

LEADERSHIP SURVIVAL SKILLS

KEEPING YOUR COOL or "WHAT TO DO INSTEAD OF SCREAMING" *

The American Heritage Dictionary defines survive as "to remain alive or in existence; continue life or activity" and survival kit as "a compact package of necessities designed to sustain a disaster victim".

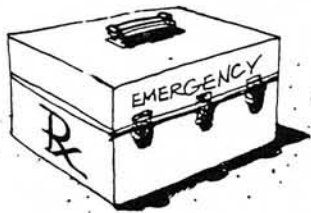


Leadership, in any group, is not necessarily a matter of life or death but a trained, prepared leader will always do a better job and feel a real sense of accomplishment as opposed to a person who comes to a meeting planning to "wing it" or just "go with the flow" because the flow is always going down hill -- fast!

In the very first section of her booklet, "What To Do Instead of Screaming", the author, Myra Nagel, a long-time leader of a variety of groups, outlines five no-nonsense rules for good group management and as a leader you are a group manager. You may be in den management or pack management, district or council management, but the same rules apply.

As a group manager (leader):

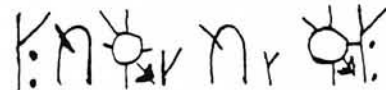
1. Plan goals together.
2. Plan rules together.
3. Plan an action-packed program.
4. Plan for every person.
5. Plan for every minute.



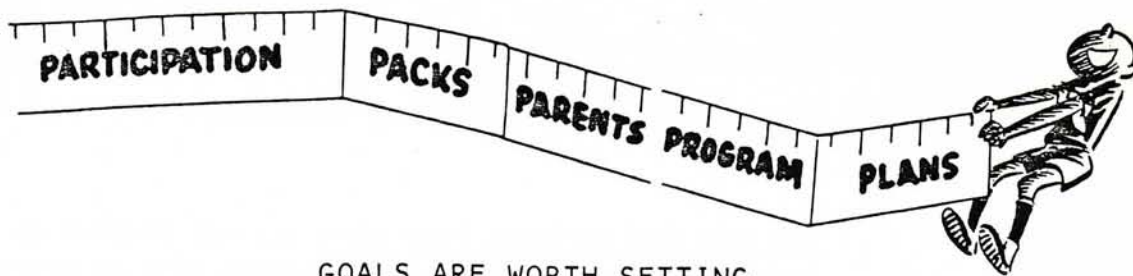
Think of this section of the pow wow resource book as your survival kit --
"a compact package of necessities designed to sustain....."

This message from an Indian Scout Leader in Canada translates:

"Father, in your youth have time for your son so that in your old age your son will have time for you."



* Title courtesy Myra Nagel, Galleon Press



GOALS ARE WORTH SETTING

A goal is a picture in the mind that stimulates a person's creative energies to help him move toward that goal. Human beings are goal-oriented creatures. If we don't set constructive goals for ourselves and for our packs, chances are that we will be working unconsciously on goals which may not prove so desirable. Since we have goals whether we want them or not, doesn't it make sense to make the most of them?

Goals should be WRITTEN, SPECIFIC AND DETAILED, CONSISTENT, CONCRETE, CONSTRUCTIVE, CHALLENGING AND COMMUNICATED.

Here are some worthwhile suggestions:

1. Broaden Your Vision. Sometimes we get so wrapped up in our own den and pack problems that we can't see the forest for the trees. It is worthwhile to stand back and look at the total Cub Scouting picture in your district; your council and your nation. Understanding how you fit into the total program gives you a better perspective and can aid you in dealing with other people. It will also help you plan a more effective program for the boys.
2. Win, Don't Repel. A man was walking in the country with his grandson when they came across a small land turtle. The boy picked up his find, examined it and tried to pry open the shell with a stick. The turtle promptly pulled in its head. "That will never get you anywhere", said the grandfather. "Let me show you". They returned home and put the turtle on the warm hearth. In a few minutes the turtle stuck out its head and feet and started crawling toward the boy. "Never try to force a fellow into anything", said the grandfather. "Just warm him up with a little kindness and he'll probably respond."

This is an attitude that we should strive for in our relationships in Cub Scouting.
3. Communicate. Communications alone won't solve all the problems of a Cub Scout leader, but it can help clarify issues, remove obstacles, improve relationships with other people and open the way for workable solutions.
4. Listen. Listening is as distinct from hearing as music is from notes. When a person confides in you, he usually doesn't want advice; he wants somebody to understand and care about his troubles. Essential to the art of listening is the ability to suspend moral judgement. Anyone can listen. Do you?
5. Keep Learning. Knowledge is power. You can't know everything, but you should know as much as possible about your own Scouting job and enough to understand the jobs of others. Do your homework -- widen your horizons -- take advantage of all learning opportunities -- search out ways to increase your knowledge. "Trained" is a misnomer in Scouting. No leader is ever

really 'trained'. No one has all the answers. Learning is a continuous process. Dig out your buried treasures. Make use of your talents and resources. Give them a chance.

6. Be Yourself. To 'be nobody but yourself in a world which is doing its best day and night to make you somebody else, means to fight the hardest battle which any human being can fight and never stop fighting. Accept your weaknesses. Learn your limitations. Be true to yourself. Polonius' advice to his son could well be heeded by Cub Scout leaders: "This above all, to thine ownself be true, and it must follow as the night the day; thou can'st not then false to any man." Are you true to yourself?
7. Show Courage. It takes courage to stand up for what you believe is right. That's what young people are doing these days -- they're taking a stand. They may not always be right, but we must admire them for their courage. We of the older generation could learn a lesson from youth, and show more courage.
8. Don't Jump To Conclusions. Our tendency to jump to negative conclusions causes a lot of pain and embarrassment. Be hesitant to judge and quick to detect the difference between imagination and reality. Fight negative thoughts and feelings.
9. Take Time To Think. Take a daily 'think break'. Stop whatever you're doing and for ten minutes ponder your Scouting job; how to improve it and how to be more successful and effective. In a fast moving world, few things make better sense than to pause and reflect. Stop. Think. Cry a little. Smile a little. Then, go on.
10. Say Thanks. Recognition of a job well done is a vital part of the Scouting program. Boys are recognized for their efforts with badges. Adults should receive recognition regularly. A pat on the back does a lot for the morale.
11. Get The Happiness Habit. Smile inside, and make this feeling part of you. Look forward to each day. Think happy and you'll be happy. Learn how to laugh -- not chuckle or grin, but really laugh out loud. Laughing propels you to effectiveness.
12. Strengthen Your Self-Image. See yourself at your best. Appreciate yourself. Give yourself proper credit. If you like yourself, others will. If you short change yourself, chances are others will also.
13. Ponder This. "A hundred years from now it will not matter what my bank account was, the sort of house I lived in, or the kind of car I drove. But the world may be different because I was important in the life of a boy."

