

KAWAN LEADER'S MANUAL

“Dear Kawan Leader... Welcome to the Kawan!”

“You are joining a team of people who are generously sharing their thoughts, effort, enthusiasm, and time to help boys become men of good character — doing their share to strengthen the family, improve society, and build the country. As you embark on this role let your first aim be to make every boy in your Kawan happy as an individual, as a member of his family, as a member of his Color Group and Kawan, and as a member of Community. For boys are naturally happy creatures and, therefore, happiness is the key word to successful KAB Scouting.”

This is the official *Kawan Leader's Manual* of the Boy Scouts of the Philippines.

This digitized copy of *Kawan Leader's Manual* was created by **Bong Saculles**
for the **Boy Scouts of the Philippines**.

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PREFACE

Statistics on membership show that KAB Scouting has been attracting a great number of boys despite the fact that training of Kawan Leaders, as shown in the records of the Adult Resources Division, has been limited to the Basic Training Courses only. Only few Kawan Leaders have attended Advanced Training Courses.

It is imperative, therefore, that the Program Division of the Boy Scouts of the Philippines help the Kawan Leaders provide better Scouting to more KAB Scouts with better and more relevant program materials attuned to the changing times.

This revised Kawan Leaders Manual is a recommended companion of the Kawan Leaders in the administration of the KAB Scouting Program in the institution and the community.

Happy Scouting wishes!

Program Division

BOY SCOUTS OF THE PHILIPPINES

An Open Letter to the Kawan Leader

Dear Kawan Leader,

Welcome to the Kawan!

You are joining a team of people who are generously sharing their thoughts, efforts, abilities, enthusiasm, and time to help boys become men of good character — doing their share to strengthen the family, improve society, and build the country.

Whoever you are — whether you are a teacher who wants to be involved in a co-curricular activity, a parent who has a son of KAB Scout age whom you want to guide more closely during his formative years, or simply someone with a natural love for boys — you are on the right track, because you have chosen a great and noble opportunity for service: **KAB Scouting**.

“No man stands so tall as he who stoops down to help a boy.”

You will have your hands full in KAB Scouting. It is a program for boys 6 to 9 years of age aimed at character building, citizenship training, and physical fitness.

You may have had previous experience in Scouting. This is an advantage but it is not essential. What is most important is that you possess a genuine love for boys and are willing to help them grow and develop into the best that they could be under the Scouting program. The abilities and skills you need to possess to be able to do the tasks expected of a leader will be developed as you undergo training and gain field experiences.

In addition, to be eligible for leadership in KAB Scouting, you must:

- be at least 21 years old (18 for Assistant Kawan Leader)
- be a member of an organized religion that believes in a Supreme Being and promotes among its believers personal reverence to God.
- subscribe to the Scout Oath and Law.
- be physically fit.
- be available to serve and have enough time for the Kawan activities.

To you perform your tasks as a leader in the Kawan, you will meet challenges. Take these challenges as opportunities for learning and for personal development. Then there will be no cause for you to become disappointed. The personal satisfaction you gain from the experience will compensate more for the efforts you have exerted.

HAPPY SCOUTING!

Chapter I: UNDERSTANDING THE BOYS OF KAB SCOUT AGE

Happiness is the key word to successful KAB Scouting. Let your first aim be to make “every boy in your Kawan happy as an individual, as a member of his family, as a member of his Color Group and Kawan, and as a member of the community.”

Boys are naturally happy creatures. It will not be difficult for you to achieve happiness in your Kawan if you will only try to understand your boys. Boys laugh a lot. Laugh with them. Enter into the spirit of their games and stunts and try and feel the zest for life which they have in abundance. You can only attain happiness in your Kawan if you yourself are happy. And you can be happy only if you have a wholesome understanding of the boys in your Kawan.

