="text-align: center;">PROGRESS RECORD FOR THE CUB SCOUTER AWARD</p> <div style="text-align: center;">  </div> <p>Name _____</p> <p>Address _____</p> <p>City _____</p> <p>Pack No. _____ District _____</p> <p>Council _____</p> <p style="text-align: center;">BOY SCOUTS OF AMERICA</p> <p style="text-align: right;">2006 Printing</p>

APPENDIX 7

"Go-Sec-It" Program

Tiger Cub "Go-See-It" Schedule 2009/2010

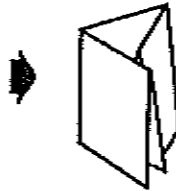
- October 24th** **Greenville Zoo**
Take a hike with your den at the Greenville Zoo and complete requirement 5G. Free patch include for this event. Cost is \$3 per Scout for zoo admission.
- November 14th** **Donaldson Fire Department**
Complete requirement 2G. Get to see a fire station up close and personal. Free!
- December 5th** **Furman University Basketball**
Come root for the Paladins as they face the College of Charleston. This will count towards achievement 3G. Cost is \$3 per person.
- January 9th** **UpCountry History Museum**
Come celebrate the 100th Anniversary of Scouting and see a living display of Scouts wearing classic uniforms (even a 1910 Boy Scout uniform), visit a 1960's campsite and look at a HUGE Scouting memorabilia collection. Cover requirement 1G. Free!
- February 20th** **Greenville Wood Workers Guild**
Have your Pinewood Derby car cut out for free! Plus get tips on how to make your car the envy of your pack! Free!
- March 12th** **WCKI Radio**
Visit WCKI Radio and complete requirement 4G. You'll even get to make a commercial for the station! Free!
- April 11th** **Furman University Baseball**
Another Paladin adventure covers requirement 3G. Furman will be playing the College of Charleston. Cost is \$1 per person
- May 22-23rd** **Cub-Lo-Rama Campout**
A camping trip to Camp Old Indian with the chance to earn Belt Loops in Language and Culture, BB's, and Disabilities Awareness. Plus the Greenville County Sheriff's K-9 Team, Fire Building and a whole lot more! \$10 per person which includes supper, breakfast and a patch.

APPENDIX 8

Arrowhead Award and Commissioner Key

UNIT COMMISSIONER PROGRESS RECORD FOR THE COMMISSIONER KEY/ ARROWHEAD HONOR AWARD

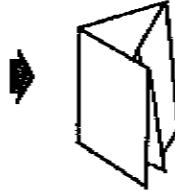
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<p style="text-align: center;">ARROWHEAD HONOR RECORD</p> <p>Name _____ Address _____ City _____ Council _____ District _____</p> <p>1. Visit each assigned unit eight or more times. Complete basic training and the following projects throughout the year.</p> <p>2. Fill in and follow up on Unit Commissioner Work Sheets or self-assessment forms for each assigned unit.</p> <p>3. Conduct membership and leadership inventories in each assigned unit.</p> <p style="text-align: right;">Approved _____ Date _____</p>	<p style="text-align: center;">TRAINING</p> <p>Complete two three-session training programs outlined in Commissioner Basic Training Manual.</p> <p>Date and Initial _____</p> <p>Why Commissioners? _____ First session _____ Write The Commissioner's Creed _____ Priority _____ Second session _____ Third session _____ How to Help a Unit _____</p> <p>Complete personal coaching orientation projects.</p> <p style="text-align: right;">Approved _____ Date _____</p>	<p style="text-align: center;">PERFORMANCE</p> <p>Earn the Arrowhead Honor Award.</p> <p style="text-align: right;">Approved _____ Date _____</p> <p style="text-align: center;">COMMITTEE ACTION</p> <p>The leadership training committee has reviewed the application and accepts the candidates as the award is approved.</p> <p style="text-align: right;">Approved _____ Date _____</p>
<p style="text-align: center;">Arrowhead Honor (cont.)</p> <p>4. Attend six district commissioner staff meetings and one for topic training topic for one meeting.</p> <p>_____</p> <p>_____</p> <p>_____</p> <p>5. Participate in a charter renewal meeting that results in on-line unit registration.</p> <p style="text-align: right;">Approved _____ Date _____</p> <p>6. Participate in a charter presentation.</p> <p style="text-align: right;">Approved _____ Date _____</p> <p>7. Attend a council commissioner conference or planning conference, or actively participate in a major council event.</p> <p style="text-align: right;">Approved _____ Date _____</p>	<p style="text-align: center;">TECHNICAL</p> <p>Complete 3 years as a registered commissioner within a 5-year period. Years for one award cannot be used for other training awards.</p> <p style="text-align: right;">Approved _____ Date _____</p> <p style="text-align: center;">COMMUNITY SERVICE</p> <p>Complete 100 hours of community service projects or other training awards.</p> <p style="text-align: right;">Approved _____ Date _____</p>	<p style="text-align: center;">UNIT COMMISSIONER PROGRESS RECORD FOR THE</p> <p style="text-align: center;">COMMISSIONER KEY/ ARROWHEAD HONOR AWARD</p> <p>Name _____ Address _____ City _____ Council _____ District _____</p> <p style="text-align: center;">BOY SCOUTS OF AMERICA</p> <p style="text-align: right;">2007 Printing</p>