THE POWER OF WORDS

Words determine your destiny. Does that sound reasonable? Read on....

Words, with enough repetition, whether silent, self-talk or spoken, produce attitudes.

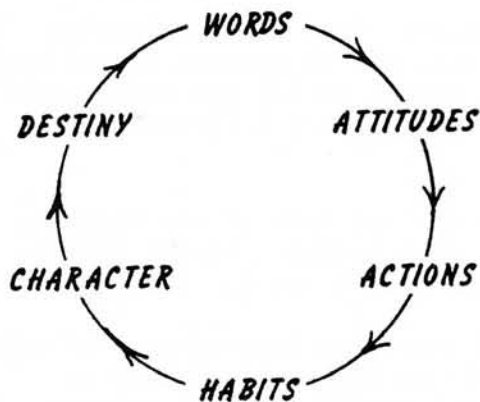
Attitudes with repetition produce habit patterns.

Habits with reinforcement, produce character traits.

Character traits with repetition, intensify to become destiny.

Thus, words determine your destiny!

"Wow", you say, "how do I change undesirable attitudes, actions, habits, or character traits?" The answer is obvious. "With words."



You talk to yourself all the time... much more than you talk to anyone else. Try not talking to yourself. It is doubtful that you can completely block out your mind. You are thinking something... and that is self-talk.

The way we talk to ourselves can be constructive or it can be harmful. What you say and think can determine what you are, feel, and do. Self-talk is reinforcing. Ailments can be reinforced by dwelling on them...and in the same way, success and effectiveness can be reinforced by concentrating on it.

Habits are important. You need them to function in this world. Without habits your daily activities would be slowed down to a snail's pace. Our emotional reactions and feelings depend on habit patterns. You can develop the constructive habit of thinking of yourself as a worthwhile, participating citizen with meaningful goals in life. Or you can think of yourself as a failure, a person of little worth. This all comes about through self-talk. This is how you develop your self-image. So watch your language.

You can develop habits which will improve your self-image, how to feel successful, how to respect other people. You can develop the habit of profiting by mistakes, getting a sense of self-direction. Driving toward your goals in spite of obstacles is the beginning of habit ... for habit is repetition. Resentment is a vicious habit because it is a repetitious circle that never ends.

It's all up to you ... the person you will be. You are the master of your own destiny, and that destiny will be determined by your own words!

YOUR ATTITUDE IS SHOWING!

How many times have you heard another pack leader say, "I'm just not creative", "I just know it wouldn't work", "I never was good at that sort of thing", or "I'm not good with my hands". How many times have you made one of these statements?



A leader's attitude can greatly affect his success in his Scouting job. Attitudes of confidence, encouragement, honesty, enthusiasm, respect and optimism can enhance a person's effectiveness... whereas attitudes of criticism, inferiority, pessimism, hate, fear or envy can detract from his effectiveness. Wouldn't you much rather hear: "Sure, I can do it", "I'd like to give it a try", or "I'd enjoy helping".

A Cub Leader can control, to a great extent, his success or failure by his attitude. Self-esteem is directly related to success and high-performance.

A person with a high level of self-esteem considers himself to be valuable and important, worthy of respect and consideration by people working with him. He has an optimistic outlook toward life because he knows that he has the capability of influencing other people and guiding his own destiny. He feels capable of expressing himself and knows that others respect his viewpoint. He has confidence that his decisions, based on well-thought-out values, will generally be sound. He enjoys new challenges and can tolerate temporary setbacks easily. He has pride in his performance and expects to do something really important!

Wait a minute...that sounds like conceit! Is that what you're thinking? Don't confuse high self-esteem with conceit. There is a world of difference. A person just can't have too much self-esteem. A conceited person usually has a low self-esteem, and is simply trying to cover it up by his actions and his remarks.

You can upgrade your self-esteem by learning more about yourself...by building and reinforcing your image of yourself. A deficient self-esteem results from not knowing enough about yourself. Most of us have capabilities that we haven't even uncovered yet. Ask yourself: "Do I have any potential in this particular area which I'm not now fully using?" Recognize that you have not tapped all the talents which you possess. Then ask yourself: "Would it be personally profitable to me to become more effective - to use more of my potential - in this area? Would I be a better den leader if I was good with my hands? Would I be a better

Cubmaster if I understood boys better?" Define just what you want to accomplish. Write it down if you like. Then, just like The Little Engine That Could, keep telling yourself, "I think I can. I know I can." "I am good with my hands", "I do understand boys." Keep telling yourself this over and over... and BELIEVE IT!



Every pack leader is essentially creative, but some have fears which obstruct the flow of their creative ideas -- fears such as ridicule, fear of change, fear of the unknown, fear of prejudices. In order to use your full potential of creativity, first develop confidence and a high self-esteem. Start liking yourself. Search for opportunities, find new approaches and implement your ideas. Try it -- it works! Before you know it, you'll be saying to yourself: "I knew I could...I knew I could". (But make these statements privately, to yourself, for if you make them in public.... that would be conceit).



RESOLVING CONFLICTS

Conflict is normal in the development of the individual and the development of relationships with other people. Conflicts occur all the time. This is not necessarily bad -- in fact, it can be good. Conflicts can be developmental. It all depends on the way we deal with them.

There is a difference between conflicts and problems. A conflict is basically a difference of opinion which needs to be dealt with. A problem is an area of experience in which a conflict has arisen and we are unwilling to face it. An un-

resolved conflict becomes a problem, but when it is dealt with, it becomes a bridge in communications, by mutual effort.

If two people are willing to make a mutual effort, the conflict can be reconciled. This doesn't necessarily mean that the conflict is solved, but there will be an easing of tensions which occur because of honest differences of opinion.

