

Doctoral Thesis
College of Commissioner Science

**Increase Cub Scout to Boy Scout Retention by Utilizing
the “Arrow of Light Award”**

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Preface-

I have been a Cub Scout leader for over thirty years. Every spring some of our Cub Scouts receive their Arrow of Light and cross over to Boy Scouts, but many do not. I have often wondered why more of our Cubs who have stayed in the program for one, two, three, four or even five years do not continue on to Boy Scouts. I have studied this phenomenon for years, and when asked to pick a topic for this paper, I wanted to explore this subject.

The paper will be about transition from Cub Scouts to Boy Scouts using the Arrow of Light. I will attempt to design a program that would make it an appealing and enjoyable adventure from Cub Scouts to Boy Scouts. In this paper I will assume the following:

1. The ceremonies in this paper are written for a pack that meets in a school or church. It has a standard outline but follows along a path that will lead to the boy, and his parents, see a goal that can be accomplished at the end of their Cub Scout experience.
2. The plan I will discuss does not draw lines between ethnicity or income. As you will see the goals and the reasoning I set forth can be applied universally.
3. The pack should have strong leadership and one that wants the boys to succeed.

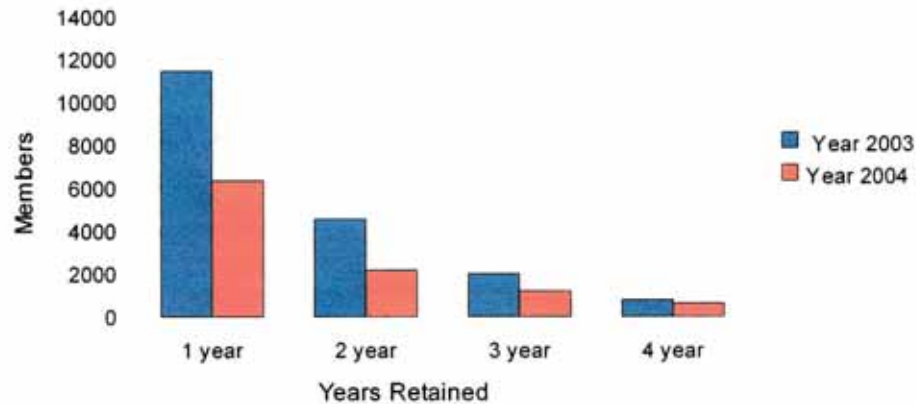
Background Information

In this part of the paper we need to see where we are in terms of retention and transition. I have gathered all the information that I could from the Council. Let us examine this before determining what we can do.

We will look at the years 2003 and 2004 for a snapshot of the retention rate of Cub Scouts. The real issue is, if our program is weak in the retention of Cub Scouts from one year to the next, we will not have boys to transition to the next program.

We see this trend in the chart. We have an a steady decrease in the retention of boys through the Cub Scout Program. In 2003, the boys eligible to become a Boy Scout decreased by 81% over a four year period. This, of course, limits the pool of boys we have to interest in Boy Scouting. In 2004, the boys that did not continue was even more significant. There was a 93% drop in the retention rate from year one to the fourth year. The Boy Scout office has no data to support fifth year retention.

Youth Retention Rate Middle Tennessee Council



The transition and retention issues can be looked at as how the Cub Program is set up. Each year in a Cub Scout pack, there is a new beginning with new adult leaders and new boys. Unlike the Boy Scout Program, the Cub Scout Program is very fluid in terms of adult leadership. To that end, the program must provide a path to a single goal, no matter the leadership. The program detailed in this paper can be carried out even with the change of leadership in the Cub Pack.

In the past, we have always looked at this problem at the point of the transition, at the Webelo rank. I want provide a program that would begin at the boys induction into Cub Scouts and would be a continuing theme up to five years of his tenure as a Cub.

In this paper, I will provide a detailed five year plan starting with the Tiger Rank and weaving a constant program through to the completion of Webelos.

Theme – The theme of this paper is the transition of the boy from Cub Scouts to Boy Scouts, starting at the earliest level the boy comes into Scouting. In other words, whatever year the boy joins the program, the Arrow of Light Award will be a focal point for him.

Increase Cub Scout to Boy Scout Retention by Utilizing the “Arrow of Light Award”

According to KISMIF.COM one of the most important things that parents look for in a youth program is for the child to be recognized for his accomplishments, and rewarded in a timely fashion. We know as leaders that all you have to do is to not have the boy's belt loop or badge and you will hear about it at the meeting. It is a sure bet the parent that will call you to explain why he did not get his award and be recognized.

Let us examine this a little further. If Cub Scouts was just about having fun and we treat the program so casually that we say it's all about an occasion field trip, and craft making then, we miss the point and we must look at the program with a new eye. I contend parents want to see their child grow, rewarded and be recognized for his efforts.

In **"How to Raise Strong Men from Boys, (for Dads)"** The following is instructions for Dad's:

1. Say "I'm Proud of you son". Every dad has a strong desire for their sons to do better than they did at sports or life in general.
2. Say "I love you". While many men will not admit it, even later in life, a boy needs a hug every once in a while.
3. Every dad should tell their sons what they do well.
4. Every dad should set aside time for their son. A son will feel loved and respected by their dad if they know some time has been carved out of dad's day just for him
5. A dad should show his son how to act. Not only is it important for him to have a goal oriented life, but it gives his son a guideline on how perseverance pays off.
6. Before the son can become a man he must have a man's experience with a dad. A rite of passage into manhood. It could be a camping trip, hikes, etc. The experience will mark acceptance and respect by his dad and other men.

The good news in Cub Scouting is that we have a program in place that addresses all the these points.

I strongly believe that parents these days are looking for a chance to reward and be proud of their children. They also like to have the rewards recognized by the community and their peer group.