DISTRICT AND ASSISTANT DISTRICT COMMISSIONER PROGRESS RECORD FOR THE COMMISSIONER KEY/ARROWHEAD HONOR AWARD

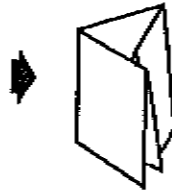
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<p style="text-align: right;">Approved _____ Date _____</p> <p>2. Achieve a ratio of one unit commissioner for every three units in the district or service area.</p> <p style="text-align: right;">Approved _____ Date _____</p> <p>1. Work with your district executive to evaluate all commissioners you supervise.</p> <p>_____ Name _____ Address _____ City _____ Council _____ District</p> <p style="text-align: center;">ARROWHEAD HONOR RECORD</p>	<p style="text-align: right;">Approved _____ Date _____</p> <p style="text-align: center;">PERFORMANCE</p> <p style="text-align: center;">Earn the Arrowhead Honor Award.</p> <p>From _____ To _____ From _____ To _____ From _____ To _____</p> <p style="text-align: center;">TENURE</p> <p>Complete 3 years as a registered commissioner within a 5-year period. Tenure for one award cycle to last for other training awards.</p>	<p style="text-align: right;">Approved _____ Date _____</p> <p style="text-align: center;">TRAINING</p> <p style="text-align: center;">Complete Commissioner Basic Training.</p>
<p>Arrowhead Honor (cont.)</p> <p>3. Develop and put into action a suitable recruiting plan.</p> <p style="text-align: right;">Approved _____ Date _____</p> <p>4. Chair or take part actively in six district commissioner staff meetings.</p> <p>_____</p> <p>_____</p> <p>5. Attend six district committee meetings (not required for assistants).</p> <p style="text-align: right;">Approved _____ Date _____</p> <p>6. Attend a council commissioner conference or planning conference with a majority of your staff.</p> <p style="text-align: right;">Approved _____ Date _____</p> <p>7. Provide personal coaching for the commissioner you supervise.</p> <p style="text-align: right;">Approved _____ Date _____</p> <p>8. Develop and implement a plan to track and hold your unit commissioners accountable for monthly unit visits.</p> <p style="text-align: right;">Approved _____ Date _____</p>	<p style="text-align: center;">Check One <input type="checkbox"/> District commissioner <input type="checkbox"/> Assistant district commissioner</p> <p style="text-align: center;">When completed, city Arrowhead Honor panel and send to council service center.</p> <div style="text-align: center;"> <p>COMMITTEE ACTION</p> <p>The leadership training committee has reviewed this application and accepts the qualifications as to the candidate's meeting the required standards. This award is approved.</p> <p>Chairman _____ Date _____</p> </div>	<p style="text-align: center;">DISTRICT AND ASSISTANT DISTRICT COMMISSIONER PROGRESS RECORD FOR THE</p> <div style="text-align: center;"> <p>COMMISSIONER KEY/ ARROWHEAD HONOR AWARD</p> </div> <p>Name _____ Address _____ City _____ Council _____ District _____</p> <p style="text-align: center;">BOY SCOUTS OF AMERICA</p>

ROUNDTABLE STAFF PROGRESS RECORD FOR THE SCOUTER'S TRAINING AWARD

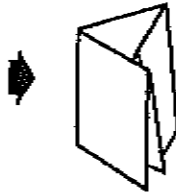
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<p>Approved _____ Date _____</p> <p>2. Conduct a successful roundtable standards promotion project.</p> <p>_____</p> <p>_____</p> <p>2. Actively assist in six roundtables.</p> <p>_____</p> <p>_____</p> <p>1. Participate in six roundtable staff meetings.</p> <p>_____</p> <p>_____</p>	<p style="text-align: center;">PERFORMANCE Do the following</p> <p>Approved _____ Date _____</p> <p>Complete 2 years as a registered roundtable staff member; leave for one month each year for other training awards.</p> <p style="text-align: center;">TEHURE</p> <p>Approved _____ Date _____</p> <p>Complete basic training for Cub Scout, Boy Scout, Varsity roundtable, or Venturing program forum.</p>	<p style="text-align: center;">TRAINING</p> <p>Orientation Review with the roundtable coordinator Orientation material in the current Cub Scout Roundtable Planning Guide, Boy Scout Roundtable Planning Guide, or Venturing program forum.</p> <p>Approved _____ Date _____</p> <p>Review all material in the current Cub Scout Program Helps/Methods Leader Guide, Troop Program Features, or Varsity Scout Camp Plan.</p> <p>Approved _____ Date _____</p>
<p>PERFORMANCE (cont.)</p> <p>4. Develop and exhibit a display related to the theme at one roundtable.</p> <p>Approved _____ Date _____</p> <p>5. Conduct an opening activity and an opening ceremony.</p> <p>Approved _____ Date _____</p> <p>6. Conduct or be responsible for a major project, presentation, or demonstration at one roundtable.</p> <p>Approved _____ Date _____</p>	<p>Check One</p> <p><input type="checkbox"/> Cub Scout roundtable staff</p> <p><input type="checkbox"/> Boy Scout roundtable staff</p> <p><input type="checkbox"/> Varsity Scout roundtable staff</p> <p><input type="checkbox"/> Venturing program forum staff</p> <div style="text-align: center;">  </div> <p style="text-align: center;">COMMITTEE ACTION</p> <p>The leadership training committee has reviewed this application and accepts the certifications as to the candidate's meeting the required standards. The Scouters Training Award is approved.</p> <p>Chairman _____ Date _____</p>	<p>ROUNDTABLE STAFF PROGRESS RECORD FOR THE</p> <div style="text-align: center;">  </div> <p>SCOUTER'S TRAINING AWARD</p> <p>Name _____</p> <p>Address _____</p> <p>City _____</p> <p>Council _____</p> <p>District _____</p> <p>BOY SCOUTS OF AMERICA</p> <p style="text-align: right;">2007 Printing</p>