The idea is not to think alike, but to think together. This is unity, not uniformity. We need differences of opinion. Conflict is necessary to cause action. How we handle conflict determines whether the action is harmful or constructive.

Who is responsible for the conflict is not the issue. Honesty and openness are important in this step towards reconciliation. We forgive and we forget. We can begin to reconstruct the relationship by making a mutual effort.

There are several ways of handling conflicts. The choice is yours:

1. Try to avoid it. Don't progress. Keep going around in circles around the unresolved conflict until it becomes a real problem.
2. Instead of facing the conflict, deal with outside issues. Skirt around the real situation.
3. Meet the conflict. Turn around and head the other way by pretending the conflict isn't there.
4. Face the conflict head on. Work your way through it. Make progress. Split the conflict wide open by your willingness to deal with it.

BSA

Boys are the raw material Cub Scouts are made of. They come in all shapes and sizes, but it isn't the package that counts -- it's what's inside. You can't tell much about a boy by counting his freckles. It's dangerous to think that all boys are alike, they're not! All of them aren't noisy; all of them aren't active all the time. Perhaps the only thing you can be sure of is that the next thing they do will surprise you.

STRESS



PREVENTING STRESS

Cub Scout volunteers are doing something recommended by almost all authorities to manage stress; giving of themselves to a volunteer organization with the absolute right to do as much or as little as desired.

The following are suggestions for preventing stress:

- a. Live within self-imposed limits.
- b. Don't stretch these limits by volunteering too often.
- c. Set personal goals. Be wary of trying to meet other's expectations.
- d. Practice altruistic egoism. Give a little to get a little.
- e. Maintain good health through diet, exercise and rest.
- f. Improve spiritual health by strengthening relationships with God.

There are simple anti-stress strategies which are applicable to work, social and family relationships. Apply these techniques:

- a. Deliberately cultivate and deepen the relationships with the significant people in life.
- b. Try to be open and honest and share feelings with others honestly; even anger.
- c. Use the gestures of affection. Speak first, be attentive, show interest in other person.
- d. Allow space for other person. Give them room, time and privacy.
- e. Be very cautious about judgment and criticisms. Try to understand and have empathy.
- f. Listen actively. Flatter others by listening to them rather than have them listen.
- g. Be willing to apologize and acknowledge mistakes.

There are several simple methods that can be employed at any given time to relieve stress. They are as follows:

- | | | |
|-------------|---------------------------|---------------------------|
| a. Massage | d. Controlled breathing | g. Start a new hobby |
| b. Catnap | e. Do something different | h. Stretch the whole body |
| c. Daydream | f. Sing in the shower | |

Practice any one or several of these and feel the tension melt away.

STRESS AND CUB SCOUTING

The following topics are relevant to some Cub Scout situations, some of the time. In general they represent problems at a pack or district level which start small and get increasingly worse. The result of these and similar problems, if they are not dealt with, is what is called "the burned out leader!"

SOURCES OF STRESS

Lack of Parental Support

When parents register their son as a Cub Scout, they sign an agreement to support the Pack and volunteer leaders. They must understand that their part of the contract calls for active support. Call a parents meeting, lay out the guidelines. You have to let them know what is expected. This is a good time to use the Talent Survey sheet.

No Recognition

Adults need recognition too. Block out a bit of time at each pack meeting, committee meeting, or other meeting to recognize the contributions of adult Scout leaders and parents. Recognition doesn't have to be an elaborate trophy or plaque, it can be a verbal Thank You for a job well done, or a simple hand-made certificate.

Untrained Leaders

The Boy Scouts of America has the best training resources of any volunteer organization in the world. Take a firm stand and insist that peer leaders make use of basic and supplemental training available. If it's been a while since you have been, offer to go along, new ideas and solutions are always being brought out.

Poor Program

There are two simple keys to good program; use of themes, and program planning. Resources include Roundtable for examples and program planning helps. They were written for you to use, so try them. Try a rotation to roundtable, or a simple prize or ribbon for the den which carries out the theme for the month the best.

Scout Committee

Accept the notion of a community of purpose among the parents of Cub Scouts. Recruitment is merely the matching of skills with tasks. If everyone does something, a few can do a little more. Don't be afraid to ask for help. This is another good place to use the Parent Talent Survey.

No Money

One of the major premises of Cub Scouting is that the boys should help support the program. Accepting the premise leads to the conclusion that the boys and parents should accept the burden of helping to raise money. Within certain sensible and logical restrictions, money can be raised, the boys will love it and the aims of Cub Scouting will be furthered,

Serious Business

When plans go awry, some of the best possible Cub Scouting happens. By the way, if the leaders stay cool and relaxed, everyone will think it was planned that way!! The boys will note the relaxed atmosphere and be happy and have fun.

No Fun

One of the best paychecks for investing time as a Cub Scout leader can be having fun with the boys. Loosen up, get on the floor on their level and try to have fun. It works and it infects others. FUN IS CONTAGIOUS!

Bureaucracy

Some people in pack organizations function as if a crown comes with the titles. We are all volunteers we all have one vote on the committee and all ideas are worth hearing. If help is needed, as the Unit Commissioner.

Bad Communication

The transmission of an idea from one mind to another, more or less undistorted, is the most difficult thing

humans attempt. Give this process the time and attention it deserves. Good intentions are no substitute for accepting the responsibility for good communication. Try having a secretary for the pack, to take minutes, and compile important dates, facts and assignments for a pack newsletter. If yearly planning is done, most of the work is already done. WE DON'T PLAN TO FAIL... WE FAIL TO PLAN!

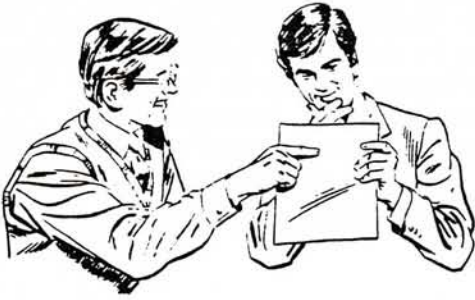
Stress is a necessary and normal part of life. If carried to an extreme, stress can be life threatening. Learn to recognize some warning signs -- disillusionment, depression, alienation, unhappiness. Seek to eliminate the chronic causes of stress or cope with it as it occurs. Change the things that can be changed accept those which cannot. Enjoy yourself, Cub Scouting and mostly, the boys!