A prime example of this is taking place now with the influx of Martial Arts classes. Everyone that participates is recognized for the their efforts and achievements are recognized by the level of belts they earn. There is constant reinforcement as well as positive recognition for each color belt attained. Ceremonies are important and parents are quick to realize the benefits that can be attained for their child.

Let us examine the psychology of this idea.

Take for example, a young boy in first grade is coming to his first Round-up. He has heard different things about Scouts, and thinks it going to be fun. HE IS RIGHT. But what about the parents, what are their goals and motivation for bringing their son? I would suggest that they have a different take on the program. I would believe that they:

1. Think that it will be time consuming.
2. It will cost money.
3. It may interfere with their planned family schedules.
4. The program will be at best, light weight in value, and present little in the way of life skills.
5. For dad his experience in Scouting may only extend to Boy Scouts. He may know little of the Cub Scout Program except for the Pinewood Derby.
6. Mom thinks , "When do I have to bring snacks?"

Now, lets examine what they would like to see.

What if we start at the very beginning, and let them know up front that there is a GOAL. They can expect their boy to be recognized, and be rewarded for achievement.

We tell them Cub Scouting is a continuing journey of advancement, growing up, new adventures, skill development ,and personal growth.

We make them aware from year to year that the boy is a step closer to a goal that very few of his peer group can achieve... the Arrow of Light.

I feel that the parent will respond if they see a worthwhile goal set before them. Each parent is aware of their child's potential and how rewarding recognition can be. Even at a boys early age, the parents want to see their child stick it out and achieve a goal.

I think we would retain more parent leaders if we focus on a goal... every boy can earn the Arrow of Light.

Goals are an important element of a boys early growth. Most parents recognize this and are willing to commit to any program that they see as goal oriented. Just ask a parent and they would tell you when the next report card is due. They check the progress of learning and reward the child for his achievements. If the child is in a martial arts program, examination for a new belt is a "sweat out" moment for any parent that wants his child to be promoted to the next belt.. Any parent will be proud to tell you of his son's examination. In other sports programs, such as baseball, football, or soccer, trophies are a way to recognize the boys progress.

In Scouting, every boy looking for a new Boy Scout troop will experience the Scoutmaster taking that boy and showing him the troop's Eagle board and explain what the goal will be if the boy decides to join. As a leader in the Cub Scout program we need to use the same approach. The first meeting we **need** to talk to our parents to explain the Arrow of Light and explain to them that this is a goal. They need to know this is the highest award a boy can earn in Cub Scouting and what it will mean to the boy as he grows.

As the child matures into the third and fourth grade they become a little bit more motivated as to the importance of the award either by self motivation or just by seeing their friends get the award. But the parents need to be reinforced with the idea of the Arrow of Light being a goal.

The Arrow Of Light award is the retention hook. If presented properly The Arrow of Light will open the parent's mind to the opportunity of goal setting for the boy and thereby a wonderful retention tool . If we can instill the idea in the boy of setting goals, the spirit will carry over to his desire to earn his Eagle.

Lets go to Round-up Night

Let's get started on the right foot. The parents and the boys are here. Your core group of leaders are here along with the Scout Executive for the area. In my experience the parents are sitting in the cafeteria and the kids are running around. Most times a game is played and the Scout leader introduces their leaders and the funding is announced and all the parents are nervously awaiting the next thing they have to do. To this point there is no real purpose other than the basic idea. This would be the perfect time to get started on the story of the boys great adventure. This program can also be used at Parent Orientation

Round-up Ceremony

Personnel

AKELA (Cub master), Asst Cub master, Parents

Equipment

Arrow of Light Symbol
Script on shelf behind symbol
Advancement Ladder

From out of no where or behind a curtain) would first be the sound of drums. Then the sound of bells and if possible the lights dim. An Indian brave, maybe a Webelo or a Order of the Arrow member lights a display of Arrow of Light. Solemnly the chief looks to his audience and says:

AKELA- Why do you sound the ceremonial drum?

ASST. CUBMASTER- Because we have boys that seek the fun of Cub Scouting.

AKELA – Have these boys and their parents been properly prepared and told of the adventure that lies ahead?

ASST. CUBMASTER- Yes Akela the boys and their parents have been told that a great adventure awaits the boy that is strong and daring.

AKELA- Many moons before the pale face came to America the Indian lived and hunted in these great forests. Food was plentiful. The fields were rich with berries, the water with fish, and the woods were full of game. The tribes lived in villages near the great 'earth mother' who we now call the Smoky Mountains.

I am Akela, the Great Chief of the Webelos tribe and the head of the council of braves. My totem is the Arrow of Light which is the final goal of all Cub Scouts and the highest honor they can earn. This board shows the Arrow of Light and points the way of the trail. The arch represents progress along the Cub Scout trail to Boy Scouts. The candle which I now light represents the Spirit of Akela and the light of Cubs Scouts.

The boys who are joining for the first time are welcome. First all new boys will have to earn the rank of Bobcat. The Bobcat is curious, strong and brave. He is smart and learns his way in the forest by cunning and being clever. Your den leaders will show you the way of the Bobcat and when next I see you will all be ready to join your fellow Cub Scouts on your adventure to the highest award the "Arrow of Light".

AKELA THEN ASKS THE ASST CUBAMSTER_ - Which boys have joined the pack as new Tigers. (Then ask about the other ranks as well)

ASST. CUBMASTER- I am pleased to report we have ____ new Tiger(other ranks) Cubs this year. They are here with us tonight. (Read the Names) please come forward with your parents.

AKELA- You boys are embarking on a great new journey with your parents. I welcome our new Scouts I now return to the forests to prepare for our first pack meeting. In the spring, I will return to help each boy who remains to graduate to the next step in Cub Scouting.. Good night.

Summary

Remember the ceremony is really directed at the parents. One, they will feel comfortable that you have gone to this much trouble. Two, they have just committed money to the program and they will feel a benefit from your efforts, Third, you have given the new leaders a sense of direction for their first meeting , i.e., learn the Bobcat requirements, and what they can look forward in future meetings.