As a Kawan Leader you will have to understand the boys under your care. You need to know their characteristics, needs, interests, strengths and weaknesses. Then you would be able to provide them with activities suited to their characteristics, needs, and interests. Help them develop their personalities — magnifying and utilizing their strengths and overcoming their weaknesses. Thus would the KAB Scouting program become relevant to the needs of boys. In a nutshell, competent leadership requires you, first of all, TO STUDY each individual boy and, second, TO GUIDE him.

The boys of KAB Scout age are normally active, restless, alert, and curious. They are individuals who

want to be dealt with as individuals. They are alert to the atmosphere about them. They long for excitement and adventure. While they are exceptionally active and assertive, the boys are sensitive to the feelings of others and begin to take up more responsibilities. Their normal growth and development in your Kawan during their three years' stay with you will depend much on how you try to understand them and how you select and guide their activities to bring out the best in them.

The characteristics of boys are generally universal in nature. However, interests, needs, and aspirations may somehow vary due to factors such as region, race, culture, or nationality. Whatever happens at the earliest stage of life has an effect upon later life. This effect is not necessarily fixed or irreversible but it is part of the foundation upon which future growth must be built. Our behavior as adults is built upon the foundation of our infancy.

This is the reason why leaders and parents need to work hand in hand in providing the boys with worthwhile experiences that will contribute to their growth as individuals. As a Kawan Leader you need to have an insight into the physical, mental, emotional, social, moral, and spiritual characteristics of boys of KAB Scout age (6-9).

Characteristics of Filipino Boys of KAB Scout Age	
<i>Characteristics of Boy of KAB Scout Age</i>	<i>Implications for KAB Scouting</i>
PHYSICAL	
<ul style="list-style-type: none"> - grows slowly in height and weight - continues to have permanent dentition and susceptible to dental caries because of neglect and hygiene - has had many communicable diseases and is building an immunity to them 	<ul style="list-style-type: none"> - emphasize the development of good health habits to help him attain his maximum growth and development
<ul style="list-style-type: none"> - has a great deal of physical energy; works and plays often to the point of exhaustion 	<ul style="list-style-type: none"> - provide alternate periods of active and quiet activities
<ul style="list-style-type: none"> - develops greater skill in the use of large muscles; is developing the use of small muscles; is interested in emphasizing the importance of developing skills; likes to repeat activities; enjoys manipulating objects; shows proficiency in the use of tools; finds difficulty in keeping quiet in place due to muscular growth; careless and often meets accidents 	<ul style="list-style-type: none"> - include a variety of physical activities, e.g. stunts and active games that make use of large muscles - provide opportunities for him to manipulate objects - teach him the proper use of tools - emphasize the importance of being safe in all activities
<ul style="list-style-type: none"> - has increasing eye motor coordination 	
<ul style="list-style-type: none"> - starts to exhibit sexual characteristics 	

Characteristics of Filipino Boys of KAB Scout Age	
<i>Characteristics of Boy of KAB Scout Age</i>	<i>Implications for KAB Scouting</i>
MENTAL	

- exhibits a markedly intense curiosity and wants to find out the “why's,” “what's,” and “how's” of things and life; creative and appreciative of the beautiful	- let him experiment with things, and provide literature and other resources from where he can find answers to his questions - provide art and craft activities
- is interested in legends and folk tales; likes surprises and stories with plots - is becoming confused between reality and imagination; tells stories often with a combination of truth and fiction	- have storytelling, make-believe, and play-acting sessions and follow these up with discussions to distinguish between make-believe and fact and for developing good set of values
- is developing very lofty goals and is working hard to imitate ideals	- provide him with role models; study lives of great men and women; be a role model yourself
- can think critically and reason out to gather information and experience	