BSA

A CUB LEADER'S ATTITUDE TOWARD OTHERS

<u>COOPERATIVE</u>	Knows how to work with other people.
<u>SYMPATHETIC</u>	Is sensitive to difficulties of others. Not absorbed by self-interest.
<u>CONSIDERATE</u>	Takes into account all factors involved in the other person's behavior. Doesn't jump to conclusions quickly, but is inclined to give the benefit of the doubt to others.
<u>UNSELFISH</u>	Doesn't crave the spotlight. Remembers that it's the boy who counts.
<u>PATIENT</u>	Corrects mistakes without losing temper, and without embarrassing the person at fault.
<u>ENCOURAGING</u>	Encourages and reinforces boys and other leaders by words of praise, commendation and thanks.
<u>BELIEVING</u>	Has faith in people. Believes they will respond to what is good if given sufficient opportunity. Believes they are cooperative. Believes they have capacity and ability.
<u>AMBITIOUS</u>	Not self-satisfied.
<u>HOPEFUL</u>	Not pessimistic.
<u>PROGRESSIVE</u>	Not opposed to change.
<u>DETERMINED</u>	Not easily discouraged.
<u>IDEALISTIC</u>	Not content with low standards.
<u>SENSE/HUMOR</u>	Not upset by trifles.
<u>FORGIVING</u>	Not vindictive.
<u>HUMBLE</u>	Not conceited.
<u>TOLERANT</u>	Not angry over differences of opinion.
<u>GRATEFUL</u>	Not inattentive to kindness.
<u>FRIENDLY</u>	Not lacking in good will.





EFFECTIVE COUNSELING

The counseling technique is a basic tool in the development of Cub leaders. It is a tool which helps an individual help himself. As we give leadership in Cub Scouting, we will have opportunities to counsel men, women and boys.

Who counsels? The Cubmaster, the Committee Chairman and Den Leader Coach can help create conditions whereby other Cub leaders assume greater responsibility for their jobs in Cub Scouting and are able to solve their own problems. The Den Leader will find counseling an effective tool in working with boys and parents.

Why do we counsel? To help solve problems. To encourage or reassure. To help develop more effective Cub Scouts and Scouters.

When do we counsel? When we find a person who is undecided, confused, who cannot interpret the facts, does not have all the facts, does not know what to do, is not aware of the choices he has. When a person has made a snap decision, is worried about his decision, is angry or confused, did not consider all facts, has misinterpreted the facts, did not consider the consequences.

Counseling is not an easy thing to do. Being a professional counselor requires years of training and experience. Cub leaders cannot expect to become proficient in a short period of time; however, they can give a kind of 'first aid' counseling by understanding and using the fundamentals listed below:

- A. Listen. This is most difficult, for we are usually not good listeners. Give your undivided attention. Be willing to take time to hear all the facts.
- B. Understand what is being said.
- C. Do not give advice. If you do, you may prevent the other person from solving his own problem, and the advice may be wrong for him.
- D. Summarize the problem. Do this several times during the conversation. It helps the other person know you understand. It keeps him on the right track and helps him check on what he is telling you.
- E. Give additional information. He may not have all the facts. He may not know all the resources that are available to him. Be sure this is not advice.
- F. Encourage him to think of different ways to handle his problem. Try not to let him settle on just one approach, and not too soon. Encourage him to think. Let him decide which solution to use.

The counselor's main function is to get the other person actively involved in solving his own problems and developing his own abilities. If Cub leaders are to feel secure and develop their potential, they need an atmosphere of approval, knowledge of what is expected of them and how they are measuring up, an opportunity to assume responsibility and an opportunity to participate.

If you remember to be a good listener and not to give advice, you will be well on your way toward becoming an effective counselor. You will also realize your own limitations and be quick to turn the problem over to one more qualified.

UNDERSTANDING BOYS

In a disciplined den or pack, a great deal can be accomplished. A rowdy den or pack, on the other hand, can accomplish little in the way of program and certainly offers few chances for helping boys develop character. One of the attributes of a good citizen is his ability to live comfortably within the restrictions of the law. To train boys for citizenship, you must teach them the importance of discipline within each individual. Baden-Powell said: "You can only get discipline in the mass by discipline in the individual."

It has been glibly stated that a good, active program will eliminate discipline problems in the den or pack. This is true to a degree, but even a top-notch program won't solve the problem of the individual boy who wants to cause trouble, "just for the heck of it". Boys cause trouble when they are uninterested, and certainly a good program will help keep them interested and active, but it isn't the whole answer. Here are a few other ideas which will help maintain discipline.

- ... Insist on attention when talking. Boys who want to get on with the activity will help quiet the noisy ones.
- ... Don't shout or yell. Use the Cub Scout sign to get attention.
- ... Have a good pre-opening activity. Trouble starts when a few Cubs arrive early and don't have anything to do. Once you've lost control, it's hard to regain it.
- ... Praise in public -- criticize in private. Public criticism arouses resentment.
- ... Make full use of the advancement program. Boys advancing usually don't cause much trouble.
- ... Keep den meetings going at a fast pace with lots of activity and interesting things to do. Prevention is better than cure.
- ... Give boys responsibility and expect them to meet it. When they have responsibility, they don't have to cut up to get attention.
- ... Get the boys into uniform. A uniformed group has better discipline than one that is not. Set a good example, leaders. Wear your uniform.
- ... Get to know each boy. Find out what makes him 'tick'.
- ... Be impartial. Don't let one boy get away with something you wouldn't tolerate from another.
- ... Let a new Cub know what you and the den expect of him ... such as regular attendance, advancement, proper behavior, Scout spirit, etc.
- ... Always mean what you say. Never threaten unless you intend to carry it out.
- ... Be firm in a friendly way.



- from "Scouting" magazine

HOW A CUB SCOUT LEARNS

A CUB SCOUT LEARNS THROUGH TRIAL AND ERROR

When a Cub Scout does a project right, he is such a happy, high-spirited, good-humored and light-hearted boy. When he does things wrong, gloom, a broken heart and a cave of despair prevails. You, his den leader, can help him find the answer for himself. He remembers things by doing them. You must realize he is now living the most formative years of his life -- the age when he is learning to make decisions and is a person who can do things for himself. You, his den leader, needs to be there, so he doesn't get hurt by failure. You are to be his guide, his director of footsteps. Don't let him fall too often but often enough to let him learn how to win and lose. As life is a combination of winning and losing this is what we are trying to teach him to live with.