Lastly, you have implanted the idea for a goal., the Arrow of Light Award. Parents ,if at all interested, will see this as a worthy first step of accomplishments and awards. Remember the boys are to young to comprehend this yet, but will be caught up in the thrill of receiving awards and recognition. Everybody

likes to be recognized and this will lead to more expectations, and of course they will want to come back to see what happens next. Retention is the name of the game. By explaining that there is more to come you will have placed the idea of a goal to be obtained. The recognition will be swift as the boys will earn their Bobcat at a rapid rate.

Bobcat Ceremony

Personnel

Akela (Cub master in native American Costume), Den Leader, 6 Webelo Scouts, Bobcat candidates and their parents

Equipment

1. Advancement Ladder
2. Arrow of Light Symbol
3. Script concealed on a shelf
4. Bobcat badges for advancing Cubs

Arrangement

The ceremony begins with the beating of the ceremonial drum by the Asst. Cub master. Akela then approaches the "campfire" from the center aisle, so that all can see him

AKELA: Why do you sound the ceremonial drum?

ASST. CUBMASTER: Because we have boys that seek the fun of Cub Scouting.

AKELA: Have these boys been properly prepared?

ASST. CUBMASTER: Yes Akela, they have. As new Cub Scouts they have learned their Cub motto. The Bobcat candidates now know the Promise, and the Law of the Pack. They know the Cub Scout sign, salute and handshake. Each boy has prepared himself to move to the next step of Cub Scouting by his thoughts, deeds and participation in the pack.

AKELA: Many moons before the paleface came to America, the Indian lived and hunted in these forests. Food was plentiful. The fields were rich with berries, the water with fish, and the woods were full of game. The tribes lived in peace and traveled to the mountains that were full of smoke. The Indian named for the Smokies was Kuwhi or Tall Chimneys. Indians legend says that there is a hidden lake that no one has ever seen and that is where the spirits live.

I am Akela, the Great Chief of the Webelos tribe and the head of the council of braves. Our totem is the Arrow of Light which is the final goal of all Cub Scouts and the highest honor they can earn. The board show the Arrow of Light and points the way of the trail. The arch represents progress along the Cub Scout trail to Boy Scouts. The candle which I now light represents the Spirit of Akela..

We learn our ways from the wisest of the animals. From the tiger we learn to be curious and adventuresome. From the wolf we learn the language of the ground, we learn to follow the tracks of other animals and we learn the ways of the food of the forest. From the Bear, we lean the secrets of the trees and birds, the language of the air and sky.

But to begin the Cub Scout journey, we follow the Bobcat, a tenacious creature which is always hungry for knowledge and adventure, (*to the Cub master*) Cub master which of these boys are ready to take the sign of the Bobcat?

ASST. CUBMASTER: Akela, we have _____ boys who are prepared to take the sign of the Bobcat. (*Read the list*) please come forward with your parents.

AKELA: Do these boys know the things required to be a Cub Scout?

ASST. CUBMASTER: Yes, Akela, they do. I would like the Webelos Scouts to come forward at this time. Webelos means "we'll be Loyal Scouts", so it is only right that these boys administer the Cub Scout Promise, Law of the Pack, Motto, Sign, salute, and Handshake.

FIRST WEBELO SCOUT: Boys, make the Cub Scout sign and recite the Cub Scout Promise with me.

I (*name*)to do my best, to do my duty to God and my country, to help other people at all times and to obey the law of the Pack. (*two*)

AKELA: each candle on the board represents a part of the Cub Scout Promise. The first part of the promise is "to do my best" As a Cub Scout, we do not ask or expect you to be prefect. But we expect you to do the best you possibly can as you seek the Arrow of Light. (*name the first Bobcat*) _____ please step forward and light the first candle, which represents doing your best.

"to do my duty to God and my country " Duty means what you ought to do. Practice your religion, be a good American, and obey our country's laws. (*name the second Bobcat*) _____, please come forward and light the second candle, which represents doing your duty to God and country.

"to help other people at all times" When you receive your Bobcat badge, it will be given to you upside down. After you do a good deed, you can turn it right side up. This reminds us to always help others who are in need (*name the next Bobcat*), _____, step forward and light the next candle which represents helping other people.

SECOND WEBELOS SCOUT: Boys, make the Cub Scout sign and recite the Law of the Pack with me:

The Cub Scout follows Akela. The Cub Scout makes the pack go. The pack helps the Cub Scout grow. The Cub Scouts gives goodwill. (*two*)

This law has a special meaning for Cub Scouts. "The Cub Scout follows Akela." Akela may be your father, mother teacher, den leader, or Cub master. In fact, it can be anyone who helps you learn about the world around you, because a good Scout listens and learns. Remember, any leader must first learn to follow. (*name the next Bobcat*) _____, please step forward and light the first candle, which represents following Akela.

"The Cub Scouts makes the pack go". You are a members of Pack _____ and you are each a member of a den (*mention the specific dens now if appropriate*) You help the pack go by attending all meeting and by completing the requirements and electives of each rank. By being an active Scout you help others in your den and in the pack do the same thing. _____, please come forward and light the next candle, which represents the Cub Scout's role in supporting his pack.

"The pack helps to the Cub Scout Grow." The other members of the pack will help you learn new thing. You will do a lot of things and have a lot of fun. Remember that as a group we can do much, much more than any of us can do alone. A story is told that a great chief called his sons together and gave the first son a large group of twigs and asked to oldest to break them in half. He could not do it and in turn he gave the pile to all six of his sons with the same results. Then he gave each son one stick and asked them to break it. When each son broke his stick the chief put them all together and to teach that as a team they can accomplish much., _____, please come forward and light the next candle, which represents the importance of teamwork in the success of our Pack.

