

Interest Topic: Leader Appreciation

Cub Scout Roundtable			
Time Allotted	Activity	Assigned to	Content
30–40 minutes	General session for all participants	Cub Scout roundtable team	Discuss ways to show appreciation to den leaders, the pack's top leadership, and parents and guardians who have helped the den or pack. Review recognition awards that are appropriate for volunteers in the pack. Share best practices for recognition ceremonies at pack meetings.
10 minutes	Q&A	Cub Scout roundtable team and district committee	Opportunity to answer any additional questions.
5 minutes	Closing	Cub Scout roundtable commissioner	Do the "Thank You" closing ceremony (see Resources section) to recognize your roundtable attendees.

The people who volunteer their time and resources to help our packs function are precious, and it's important to thank them. Whether this is done via an award or presentation at a pack meeting, or you show your appreciation with kind words or a small gift, the right gesture can mean a lot to others.

GENERAL SESSION

With the group, guide a discussion on how units recognize and hand out awards to the adults. These can be training knots, appreciation awards, or awards from outside organizations. Also discuss awards that might be available at the district and the council level.

Discuss ways to show appreciation to den leaders, the pack's top leadership, parents and guardians who have helped the den or pack, and chartered organizations if appropriate.

Den Leaders

- Den leader training awards
Small token of appreciation
- Certificates of appreciation
- A thank you card given to the den leader created and signed by all of the Scouts in the den
- A gift card from a restaurant or other merchant purchased by the parents to give to the den leader
- A den scrapbook with photos
- A handwritten thank you note presented by the Cubmaster

- Consider special ways to recognize longtime and graduating den leaders

Pack leaders

- Pack photo with a card signed by all of the Cub Scouts and parents in the pack
- Gift card
- Certificate of appreciation
- Small token of appreciation
- Consider special ways to recognize those who are especially important "behind the scenes," such as the pack treasurer.
- It's good to recognize graduating volunteers at the blue and gold banquet. Recognize the other volunteers, many of whom may be continuing in their current roles, at the end of the program year; this could be the pack meeting held in the month of May.

Parents and Guardians

- For those who have chaired a big event such as the pine-wood derby or the blue and gold banquet, recognize them publicly at the event itself with a certificate, gift card, or other token of appreciation. Recognize them again at the pack's main recognition event of the year.
- For those who have helped in a smaller way (e.g., Scouting for Food driver, event planning committee member, popcorn sale parent), recognize them at the pack meeting immediately following their volunteerism. Ask them to stand and give them applause. Recognize them again at the pack's main recognition event of the year.

Review BSA training knots (see below) that are appropriate for the volunteers in your pack and could be presented when they are earned or at the blue and gold banquet or year-end pack meeting.

How might the pack show appreciation to the chartered organization, if appropriate?

Have the group share some best practices for a recognition ceremony held at a pack meeting.

Training and Award Knots

The BSA offers a variety of awards for leaders and Scouters that can be added to their uniforms to reflect the service and commitment they have given to your pack. The training and award knots are patches that are awarded based on the training that a BSA volunteer has completed. These are awarded at the unit level and are a great way for volunteers to show their experience.

Each knot is a rectangular, embroidered patch with a square Knot on it. The patch is displayed on the uniform to denote the wearer has received the corresponding award. The award is usually in the form of a certificate, and many awards also include a medallion or other memento.

- Den Leader Award
- Scouter's Training Award for Cub Scouting
- Cubmaster's Key
- Unit Leader Award of Merit

The committee chair or Cubmaster can download the requirements from the BSA Awards Central site: <https://www.scouting.org/awards/awards-central/>

Once a volunteer has completed the requirements, the pack can bring the completed progress record to a Scout shop and purchase the appropriate recognition knot for the volunteer.

Service Stars

The BSA offers an award called a service star. These awards may be awarded by the unit. The service star is a small medal which denotes the length of time the person has been involved in Scouting. To explain this program, here are some questions and answers:

What are service stars? Small pins that indicate how many years of tenure a Scout or Scouter has in the BSA. Each star is worn on a circular backing colored according to the phase of Scouting it represents.