A CUB SCOUT LEARNS BY DOING

You will often hear a Cub Scout say, "Don't help me! Let me do it!" Let him have a place to put the project that he works on. Let him solve the problems and practice what to do in difficult situations. Let him test his ideas and find out about himself and others at his den meetings. In Cub Scouting, he is learning that he is a part of God's great and wonderful world. Don't just tell him to share and take turns in things but encourage him to do things for himself. If possible, do things to encourage him to do it on his own choosing, as some come forward faster than others. Thank God, as a den leader, that you can give him a place where he can live with others. Don't rush him into becoming a man but guide him by being an adult example. You never know, you may be the best thing that ever happens to one of these boys.

Activity badge counselors know their subjects.



A CUB SCOUT LEARNS BY INSIGHT

How often you will hear the words, "So that's the way you do it. You showed me and showed me and I tried and tried - now I can do it." Your boys will be so pleased that you had the patience to show them. They will not say it in so many words but they will be overjoyed by the fact that you let them try and try. Now, thanks to you, Den Leader, each boy can do things that he never dreamed of doing before. One stands a little taller when your boys start becoming leaders instead of followers.

A CUB SCOUT LEARNS BY HIS SENSES

"Hey, let me see it! Come on, I want to touch it. What's it for? How do I use it? Quiet, I want to hear it." These are five of the most often phrases said by a Cub Scout. If you don't think so, tape your den meeting and play it back. A boy needs to be taught to use all his senses to help him understand what life's all about. He

sure can't find out what this world is all about unless he does. He needs to learn about things in this wonderful world that God planned for him. There is no place better (outside his church) to help him respond in wonder and awe, than the well-planned program outlined by the Boy Scouts of America. They have a program for boys to learn by seeing, feeling, smelling, touching, hearing and people to show him what things are for and how to use them. He feels best when he feels secure. Your home, outside of school, may be the boy's first place away from his home. How does he feel in your home? "This place is a good place to be. The guys here all like me. Gee, there are so many things I like here. I can explore and do things here. My den leader helps me when I need help. She lets me investigate so many things in the Scouting world. I like being at my den meeting. Yes, my den's a real warm, smiley place to be!"

Is this how your boys feel about their den meetings?

A CUB SCOUT LEARNS
THROUGH
IMAGINATION AND
IDENTIFICATION

"Let me take my turn as the Denner. Hey, let me help with the things we're going to do at Scout-O-Rama. When are we going to start making things for Christmas? What do I think about growing up? Well, I want to be a grown-up person some day. If grown-up people around be are kind and loving then I will be kind and loving too."

YES, THANKS TO YOU, MR. AND MRS. DEN LEADER, HE'S LEARNING SOMETHING NEW ALL THE TIME. YOUR BOYS WILL REMEMBER 10% OF WHAT THEY HEAR, 50% OF WHAT THEY SEE, AND 90% OF WHAT THEY DO. ARE YOU A DO-ER ???

GETTING YOUR DEN STARTED

The key to getting your den off to a good start is by meeting and talking with the parents to let them know just how you plan to run your den. The following items are essential to a well organized den:

1. Den meeting time, place and day of week.
2. Dues (monthly, weekly?)
3. Refreshments (who brings what and when)
4. Craft items
5. Books needed (Wolf, Bear)
6. Field trips permission slip.
7. Help expected from parents (transportation, etc.)
8. Pack Meeting (Day, time, place, who and why.)
9. Uniform (what, why, and where to purchase.)
10. Discipline in the den.



PROMOTING ADVANCEMENT

The purpose of Scouting is to develop men of character who are physically and mentally fit and trained for good citizenship. The advancement program helps in attaining these goals by capturing a boy's interest and by exposing him to wholesome influences and educational experiences. Finding new interests and learning new skills is the means by which this is done.



In the front of each of the handbooks -- Wolf, Bear and Webelos Scout -- is a section directed at the parents. This explains what Cub Scouting is all about and what parents must do to make it happen. The supplement can be one of the most helpful tools at your disposal.

These are a few suggestions for ways to present the parents' supplement so that you know they are aware that it is there and for their use:

- When a boy joins the pack, in a sense the parents also join by signing the application form and pledging to support his membership in the pack. At the induction ceremony, present the Cub Scout with his book and call attention to the part directed at the parents.
- A Den leader meets with the mothers of the Cub Scouts in her den and reviews the parents' guide with them, answering any questions the mothers may have about achievements or electives.
- A Den Dad meets with the dads of the Cub Scouts in the den and reviews the parents' guide, placing special emphasis on those achievements and electives that men can readily identify with.
- The Roundtable Commissioner conducts induction ceremonies at his roundtables, emphasizing the use of the parents' guides.

A Den Leader Coach should keep a close watch on the advancement record of the dens she serves and counsel with the Den Leaders on ways to improve the picture. Perhaps she could arrange to attend the meeting of the Den Leader with the parents of the boys in her den. Here she could suggest ways of stimulating boy interest and participation.

Much of the advancement of Webelos Scouts depends on the Webelos Den Leader, since he develops his program around the activity badges. To pass a requirement, the Webelos Scouts do not get the signature of their parents, but instead pass the requirement to their Den Leader.

From the Cub Scout Leader Book: "Advancement is one of the methods we use to achieve Scoutings aims - character development, citizenship training and personal fitness. Everything a Cub Scout does to advance is designed to achieve these aims and aid in his personal growth. Advancement gives boys a means of measuring his own progress."

BASIC PRINCIPLES OF CUB SCOUTING RELATED TO PARENT COOPERATION

1. It is a program for Cub Scouts and their parents.
2. Cub Scouting program of activities and achievements place in the home under the guidance and with the cooperation of the parents.
3. One of the main purposes of Cub Scouting is to bring the boy and his parents close together through worthwhile activities.
4. A boy should be permitted to become a Cub Scout only when his parents are informed and agree to follow their responsibilities.
5. In signing their son's application to become a Cub Scout, the parents agree to:
 - a. Help their son progress in his Cub Scout Achievements.
 - b. Attend Pack meetings.
 - c. Cooperate with den and pack leaders.