"The Cub Scout gives goodwill." If you smile at others, they will smile back. Your first act as a Bobcat will be to do a good turn. Always think about what you can do for others; they don't have to be big things; for little things help,too.

Now we have lit all the candles, and you will probably think you know all these is to be a Cub Scout. Well, in a way you do and in a way you don't. You will learn a great deal more. Remember that sometimes we are weak and falter. (*snuff out a candle*) If we falter once, the light on the path is still bright. But if you are weak and falter many times, see how the light dims into darkness(*snuff out several candles*). But if you are true to yourself, the light of Akela is always near, and if you do your best the light of Akela will help you find your way along the path as you follow the a Arrow of Light in scouting(*relight the candles*)

Now you will demonstrate the other signs of Cub Scouting. Webelos Scout, do these candidates know the Cub Scout Motto.

WEBELO:Yes, Akela, they do. Candidates, repeat the Cub Scout Motto with me: "Do your Best". You don't have to be prefect, just do your best. Akela ,as you can see, they do know the Cub Scout motto.

AKELA: Webelos Scout, do they know the Cub Scout Sign?

WEBELO: Yes, Akela they do. Candidates show me you know the Cub Scout Sign. Always make them with your arm straight and the wolf ears held high. This sign means everyone should be silent and attentive. It reminds us that before we can speak, teach or lead, we must listen, learn and follow. Akela, as you can see, they do know the Cub scout sign.

AKELA: Webelo Scouts, do they know the Cub Scout Salute?

WEBELOS: Yes Akela, they do. Candidates show me you know the Cub Scout salute. Hold your arm straight and be proud you are an American and a Cub Scout. You will use the salute in countless flag ceremonies during your Cub Scout years. Akela, as you can see, they do know the Cub Scout salute.

AKELA: Webelos Scouts, do they know the Cub Scout handshake?

WEBELO: Make the Cub Scout handshake with me. We will all now congratulate you on becoming a Bobcat in the Pack # _____. Akela, as you can see they do know the Cub Scout Handshake. *(All Webelos now shake hands with the new Bobcats, the boys now take their seats)*

AKELA: Boys, you are growing up in a world of your own. It will be different than the world your parents grew up in. But throughout your journey, your parents will help you find the way. In Scouting, you will learn about a great number of things, like your American heritage and what to do in an emergency. At every step, your parents will help you with these tasks. And so, we ask them to join us in the Cub Scout parents promise:

We, the parents of a Cub Scout do promise to assist our son in earning his Cub Scout ranks and to judge him as the individual he is. We will be faithful in our attendance at pack meetings and assist in every possible way as we help our son to do his best.

We are now ready to pin the Bobcat badge on these boys. Only one obstacle remains, and that is the requirement that the badge be pinned upside down until these new Bobcats do their first good turn. Only then can the badge be worn right side up.

ASST. CUBMASTER: Congratulations, new Bobcats! Now I would like to present to you "coup stick" You will make it as your own and place it on the rung of the advancement ladder and be seated with your parents.

AKELA: This concludes this ceremony. I now return to the forest of Kuwhi to prepare for spring. I will return to help each boy who remains graduate to the next step in Cub scouting. Good night.

Summary

Again we direct most of the ceremony with an eye to the parents. They begin to see their role and what lies ahead for their son as a goal is reinforced. We even have made them promise to support and motivate their son. The ceremony when done properly is a motivation tool. We said in our introduction

how important goal setting was to most parents as a as a tool in helping your boys mature. In almost every respect this ceremony reflects and reinforces that desire. In the next step the program begins to involve the boy further . The parents can see what it will mean to the boy.

Tiger Ceremony

Personnel-

Akela, Asst. Cub master,parents

Equipment-

Table

Drum

Arrow of Light Symbol

Advancement Ladder

AKELA:

Once more the drums call me to your meeting. The forest echoes with you accomplishments, I come tonight to hear of all the things that you have done.

ASST. CUBMASTER: The boys before you are candidates for the rank of Tiger.

AKELA: What have the boys done to be awarded this high rank?

ASST. CUBMASTER: The boys before you have completed all 15 parts of the five achievements that is, five family activities, five den activities, and five Go See It outings. You will see on each boy totem beads that symbolize their accomplishments.

AKELA: The Tiger Motto is "Do Your Best". The five achievements in Tiger Cubs are Making My Family Special, Where I Live, Keeping Myself Healthy and Safe, How I Tell It, and Let's Go Outdoors. I can see by your totems that you have worked hard and done your best.

Tonight we award you your Tiger Cub Badge. This is your first true step to your goal of the "Arrow of Light". You are off to a good start. Let you walk be straight, your be body strong, you mind focused and the goal of which your are striving for will be yours.

Be proud of your accomplishments, your parents are proud of you as well as your fellow Sc outers. I now return to the forest to wait for the drums to summon me again so I might hear of you new deeds.

Summary

This ceremony is again geared to the parents. This will complete the family's first year of in Scouting and retention is critical. I would suggest a meeting following this ceremony to make sure all the boys

are ready to return. It would help if all the leaders for this group are in place for the following year. Also talk about day camp, pack summer activities and other opportunities for the boys.

Wolf Ceremony

Personnel-

Father Wolf, Mother, Wolf, 'Shere Khan' man cubs, parents, Akela, Cub master

Equipment-

Table or Circle, Arrow of Light Symbol, Advancement Ladder

Large name cards to identify characters, Wolf badges.

The ceremony begins with the beating of the ceremonial drum by the Asst. Cub master Akela then approaches the "campfire" from the center aisle, so that all can see him

AKELA: Why do you sound the ceremonial drum?

ASST. CUBMASTER: Because we have boys that seek the rank of Wolf.

AKELA: Once again I have been called from the forest to see if the boys are ready for the rank of Wolf. In the past, I have explained the road that you have come and the trail you must follow. Tonight I will tell you a story that has been passed down through many of our campfires.