ROUNDTABLE COMMISSIONER PROGRESS RECORD FOR THE ARROWHEAD HONOR/COMMISSIONER KEY

Cut along solid lines; fold along dotted lines.
(Reproduce locally.)



<p style="text-align: right;">Approved _____ Date _____</p> <p>1. Recruit a roundtable staff.</p> <p style="text-align: right;">Approved _____ Date _____</p> <p>2. Review all material in the Round Program Features, Cub Scout Program, Varsity Scout Game Plan, or Varsity Leader Manual.</p> <p style="text-align: right;">Approved _____ Date _____</p> <p>3. Review all material in the current Varsity Scout Roundtable Guide, Roundtable Planning Guide, or the current Program Roundtable Guide, current Boy Scout Roundtable Planning Guide, current Cub Scout Roundtable Planning Guide, or the current District Council City Address Name _____</p> <p style="text-align: center;"> ARROWHEAD HONOR RECORD</p>	<p style="text-align: right;">Approved _____ Date _____</p> <p style="text-align: center;">COMMITTEE ACTION</p> <p>The leadership training committee has reviewed the application and accepts the candidate as the candidate's meeting the required standards. The award is approved.</p> <p><input type="checkbox"/> Varsity Scout roundtable commissioner <input type="checkbox"/> Varsity Scout roundtable commissioner <input type="checkbox"/> Boy Scout roundtable commissioner <input type="checkbox"/> Cub Scout roundtable commissioner</p> <p style="text-align: center;">Check One _____</p> <p style="text-align: right;">Approved _____ Date _____</p> <p style="text-align: center;">PERFORMANCE Earn the Arrowhead Honor Award.</p>	<p style="text-align: right;">From _____ To _____</p> <p style="text-align: right;">From _____ To _____</p> <p style="text-align: right;">From _____ To _____</p> <p>Complete 3 years as a registered commissioner within a 5-year period. Hours for one award cannot be used for other training awards.</p> <p style="text-align: right;">Approved _____ Date _____</p> <p>Complete personal coaching assignments.</p> <p style="text-align: right;">Approved _____ Date _____</p> <p>Complete the 2-session training program outlined in Commissioner Basic Training Manual.</p> <p style="text-align: right;">Approved _____ Date _____</p> <p>Complete basic training for Cub Scout, Boy Scout, Varsity roundtable commissioner.</p> <p style="text-align: center;">TRAINING</p> <p style="text-align: center;">COMMISSIONER'S KEY RECORD</p> <p style="text-align: center;"></p>
<p>Arrowhead Honor Record (cont.)</p> <p>4. Lead staff in preparing a 1-year roundtable award.</p> <p style="text-align: right;">Approved _____ Date _____</p> <p>5. Supervise the staff in conducting these roundtables.</p> <p style="text-align: right;">Approved _____ Date _____</p> <p>6. With the district commissioner and district executive, develop and use an attendance promotion plan.</p> <p style="text-align: right;">Approved _____ Date _____</p> <p>7. Attend a council commissioner conference, roundtable, or planning conference.</p> <p style="text-align: right;">Approved _____ Date _____</p>	<p style="text-align: center;"></p>	<p style="text-align: center;">ROUNDTABLE COMMISSIONER PROGRESS RECORD FOR THE</p> <p style="text-align: center;"></p> <p style="text-align: center;">COMMISSIONER KEY/ ARROWHEAD HONOR AWARD</p> <p>Name _____</p> <p>Address _____</p> <p>City _____</p> <p>Council _____</p> <p>District _____</p> <p style="text-align: center;">BOY SCOUTS OF AMERICA</p>

When completed, clip Arrowhead Honor portion and send to council service center.