Characteristics of Filipino Boys of KAB Scout Age	
<i>Characteristics of Boy of KAB Scout Age</i>	<i>Implications for KAB Scouting</i>
SOCIAL and EMOTIONAL	
- seeks and desires to play with others, such as in dramatics, collections, etc. - enjoys being with chosen friends	- provide Kawan and Color Group activities, e.g. group games, group projects, etc.
- feels unloved and unwanted if he is taken for granted; is likely to demand attention, be unappreciative, ungrateful, irritably critical, and suspicious - is able to participate and organize simple group play and dance in a small group; chooses the kind of activities he can do within his abilities	- emphasize advancement activities
- participates actively in group projects and desires peer approval; needs encouragement and praise for more participation - begins to exhibit competitive feelings	- recognize his efforts and give the rewards/praise/awards he deserves - give him responsibilities
- has marked likes and dislikes - likes to take part in planning his own activities - tends to be impulsive or spontaneous in making decisions	- find out his likes and dislikes - involve him in planning Kawan and Color Group activities - teach him decision-making skills and provide opportunities to practice them; encourage group decisions in every opportunity
- is becoming conscious of cleanliness and neatness to make good impressions; exerts efforts to do things himself, like keeping his body clean, brushing his teeth, etc.	

Characteristics of Filipino Boys of KAB Scout Age	
<i>Characteristics of Boy of KAB Scout Age</i>	<i>Implications for KAB Scouting</i>
MORAL and SPIRITUAL	
- exercises religious obligations to conform with home practices; receives his religious ideas uncritically - likes to get out of trouble	- work closely with his parents regarding his religious life
- trusts people in many situations; thinks others people are good - does things to satisfy himself regardless of group standards and practices but later on becomes less egoistic	- provide opportunities for him to exercise fair play and honesty
- puts off tasks	- teach him to organize his activities
- is economical with certain things but wasteful with others; exerts effort to save but not at the expense of other things that are necessary	- provide conservation activities - make his aware of the importance of becoming thrifty and of saving money
- has to be assured about what he is doing	- supervise him closely in activities that are new and complex - guide by example

The Kawan Leader's Job

The job of a Kawan Leader is a very challenging one. However, you will find it to be one of the most pleasant things you can do. You will not only work with the adults but with the boys as well. The latter's sparkling enthusiasm will surely rub off on you.

It is this sparkle that should be evident in your leadership. As a Kawan Leader you are a leader of leaders. It is your duty to see beyond the boys' immediate goals of adventure and fun in the Kawan and the leaders' goal of character development.

As a leader, your responsibilities come under three general headings:

(1) You work directly with the Assistant Kawan and Chief Usas to ensure smooth functioning in their respective jobs. Keep your relationship with them on a light and free level and it will be likely that everybody will get more fun out of KAB Scouting, in addition to the more serious benefits it offers to all.

(2) You provide a good program for the Kawan and the Color Group. You have the Assistant Kawan Leaders, the Chief Usas, the members of the Institutional Scouting Committee and the parents to help you. Involve them in whatever activity you plan for the Kawan. You will be

surprised at their enthusiastic response.

(3) Provide training opportunities and encourage your Assistant Kawan Leaders, the Chief Usas, as well as parents to attend training.

Specifically, the Kawan Leader's job is to:

- (1) Recruits boys; organize and register the Kawan.
- (2) Give to KAB Scouts opportunities to work on their membership requirements.
- (3) Invest the KAB Scouts in an appropriate ceremony.
- (4) Prepare an Annual Plan of Activities indicating monthly themes and highlights to be carried out during the Weekly Color Group and Monthly Kawan Meetings.
- (5) Submit the Annual Plan of Activities to the Institutional Scouting Committee.
- (6) Ensure the effective implementation of the Annual plan of Activities through the following:
 - a) monitoring the conduct of Weekly Color Group meetings led by Asst. Kawan Leader and the Chief Usas.
 - b) training the Chief Usas.
 - c) harness the support of the Institutional Scouting Committee and other parents.
- (7) Plan and conduct the Monthly Kawan Meetings.
- (8) See to it that KAB Scouts are advanced to the highest rank.
- (9) Submit monthly reports to the Institutional Scouting Representative on the progress of Kawan Operations.
- (10) Conduct a Graduation Ceremony for KAB Scouts who are ready to join a Scout Troop.