Our scene starts in the cave of Mother Wolf and Father Wolf. Mother Wolf, Father Wolf and the man cubs have just settled down for the evening. Shere Khan, the Tiger lurks outside. Suddenly the moonlight is blocked by the great head and shoulders of Shere Khan.

FATHER WOLF: What does Shere Khan want?

SHERE KHAN: The man cubs. Give them to me.

FATHER WOLF: The wolves take orders only from Akela, the head of the wolf pack. The man cubs are ours.

SHERE KHAN: The man cubs are mine...give them to me.

MOTHER WOLF: The man cubs are ours. They shall no be harmed. They shall live happily, to run and hunt with the pack.

SHERE KHAN: We will see what the pack will say about this.

FATHER WOLF: Shere Khan is right. What will the pack say about this?

AKELA: Our scene now shifts to the pack meeting.

SHERE KAHN: Akela, the man cubs are mine. Give them to me.

AKELA: These man cubs have shown themselves worthy of the Wolf rank. They have learned how to handle tools and how to display the flag; they know how to be healthy and safe. They have learned to serve the community and to conserve energy. They are physically active and like to read and care for books. They have fun with their families and have collected useful and beautiful things. They obey our country's laws and worship God. The members of the pack want them to have the mark of the Wolf.

(The Cub master asks the parents to join their sons. He presents the Wolf badges to the parents, thanking them for working these achievements with their Cub Scouts sons. The parents then present the badges to their sons.)

AKELA: This concludes this ceremony. I now return to the forest of Kuwhi to prepare for spring. I will return to help each boy who remains graduate to the next step in Cub scouting. Good night.

Summary:

This may be the most important ceremony. We lose by percentage more boys between the second and third year than any other time. I am of the opinion that this ceremony be separate from other functions and may be held especially for this award. If not then a separate meeting with parents explaining what comes next and direct their attention to the ultimate goal of Arrow of Light Award.

Again this is aimed at the parents and driving the point home that a goal is at the end. A chance for their boy to persevere. This will be a critical part of the program and much should be made of Arrow of Light and how close they are to achieving this award. The Arrow of Light should be shown at every pack meeting and AKELA should be present. Remind these parents that this a long trial but a fun one. That each year new and different adventures await the boy. IT IS IMPORTANT THAT PARENTS HELP AWARD THE BADGES AS THEY ARE AS MUCH APART OF THE CEREMONY AS THE BOYS. Make them feel special and be sure to thank them publicly and privately if possible for their participation.

Bear Ceremony

Personnel: Akela, Asst. Cub master, Parents

Equipment:

Arrow Light Symbol

Advancement Ladder

Badges

AKELA: I have been called again to be among you. Tonight we will hear a true story of how Boy Scouts came to America.

ASST. CUBMASTER: One day in 1909 an American Businessman named William Boyce was having trouble finding his way in the London fog. As he stood on the street, a young boy approached him and asked if he could help. Mr. Boyce told him the address he was looking for, and the boy led him to his destination. When Mr. Boyce attempted to give him a tip for his help, the boy said, "No thank you sir. I'm a Scout and Scouts do not accept rewards for doing good turns". This meeting inspired Mr. Boyce to form the Boy Scouts of America.

AKELA: The slogan of the Boy Scouts to this day is "do a good turn daily". A very important part of the Cub Scout program is the advancement of the boys as they work to be good Cub Scouts. We recognize the Cub Scouts in our pack in honor of the unknown scout in England.

ASST. CUBMASTER: Will the following boys who have earned their Bear badge, and their parents please come forward. (List boys name)

AKELA: I know the pride you have in completing the Bear requirements is the same pride that was heard in the voice of the unknown scout so long ago when he said, "I'm a Scout". And, with your Bear badge, you move closer to that day when you too will be able to make the same claim. Parents will you please present the Bear badges to your son.

The advancement ladder you see is a record of your achievements but your eye also see the ultimate goal of the Arrow of Light. You are now closer to that award that only a few will achieve. I leave you now to be called again when you are ready to make another step toward the goal.

Summary

Now the boy has a different color neckerchief and he stands out from the younger boys. This is a subtle directional change in the program. The ceremony and emphasis switch a little more toward the boy. Other things begin to take up his time and battle for his attention. But he does have some equity in the program. This in some cases will be his third year. He has made friends. Some of whom will continue into WEBELOS. Also more outdoor activities should be planned and more responsibility be placed in his direction. The most important point is the Arrow of Light Award should start to be a real attainable goal. Parents should be made aware of this circumstance. The next ceremony is crucial. The WEBELOS rank is special and should have the all pomp that can be given this award. I would suggest this is where we begin to introduce the prospect of Boy Scouting as an idea for the parents to look into. But remember this is still a Cub Program and the Boy Scout emphasis should be measured and subtle. It is only fair to the boy that he get the full benefit of Cub Scouting before plunging him into something that he may not be ready for emotionally as well as physically.

Introduction to Webelos:

This is the crux of the program to retain the boy. He will begin making decisions based on peer pressure and what his parents think is worthwhile. The program can only control so much but we can emphasize what we think is important and what the boy can gain as a result of his continuing on to Boy Scouts. The pressures of time will only be outweighed by the value of the program. Now is when the Cub Scout committee must put forth an effort to see all the Webelos stay the course and receive the Arrow of Light. The boys have come this far and it is only right that they be given every opportunity to advance. A special group of parents within the pack should guide these boys right through the closing "round". They should encourage, and be there to help if needed. Then at the end we should do everything possible to make this event the biggest in the boys Scouting life so far.