SECURING PARENTAL COOPERATION IN THE DEN

1. Recruit in haste, repent at leisure.
Invite the mother of the prospective Cub Scout to come with him to the second meeting he attends.
2. What you don't know, may hurt you.
Get acquainted with parents of Cubs in your den. Knowledge and friendship lead to respect and loyalty.
3. Two hands are better than one.
Recruit assistant den dads and den mothers from parents of the boys in your den.
4. Misery loves company.
Den dads should ask other Cub Dads. to come along on den outings.
5. In number there is strength.
Promote parent social meetings on a den basis, discuss plans/problems.
6. A group that plays together stays together.
Promote den outings on a den basis.
7. Have them sign on the dotted line.
Be sure parents are helping their boys on their achievements and that they sign their book.
8. Strut your stuff!!!
Promote attendance of Parents at Pack meetings. Strive for 100% turn-out.
9. No parent - No badge
Do not give out advancement recognition at pack meeting unless the Cub Scout's parents are on hand with the boy.

THE IMPORTANCE OF THE UNIFORM

Although there are many reasons why the Boy Scouts of America is a uniformed movement, there is one reason which stands out above all the rest. We wear the uniform because it is a means of identifying ourselves with the principles to which we are all committed.



The fact that youth and adult members wear a uniform does not mean we are alike. We come from different ethnic and racial backgrounds. We have our own religious beliefs. We have our own political views. We have our own family traditions and loyalties. We are aware that we were each born to be unique individuals. It is not for the purpose of hiding our individuality.

And yet, when we see another person in Scout Uniform, we know we are like that person in one way. We are both committed to principles we hold dear. It is the principles of the Cub Scout Promise and the Law of the Pack which bind Cub Leaders and Cub Scouts together. By wearing the uniform we are giving each other strength and support. We all need that from each other. There is nothing more gratifying than the discovery that others care about us and share some of our beliefs. When we wear the uniform we are saying that to each other. It needs saying. IT is a bond which ties us together despite our differences.

Regardless of how long you have been in Scouting, no doubt you have seen some variations in the manner in which badges, patches and insignia are worn on the uniform. Many times the information on uniforming is handed down from person to person, and unfortunately, the information is not always accurate. This may result in incorrect uniforming. Occasionally leaders and boys feel a need for placing a little more 'gingerbread' on their uniforms. It detracts from the intent of the uniform and badges.

An Insignia and Uniform Committee, made up of volunteers Scouters from around the country, is charged with the responsibility of setting the standard for the uniform. Article X of the Bylaws of the BSA sets out the requirements, and any change in the uniform or badges comes only as a direct result of approval by this national committee. There is a correct place on the uniform for each badge, patch and insignia. For accurate information on placement, refer to:

Official Uniforms and Insignias
Cub Scout Leader Book
Uniform Inspection Sheets
"Uniformpower" leaflet

Wolf Cub Scout Book
Bear Cub Scout Book
Webelos Scout Book

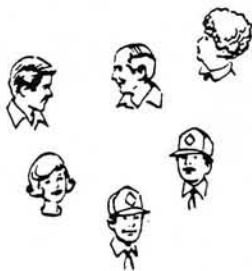
It is a human tendency to accent what is wrong with our society. But our movement is built upon positive values. All of our programs are action programs, which begin with our commitment to certain values. The usefulness comes from acting upon those values and identifying with them openly. So as we wear the uniform, we are standing on these principles -- where everyone can see us -- out in the open. We are standing with each other, not alone. We are declaring our intent to encourage others to live within those same principles.

All of us should be proud to wear the Scout uniform and "DO OUR BEST" to see that it is worn correctly. Let us set a good example for the boys by wearing the uniform correctly.

RESOURCES

This is part of an unending list of resources available to Cub Scout Leaders as an aid to planning and self-development. Our intent is to start you thinking of all the people, places and things that you can use in planning your den and pack program. No doubt you will have some good ideas of your own to add to this list, so we have left some space for you to do just that.

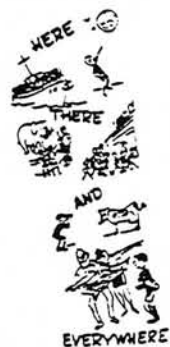
● PEOPLE



Other Cub Leaders
 District Cub personnel
 Professional staff
 Parents
 Pack sponsors
 Boy Scouts
 Business men
 Professional men

Teachers
 Librarians
 Religious leaders
 Community groups
 Service groups

● PLACES



Sponsoring institutions
 Scout Service Center
 National headquarters
 Education Service Center
 Schools
 Churches
 Libraries
 Businesses
 Community centers
 Recreation centers

Scout Distributors
 Roundtables
 Pow Wow
 Workshops
 Other pack meetings
 Other den meetings
 Philmont Scout Ranch
 Children's theater

● THINGS



Cub Leader Program Helps
 "Scouting" magazine
 "Boys' Life" magazine
 Other Cub Scout literature
 Women's magazines
 Children's magazines
 Books
 Television

Radio
 Records
 Tapes
 "Smoke Signals" newsletter
 Pow Wow books

Just look again at the choices you have. You should have no problem finding sources for interesting and exciting programs. Take advantage of all these and plan a better program for boys. Share your ideas with other leaders at your pack planning meetings or at the monthly Cub Roundtable.

A SHORT GUIDE OF THE BIRMINGHAM AREA COUNCIL

Our Council

The Birmingham Area Council is located in Jefferson and Shelby Counties and is divided into six districts and an Exploring Division. They are (1) Northeast, (2) Vulcan, (3) Shelby, (4) Bessemer, (5) Birmingham Central, and (6) Warrior. All the districts with the exception of Shelby lie within Jefferson County. Shelby District is composed of Shelby County.

Professional Staff

Volunteer Scouters and parents are given assistance through the members of the career staff. Each of the six districts have at least one District Executive (DE). The District Executives for each district are:

Service Area A	Northeast.....	Scott McCorkle
	Vulcan.....	Don Lewis
	Shelby.....	Danny Brooks
Service Area B	Bessemer.....	Rob Carle
		Robert Jones
B.C. Area	Warrior.....	J.T. Dabbs
	B'ham Central.....	Adlai Trone
		David Clinkscales

The Exploring Division Executive is Randy Cook.