What do the colors indicate? Three colors represent youth service: gold for Cub Scouting (including Webelos Scouts),

green for Scouts BSA, red for Venturing and blue for Sea Scouts. Adult service is shown with a blue backing. Adults may combine their youth and adult tenure and just wear stars with blue backing.

How do the stars show the number of years of service?

Each star displays a number. The youth or adult member combines stars to show his or her years of service. For example, someone who was a Cub Scout for four years and a Scout for six years would wear a four-year service star on a gold backing and a six-year service star on a green backing. An adult with 27 years of service would wear two stars on blue backing: a 20-year service star and a seven-year service star.

What service stars are available? Stars are available in one-year increments from one to 10. After that, they are in five- or 10-year increments up to 90. Pins and backing may be purchased at local Scout shops.

Where are service stars worn? Above the left pocket of the uniform shirt. If a medal or an embroidered knot is worn, service stars are worn a quarter inch above the medal or knot.

Who is eligible to wear service stars? Any youth or adult member with at least one year of tenure.

Must a person's tenure be continuous? No. Someone who was a Scout as a youth and returned years later as an adult could wear stars representing both periods of tenure.

RESOURCES

Leader Recognition Ceremony

Cubmaster: Tonight, I would like to recognize one of our den leaders who has completed the requirements for the Den Leader Award. Will _____ please come forward? We want you to know that we appreciate all the time and effort that you put forth. You are helping shape these Scouts' lives and building leaders of tomorrow. I would like to present to you the Den Leader's Award Certificate and the Square Knot that you can wear on your uniform.

Scouting is a Candle Ceremony

Materials: Long taper candles OR small birthday cake candles. Mount each candle on a piece of wood or plywood. Write in black marker: "Thank you for shining your light in our pack." Have the Cubmaster or committee chair read this poem:

Scouting is a candle that will light your way.
It's trying on your honor, and helping every day.
Exploring worlds around you, and looking wider still.
Pitching tents out in the woods and hiking up a hill.

Music and voices blended under God's majestic sky,
Helping those around you, kindness in great supply.

The meaning in a moment, in a smile, or in a tear.
Makes you a little taller with each new Scouting year.
A promise to your God, and to your country too,

Makes you a part of your world, and your world a part
of you. It's something that you carry wherever you may go,
A secret deep inside you that only Scouts would know.

But it's the kind of secret that you want the world to know,
You can't hide all the happiness; you can't hide all the glow.
A candle glows together, it shines externally. Make it shine
on everyone, that's the way the world should be.

Cubmaster: Tonight we would like to say thank you to
some leaders and parents who have lit up our pack
meeting with their helping hands. *(Call adults forward and
give them thanks and the memento.)*

And Then Some Poem

These three little words are the secret to success.

They are the difference between average people and top
people in most organizations.

The top people always do what is expected ...
and then some.

They are thoughtful of others, they are considerate and
kind ... and then some.

They meet their obligations and responsibilities fairly and
squarely ... and then some.

They are good friends and helpful neighbors ...
and then some.

They can be counted on in an emergency ...
and then some.

I am thankful for people like this for they make the
world more livable.

Their spirit is summed up in these three little words:
and then some.

Lighting the Path Ceremony

Materials: Candle or a small flashlight mounted on a display that
reads, "Thank you for lighting our path."

Cubmaster: There are some leaders and parents with us
tonight who have shared the bright light of their enthu-
siasm and we need to thank them for their time and their
dedication to our pack program. They lit our
path with the energy they put into this event, and I would
like them to come forward so we can show them our
appreciation. *(Call adults forward and present award.)*

Closing "Thank You" Ceremony

A den brings a banner or poster to the front of the room
that reads, "Thank You for Having Faith in Me." Then the
den members say the following:

Cub Scout #1: Thank you, parents, for helping us earn
our ranks.

Cub Scout #2: Thank you, den leaders, for showing us
new things.

Cub Scout #3: Thank you, Cubmaster, for leading us
each month.

Cub Scout #4: Thank you, pack committee, for helping
us to grow.

Cub Scout #5: Thank you, Cub Scouts, for giving
us goodwill.

All: Thank you, and good night!