Webelos Den Induction and Uniform Ceremony

Personnel

Akela (cub master) Pack Advancement Chairman or Webelos den Leader, Indian Scouter (den Chief)
Indian chief (Webelos den leader, Bear Cub Scouts, Webelos den members, and parents)

Equipment

Drum, artificial campfire,
Webelos neckerchiefs, slides and caps, copies of the Webelos Scout Book
Advancement Ladder
Arrow of Light Symbol

Arrangement

The Webelos den members sit on the floor in a circle around the artificial campfire. The Indian chief stands in a prominent position and the drummer stands to one side or sits in the circle. The Indian scout stands in front of the circle.

AKELA: Once again I have heard the drum of Pack # _____. I have come at your call from the forest and the mountains of Kuwhi or Tall Chimneys. You now call them the Great Smoky Mountains. I have watched as your Cub Scouts started as Bobcats eager, yet brave, have grown into Wolves that track and discover new things. And learned how to be great and strong as the bear. What brings them tonight?

ASST CHAIRMAN: We # ____ boys who wish to enter the Webelos circle.

AKELA: Who do we have?

ASST CHAIRMAN: The Bear Cub Scouts (names) from Den _____. Come forward and parents.

AKELA: Come forward, Bear (Webelos den)

To each individually. (*the drum begins*) (TO EACH BOY HE SAYS)
Give the Cub Scout Salute..Give the Cub Scout Handshake.

AKELA: Do I hear the South Wind?

WEBELO SCOUT: I am the South Wind. I wish you good Scouting. Over the hill and dale I have carried stories of you and your Cub Scout experiences. As a Cub Scout you have been happy, game, and fair, and credit to your den and pack.

AKELA: Do I hear the East Wind?

WEBELO SCOUT: I am the East Wind. I wish you well. I have spread the story of your fun and happiness as Bobcats, Wolves, and Bears in Cub Scouting with pack# _____. And how you lived up to the Cub Scout Promise.

AKELA: Do I hear the West Wind?

WEBELO SCOUT: Do I hear the West Wind?

I am the West Wind. I would like everyone to know these Cub Scouts going into the Webelos den did not walk the trail of Cub Scouting alone. EACH HAD THE WONDERFUL HELP OF HIS PARENTS. Please continue to help your Cub Scouter grow.

AKELA: What are all the winds saying?

WEBEOS SCOUTS: We will be with you forever. We wish you the best of luck in the Webelos den.

AKELA: The purpose of the Webelos den is to help our boys earn Webelos badge and of course Cub Scouts Highest Honor....the Arrow of Light, and to help them become Boy Scouts when they are eligible.

WEBELOS DEN LEADER: Our Webelos den meets at _____ on (day) and we have meetings and trips on Saturdays. We will also have activities with Boy Scout troops. As you notice in the Webelos Scout Book we work on Webelos activity badges. I will be calling upon each of you parents to assist me with one of the activity badges.

Now I would like to award Cub Scout (name) his Webelos neckerchief and slide, his Webelos Scout Book.

DEN CHIEF: We welcome you into our Webelo den. You're sure to have fun with us because we do lots of exciting things, like hikes and oversight camp outs.

Wear your Webelos neckerchief proudly. It means you've taken another step along the Scouting trail.

WEBELOS DEN LEADER: We want to give you another part of the Webelos uniform, the Webelos cap. It will tell everybody that you are an older boy getting ready for the adventure of Boy Scouting. The Webelos cap can hold activity badges you earn as you explore the Webelos trail. Welcome to our Webelos den.

BEAR DEN LEADER: To each of you I have enjoyed having you with us in Den _____. Your former den mates wish you good luck as you mover further along the Scouting trail.

AKELA: To our new Webelo parents. You have helped them, this far along the Cub Scout Trail. It is

important now that you continue to stay with him and become thoroughly familiar with the Scouting trail in our Webelos den. We will soon have the pleasure, we know, of seeing your son presented with activity badges, the Webelos Badge, and finally the goal of all Cub Scouters the Arrow of Light, the highest award in Cub Scouting.

Webelos Badge Advancement

Personnel

Webelo Scouts, Webelo Den Leader, Cub master and parents

Equipment

Webelos Badges,
Table safety pins
Advancement Ladder
Arrow of Light Symbol

WEBELO DEN LEADER: Will the following boys who are ready to receive the Webelos badge come forward. And give to Scout Sign and repeat the correct phrase of the Scout Oath.

WEBELOS SCOUTS: (unison) On my Honor

WEBELO DEN LEADER: An assurance I make, a pledge to do right, I keep it before me, a bright shining light

WEBELOS SCOUTS: I will do my best

WEBELOS DEN LEADER: I'll try my best to do it, though difficult it may be, and if I keep my promise, then folks will believe in me.

WEBELO SCOUTS: To do my duty to God and my country

WEBELOS DEN LEADER: To God, the creator and a country so mighty, my reverence, my loyalty, forever I guarantee

WEBELOS SCOUTS: And to obey the Scout Law

WEBELOS DEN LEADER: The 12 points of the Scout Law are the rules of the game, to become a useful citizen, that is my aim.

WEBELOS SCOUTS: To help other people at all times

WEBELOS DEN LEADER: The young, the old, many other people need a cheery smile, a helping hand of service.

WEBELOS SCOUTS: To keep myself physically strong...

WEBELOS DEN LEADER: Building endurance, building strength, being careful, my body will serve me well if I am thoughtful.

WEBELOS SCOUTS: Mentally awake

WEBELOS DEN LEADER: My mind is important, a tool to keep keen, to always alert and ready to learn.

WEBELOS SCOUTS: and morally straight

WEBELOS DEN LEADER: I'll will to be honest, clean and faithful, my character unblemished. All good and true values I want a part of me when I've finished.

(THE PARENTS WILL BE ASKED TO COME FORWARD AND PIN THE BADGES ON THEIR SON)

Akela's Arrow of Light

Personnel

Cub master, narrator, boys, parents. Two people to work the lights.