The Birmingham Area Council Scout Executive is Jim Tinker. The Director of Field Services is Craig Arcos. Birmingham Central District Director is Charles Sullivan. Carl Rice is Field Director for Service Area A and Carl Bailey is Field Director of Service Area B. All of the professional staff can be reached by calling the Council Service Center.

Council Service Center

The administrative offices for the Birmingham Area Council are located at:

3600 8th. Avenue South
Birmingham, Alabama 35222

The Service Center telephone number is:

(205) 251-3322

All Scout literature, administrative forms, badges of office, and advancement ranks for the boys may be found at the Service Center.



Council Camps

The Birmingham Area Council owns and operates the summer camp facilities at the Frank Spain Scout Reservation, Camp Sequoyah, located near Anniston, Alabama. Camp Sequoyah offers many fun and active programs for Boy Scouts.

The Birmingham Area Council also operates Camp Winnetaska located near Leeds, Alabama. This camp hosts many Cub Scout, Webelos, and Boy Scout activities. Further information about either camp may be obtained at the Council Service Center.

Funding

To carry out it's program Scouting relies on each of us. The United Way provides some of the needed money. SME - Sustaining Membership Enrollment is an annual campaign performed by the volunteers who solicit friends, businesses, corporations, and foundations for the remaining funds needed to carry out the quality program which this Council offers our boys.

CUB SCOUT TOURS

Cub Scout groups have an unlimited number of resources for trips, tours, and places to visit. But, in all cases, reservations should be made in advance.

Museums

1. Alabama Sports Hall of Fame - Features memorabilia from Alabama sports figures elected to the Al. Hall of Fame. Located in the Civic Center in Birmingham. Open: Tuesday through Saturday 10am to 5pm. Admission charged, group rates available. Phone: 323-6665
2. Red Mountain Museum - A natural history museum with exhibits explaining the geological and paleontological history of our area. Located at 1421 22nd. Street South in Birmingham. Open: Tuesday through Saturday 10am to 4:30pm; Sunday 1 to 4:30pm. Phone: 254-2776 for tours, 254-2757 for information.
3. Southern Museum of Flight - A large collection of airplanes and flight related exhibits. Located at 4343 73rd. Street North (near B'ham airport). Open: Tuesday through Saturday 9:30am to 5pm; Sunday 1 to 5pm. Admission charged, group rates available. Phone: 833-8226
4. Birmingham Museum of Art - Large range of art displays, excellent exhibit of Indian artifacts and Western statues. Located 2000 8th Avenue North (Near Civic Center). Open: Tuesday, Wednesday, Friday, Saturday 10am to 5pm; Thursday 10am to 9pm, Sunday 2 to 6pm. No admission fee. Tours arranged, 2 weeks advance notice. Phone: 254-2643 for tours, 254-2070 for exhibit information.
5. Alabama Museum of Health Sciences - Reproductions of 1900 physician's and dentist's offices and other memorabilia. Located at Lister Hill Library, 1700 University Bvd. Open: Monday through Friday 8am to 12noon and 1 to 5pm. No admission fee. Tours arranged upon request. Phone: 934-4475

Educational Points of Interest

1. Sloss Furnace and Museum - Example of 20th. Century iron making with related exhibits. Located at First Avenue North and 32nd. Street. Open: 10am to 4pm Tuesday thru Saturday, 12noon to 4pm Sunday. Tours arranged, 2 weeks advance notice. No admission fee. Phone: 254-2367
2. Meyer Planetarium - Offers a fascinating trip through the stars and constellations. Located on Birmingham Southern Campus. Public Presentations: 1st & 3rd. Sundays 2pm; 2nd. & 4th. Wednesdays 8pm; Thursdays 4pm. Open 30 minutes before showing. Admission charged. Phone: 226-4770

3. Ruffner Mountain Nature Center - Beautiful hardwood trees, high rock outcroppings, rich variety of plant and animal life on an entire ridge of a mountain that contains fossils. Located at 1214 81st. Street South (in East Lake). Open: Tuesday thru Saturday 10am to 5pm; Sunday 1 to 5pm. No admission charged. Tours arranged. Phone: 833-8112
4. Vulcan Park - Atop Red Mountain, the mythological god of metalwork is the largest cast iron statue in the world with observation deck and related exhibits. Located at intersection of Valley Avenue and 20th. Street. Open: Daily 8:30am to 10pm. Admission charged. Group rates available. Phone: 328-6198
5. Birmingham Zoo - A diversified animal collection featuring rare and unusual animals. Located just off Highway 280 South at 2630 Cahaba Road. Open: Daily 9:30am to 5:00pm. Admission charged, group rates available. Phone: 879-0408.
6. Discovery Place - Children's museum designed to be a "hands on" museum. Located at 1320 22nd. Street South (Just down street from Red Mtn. Museum). Open: Tuesday through Friday 9am to 3pm, Saturday, Sunday 1 to 4pm. Admission charged. Group rates available. Tours arranged. Phone: 939-1176.
7. Arlington Antebellum Home - Restored home reflecting Victorian lifestyle. Located at 331 Cotton Avenue. Open: Tuesday through Saturday 10am to 4pm, Sunday 1 to 4pm. Admission charged. Phone: 780-5656.
8. Bessemer Hall of History - Features many historical items relating to Jefferson County's history. Excellent Indian exhibit. Located at 1905 Alabama Avenue in the old Southern Railroad Depot, Bessemer. Open: Tuesday through Saturday 10am to 4pm. No admission charged. Tours arranged, 1 week advance notice. Phone: 426-1633.
9. Sixteenth Street Baptist Church - Site of Civil Rights activism in 1960's. Located at 1530 Sixth Avenue North. Contact Myrtle Whetstone 251-9402 (W), 251-3961 (H) for arrangements to visit the church.
10. Birmingham Botanical and Japanese Gardens - Formal gardens, natural areas, Conservatory. Located at 2612 Lane Park Road (Across street from Zoo). Open: Sunrise to Sunset for grounds, 7am to 3:30pm for green houses. Tours available, 2 weeks advance notice. Phone: 879-1227.
11. Pioneer Homes of Eastern Valley - 3 plantation homes built in the early 1800's. Located on Eastern Valley Road in Bessemer area. Open: Christmas Season only. Tours available. Admission charged. Contact Harriett Marsh 425-5343 for tours.