Equipment

Advancement Ladder

Arrow of Light Symbol

The official Boy Scout Handbook, Boy Scout Eagle badge poster

council fire.,

drum

CUBMASTER: Tonight we have the special privilege of witnessing the presentation of the most sought after award in Cub Scouting...The Arrow of Light. *(Lights are turned down and a drum beats slowly the campfire is it)*

AKELA: I , Akela, have heard the drums speak. I call to the council fire the (name of Webelos) and their parents. Gather around the campfire so that the other braves may look at you. I, Akela, have heard of your great achievements and have brought for you the reward of your deeds. Look upon the symbol that stands before you. (Webelo prop stand)

It is empty, and before you lie the symbols placed here by your leaders. I, Akela, say to you Webelos Scouts pick up the green arrow and place it in the left portion of the stand. Now with you left hand on the arrow, give the Cub Scout sign. Do you promise to continue to follow the trail of the Eagle, wherever it may lead you? If you do say, I do promise. Webelos Scouts pick up the Red Arrow and place it in the right portion of the stand. With your left hand on the Red arrow give the scout sign. Do you promise to obey the Scout Oath? Now Webelos Scouts pick up the yellow arrow and place it in the center of the stand. With you left hand on the shaft, give the Scout sign. Do you promise to forever to be trustworthy, loyal, helpful, friendly, courteous, kind, obedient, cheerful, thrifty, brave, clean, and reverent? If so, say, I do so promise. Now you look at the Webelos symbol, you see that it resembles the Scout sign. Like your three outstretched fingers. It stands for the three parts of the Scout Oath. The sides of the Fleur-de-lis are like you thumb and little finger that, when brought together, stand for the bond that ties all Scouts together, Now you are ready to receive the highest award of Cub Scouting ...THE ARROW OF LIGHT.

Before you stands the Arrow of Light. Within the tepee of many braves, this symbol has an honored place. Its shaft is straight and narrow—just as the path that you should follow throughout your life. Its tip points the way—the way to success in all you do. It is pointing to the right- a symbol that nothing should be left undone; if it is within your power to do it, see that it is done. And lastly, the symbol of the seven rays of the sun- one for each day of the week, to remind you that everyday is a new day, a day to do your best in everything. A day to honor your God and your country, to do a good turn, a new chance to follow the Scout Law and to remember these words: ON MY HONOR. The Cub master will now present the Boy Scout handbook to the parents. The parents will now pin the arrow of Light of Light on their boys. Now the boys will pin upon their Mom or dad the miniature Arrow of Light and give them a big hug and kiss for all their help. Will the Cub master hand to the boys the ceremonial Arrow of Light.

AKELA: Each boy will hold the Arrow of Light and pass it on to the next. Now that you have received the Arrow of Light let the light shine forth from you. Promise now to set an example for others to follow in you footsteps, set your eye on the Eagle and never waiver. Do you so promise?

WEBELOS: We promise

AKELA: I, Akela, say to you, are now full fledged Arrow of Light holders.

Summary

At this point of the program the parents see the Arrow of Light ceremony as the end. You must now tell the parents that this is the beginning. I would suggest the den go as one to visit troops and have meetings with Scoutmasters. The Cub Scout leadership should take an active role in informing Scoutmasters of boys ready to cross over.

THE Cross Over Ceremony

Personnel

Akela, Webelos den leader, Scoutmaster, Webelos den Chief, patrol leader, graduating Webelos Scouts and their parents.

Equipment

Artificial campfire,
Drum, Indian costume for Akela
Arrow of Light Symbol
Advancement Ladder

The light dims and we see Akela standing behind an artificial campfire in the center. Akela raise his hand in a gesture of friendship. There is the steady slow beat of the drum. The graduating Webelo Scouts escorted by the Webelos Den Chief, enters from the back of the room

They are followed by the patrol leader, who singles out the parents of the graduating Webelos Scouts from the audience and escorts them to the stage. As all reach the stage, Akela lowers his arm, the drum beat rises in crescendo, then falls silent.

AKELA: For the last time you have called me from the forest. Tonight we are assembled to honor Webelos Scouts and their parents. They have brought honor to our pack as they have climbed the Cub Scout trail together. The Webelos Scouts are now ready to go into the great brotherhood of Boy Scouting. With the help from their parents, they will soon start up the Boy Scouting trail. Is there anyone who will speak for the Webelos Scouts and their parents?

WEBELO DEN LEADER: Mighty Akela, our Scouts have been faithful and loyal members of the Webelos den. They and their parents have contributed greatly to our program. Our Webelo Den Chief, will speak on behalf of the Webelos den.

WEBELO DEN CHIEF: The boy's of the Webelos den will miss you. But now that you are completing your Cub Scouting. We are happy to see you graduating into the Boy Scout troop. Before long others will follow you and maybe in the same patrol.

AKELA: Thank you. Now will Scoutmaster please come forward.

SCOUTMASTER: I welcome you all and your parents into the brotherhood of Scouting. You

expressed a desire to join (name) patrol. May I present to you the patrol leader of that patrol.

PATROL LEADER: There are already some boys in our troop who were Webelos Scouts in your den. They are now fine Boy Scouts. We are glad to welcome another graduate. We meet every (day) evening at (give time and place). We look forward to having you.

SCOUTMASTER: We of Troop (number) wish to congratulate you on the graduation of your son. You have done so much to keep him interested and happy in Cub Scouting. I am certain that your Cub master and Webelos Den Leader appreciate your cooperation. At this time I would like to extend the handclasp of Boy Scouting to you with the hope that you will continue on the Scouting trail with you son. We have a place for you as a leader or member of our Troop Committee. I believe that both you and your son will appreciate and enjoy the exciting program our troop has planned for the months ahead.

AKELA: Now our ceremony will come to a close as our Webelos join the members of his den in the living circle for the last time.

Summary

In the previous pages I have tried to use the Arrow of Light Award as a reason to continue in the Cub Scout Program.

We started with Akela talking mostly the the parents and giving them a reason for having the boys in the program. All parents want their boy to succeed and show progress in all they do. The ceremonies change as the boys get older and see what lies ahead if they continue from one year to the next.

I have used AKELA intentionally as a symbol. Not the Cub master or other authority figure but one that mysteriously comes and goes, he stands for all that is good and well meaning. If this program is used it would help if it can be arranged to have someone outside the pack that no ones knows. I think that would be very effective. .

Promotion Ceremony

Personnel:

Akela

Cub Scouts and their parents

Equipment

Advancement Ladder

Arrow of Light Symbol

Neckerchiefs

AKELA:

Tonight all our Cubs Scouts will be recognized by a new neckerchief. As braves of the tribe we are awarded new emblems of their accomplishments, so it is with our Cub Scouts. Our youngest braves are Tigers tonight they will be recognized as Wolves. For the next year they will be working together as Wolves learning the ways of that rank. Will the parents come forward and take the old neckerchief off and place the new neckerchiefs on your son.

Our Wolves have grown and gained the knowledge of the Wolf and are now Bears. They will now be recognized as Bears. Will the parents please come forward to place the neckerchief on your son.

Our Bears have worked hard and are now Webelos. You will note that these new neckerchiefs are different. They have all the colors of Scouting. Will the parents come forward stand behind your boy and place the new neckerchief on your son.

We have one more group of boys who are now second year Webelos. These boys have worked hard and so have their parents. It is right and fitting that these boys and their parents come forward. The parents of these parents have worked hard to see that their sons have risen to this rank. Will the boys thank their parents by turning to them as and shaking their hands.

Summary:

This is my ceremony and one that has been a long standing tradition in our pack. Again it recognizes the parents and keeps them viable in their son's Scouting life.

Conclusion

In conclusion, Cub Scouts offer the program to promote retention if the basics are followed. In each and every opportunity the goal of the ARROW OF LIGHT is mentioned and brought to everyone's attention. No other Cub Scout Award has the prestigious and honor that it can be worn (as a knot) on your adult uniform. The goal of retention should be the entire Cub Scout Pack Committee's goal. They must work together to provide the opportunity for each Cub Scout to advance.

The use of symbols such as The Advancement Ladder and the Arrow of Light are a tremendous help in gaining the boys attention and keeping a focus on the advancement goals. At the young age of a Cub Scout everything is very visual, so keeping the Arrow of Light and other symbols in the program is very important. It also helps the parents focus on the program and remind them of the opportunity to see their son get the HIGHEST AWARD IN CUB SCOUTING.

THE ARROW OF LIGHT

Scouting is a long adventure that takes a whole boyhood to complete. We need to make sure every boy

has the opportunity for such an adventure.

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ONLINE LEARNING CENTER (BSA)

CUB SCOUT TALK 9YAHOO LIST)

Appendix

In the paper presented I have mentioned an advancement ladder. I am enclosing a picture of the ladder along with the dimensions. It is easy to build as well as store. The boys have instant recognition and the parents can always see how far they have advanced and how far they have to travel to meet their goal.

It can also be used as a game during day camp. i.e. ,throw the Bolo and aim for the Arrow of Light.

Practical Application

I used the Arrow of Light Rank and Wooden Advancement Ladder to discuss Cub Scout to Boy Scout transition as a mini-project to support this paper. All presentations below were done in the **Dan Beard District**. Each presentation was made before new people.

Month	Presentation	Number of Adults	Number of Boys
June	Day Camp	20	102
July	District Committee	6	
August	Commissioner Meeting	4	
September	Cub Scout Round Table	8	
	Pack 924 Meeting	40	30
	Pack 1161 Meeting	30	23
Round-ups			
	Pack 83	6	6
	Pack 429	18	16
	Pack 83 Pack Meeting	8	8
	Pack 429 Pack Meeting	22	20
TOTALS		162	205
Grand Total		367	

Additional Information

The candidate offers this as her list of positions and accomplishments. Unit Commissioner Gulf Coast Council, Pensacola, FL 1981, Middle Tennessee Council Unit Commissioner, 1983-1985, 1989-1992, 1994-2000, 2007,-2009. Assistant Cub Scout Round table Commissioner 1983-1985, earned knot, Cub Scout Round table Commissioner 1985-1986.

Commissioner Specific Training- Gulf Coast Council Pensacola Florida, Orientation, 1981, Middle Tennessee Council Basic 1983, College of Commissioner Science 1989- Bachelor's Degree, 1991- Master Degree, 1992 Doctoral Candidate, All three were done at Boxwell during three week-ends. Completed all classes, taught a required course to the Bachelor candidates. Started the paper to be completed for the 1993 College of Commissioner Science. It was canceled and not held again until 2009. Due to the cancellation, I was unable to complete the paper.

M.T.C.- Also completed the Basic Course in 1995 again. In 2007 Middle Tennessee Council at Philmont National Training Center took four days of classes- The Unit Commissioner- Meeting Unit Needs. I taught a session while there – counts for Bachelor Degree 2007. Middle Tennessee Council completed Master's degree, January 2009, doctorate Classes- March 2009. Registered for: College of Commissioner Science- November 2009.

Middle Tennessee Council Commissioner Conference- One day sessions for many years including the most recent in 2008. Training Development Course, 2006, 2007, 2008, and 2009.

Additional Awards include- Arrowhead, Scouters Key, Distinguished Commissioner Service Award Knot and Bronze plaque.



Direction for building- Build base 24 x 12 x 1 in. Two standards are 41-in high out of 1 inch wood. Support with 4' 2 inch angles per standard Separate by 18-in from measuring from the outside. Out of 1-inch wood cut 6 slats 2 ½ x 18-inch. Paint slats and stand Cub Scout colors. Use stick-on letter or stencils. Assemble. Varnish with clear coat .