12. Children's Hospital - Learn about hospital health care. Located at 1600 7th. Ave. South. Tours arranged. Contact Shirley Byrd 939-9671.

13. Television Stations - Learn about television communications. Tours arranged. Maximum number of persons per tour is 25. All are located atop Red Mtn. down the street from Vulcan Park.

WBRC (Channel 6) Contact Shirley Hardin 322-6666, ext. 381. Tours between 9am and 5pm.

WBMG (Channel 13) Contact Kathy Hatcher 933-1313, ext. 203.

Allow 2 weeks advance notice. Tours between 3:15 and 4:30pm

WTVM (Channel 42) Contact Paul Ossmann 322-4200. Tours weekday afternoons before 5pm.

14. Radio Stations - Learn about radio communications. Contact the manager of the desired radio station to arrange for tours.

15. Veterinarian Offices - Learn about pet care. Contact your local veterinarian to arrange a visit.

16. American Red Cross - Learn about blood banking. Located at 2225 3rd. Ave, North. Tours arranged, 1 week advance notice. Contact Cindy McCrorie at 322-5661, ext. 470.

17. Oak Mountain State Park. Many areas of interest for Cubs including Animal Farm, hiking trails, Tree-top Nature Trail. Located at Cahaba Valley Rd. Exit I-65 South. Open daily 7am to 10pm. Naturalist Brian Phillips will arrange tours with 2 weeks advance notice. Phone: 663-6783

Civil Agencies

1. Federal Bureau of Investigation - Local offices of FBI with tour by agents. Located at 2121 8th. Avenue North. Tours Tuesday thru Thursday, 1 week advance notice. Contact Jeanette Banks: 252-7705.

2. Fire Department - Learn about equipment and safety precautions used by local fire-fighters. Local fire departments will gladly give tours by appointment. Call the Fire Chief's Office at your local fire station for information. In City of B'ham contact Chief Goodwin 254-2052 to arrange tours.

3. Police Stations - Learn how your police department protects our lives and property. Contact your local Police Chief's or Precint Commander's office.

4. Birmingham Airport - Tour the airport to learn about air travel. Tours arranged Monday thru Friday. Contact Flight Service Station Manager, Bob Seagle: 731-0479.

5. National Weather Service - Weather forecasting and severe weather alert information. Located at 11 West Oxmoor Rd. Tours arranged. Contact Chuck Terrell: 942-1811.

6. Civil Defense - Learn about safety procedures in time of disaster, E 911 number, Tornado safety. Located in the basement of B'ham City Hall. Tours arranged; 1 week advance notice. Contact Ms. Morgado or Mr. Odom: 254-2048.

Public Service Facilities

1. Fast Food Restaurants - Most welcome Cub Dens to tour their facilities and demonstrate how food is prepared. Contact specific restaurant manager to arrange tours.

2. Soft Drink Bottling Plants - Learn how soft drinks are bottled and distributed.

Pepsi - Located at 111 Oxmoor Road. Tours arranged October to May. Contact Mike Cooper: 942-3435

Coca-Cola - Located at 4600 East Lake Blvd. Tours arranged at 9am. Tuesday and Wednesday September thru May. Minimum number of 20 persons, maximum of 40. Contact Lou Robbins: 841-2653.

3. Shelby County Reporter - Learn how a news story is prepared and how a newspaper is printed. Located next to the Courthouse in Columbiana. Tours arranged, 2 weeks advance notice. Contact Wayne Rasco: 669-3131.

Out of Town Points of Interest

1. Anniston Museum of Natural History - Excellent tour for Cub Scouts. Admission charged. Phone: 205-237-6766.

2. Tannehill State Park - Birthplace of the Birmingham Iron industry. Park is an accurate reflection of life in Alabama during the mid-1800's. Located at Exit 100, I-59 West near McCalla. Admission charged. Open year round. Phone: 205-477-5711.

3. International Motor Sports Hall of Fame - Displays of Automotive racing history including cars. Located off I-20 East adjacent to the Al. International Speedway, Talledega. Open: 9am to 5pm daily. Phone: 205-362-2261.

Boy Scout Facilities

Excellent for picnics, outings, etc. At least 2 weeks advance notice for reservations is needed.

Camp Indian Valley - Located in Center Point area

Phone: 251-3322. Camp Winnetaska - Located off I-20 East using the Brompton exit. Phone: 322-1869.

8/87

EXAMPLES OF "THANKS" CERTIFICATES

HOORAY-O-GRAM

To Cub Scout _____ Pack _____ Den _____

The Den Leaders of your den send you a big H O O R A Y for

Helping in the _____

At _____

On the _____



(Add special or personal message here.)

_____ Den Leader

_____ Assistant Den Leader

_____ Den (Dad or Chief)



DEN-O-GRAM

Pack _____



To _____

The Den Leaders of Den _____ wish to thank you for

On _____

_____ Den Leader

_____ Assistant Den Leader

LORD BADEN-POWELL'S FAREWELL MESSAGE

This letter was found among Baden-Powell's papers after his death January 8, 1941.

Dear Scouts,

If you have ever seen the play "Peter Pan", you will remember how the pirate chief was always making his dying speech because he was afraid that possibly when the time came for him to die, he might not have time to get it off his chest. It is much the same with me and so, although I am not at this moment dying, I shall be doing so one of these days and I want to send you a parting word of good-bye.

Remember, it is the last you will ever hear from me, so think it over.

I have had a most happy life, and I want each one of you to have as happy a life, too.

I believe that God put us in this jolly world to be happy and to enjoy life. Happiness doesn't come from being rich nor merely from being successful in your career, nor by self-indulgence. One step toward happiness is to make yourself healthy and strong while you are a boy, so that you can be useful and can enjoy life when you are a man.

Nature study will show you how full of beautiful and wonderful things God has made the world for you to enjoy. Be contented with what you have got and make the best of it. Look on the bright side of things instead of the gloomy one.

But the real way to get happiness is by giving out happiness to other people. Try and leave this world a little better than when you found it; and, when your turn comes to die, you can die happy in feeling that at any rate you have not wasted your time but have done your best. "Be prepared" in this way to live happy and to die happy - stick to your Scout promise always - even after you have ceased to be a boy - and God help you do it.

Your friend
Baden-Powell

Col. Robert S. S. Baden-Powell