Of course, there will always be problems as you function as a leader of boys and adults. But you will find enough satisfaction to counter-balance these problems. Get to know each other better in the Kawan. Build a happy working relationship with them. As you go on with your life in the Kawan, you will have the faith and trust of other folks. That is your just reward. Welcome to leadership in KAB Scouting!

Your Responsibilities to Your KAB Scouts

Now that you have a clear picture of the KAB Scout, you are ready to guide him as a member of a Color Group and the Kawan. Keep in mind that each boy in your Kawan has a unique personality. Your responsibilities are as great and as varied as the personalities constituting your Kawan. A few pointers on working with them would, therefore, be in order:

- (1) Be friendly but firm with your KAB Scouts.
- (2) Be a good model.
- (3) Cultivate your sense of humor. Your boys love to laugh and exchange jokes. Laugh with them. They want lots of fun, but they must never get out of hand.
- (4) Be fair and consistent in dealing with everybody. Show that you mean business. Remember that boys will have no respect for anyone who cannot control them.
- (5) Keep the boys busy and they will be easy to handle. Remember the old saying, "An idle mind is the devil's workshop."
Fill every minute of their time and you will have less difficulty in managing them. Make certain, however, that they are interested in what you offer them, and they know what is to be done as well as the benefits they will derive from the activity.
- (6) Plan your program of activities with the boys, their leaders, and parents. Involvement of everyone concerned will assure you of a successful program — varied, interesting, and well organized as everybody wants it to be.
- (7) Win the confidence of your boys and their parents by being sincere in your dealings with them.
- (8) Always be ready to hear their opinions, criticisms, and suggestions. Make them feel that you appreciate their interest in the group's welfare.

Always remember that respect begets respect; love begets love. When there is mutual respect, love, and trust, everybody will enjoy working and being in your Kawan. Let this poem inspire you along your way as you study, understand, and guide your KAB Scouts:

BOYS

Boys are people not yet grown

*Who sometimes seem to live alone
For mischief, games, flights and fun,
And running in the summer sun.
They stand on flowers, climb on trees,
And wear out holes in trouser knees,
They throw their balls through window panes,
They won't use umbrellas when it rains.
They hate to work; they love to play;
They want to run the streets all day.
They want to eat 'til dinner call
And then they will not eat at all.*



Chapter II: KAB SCOUTING History of KAB Scouting

KAB Scouting started as **Wolf Cubbing** in England in 1914 when the Founder of Scouting, Lord Robert Baden-Powell (BP), began experimenting with a program for younger boys. BP called them “Wolf Cubs” because in his book *Scouting for Boys*, he had described Scouts as “wolves,” the Red Indian title for a good scout. Hence, the boys who were going to learn how to be “wolves” could be



called “Wolf Cubs.”

To make it more appealing to the younger boys, BP injected a romantic ,“make-believe” background. He thought about real wolves in the jungle and at once he remembered a ready-made story about wolves and a “man-cub”, Mowgli, who was brought up with a wolf cub pack. The boy, Mowgli, was taught the “Law of the Jungle,” which was like the Scout Law, stated in different terms. The Mowgli stories were in *The Jungle Book*, written by a friend of BP, Rudyard Kipling.



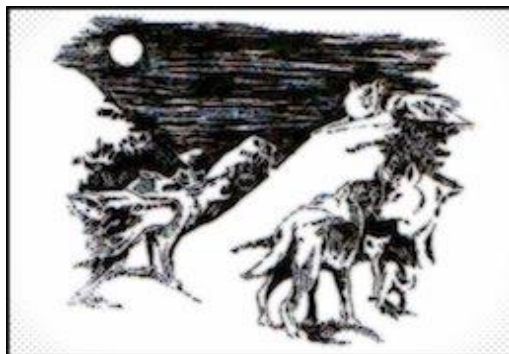
SHERE KHAN was the great bullying tiger, all stripes and teeth and claws; but, was not very brave at heart if you only tackled him.



TABAQUI was the mean, sneaking jackal who tried to make friends with everybody by flattering to get scraps from them.



MOWGLI, the boy who was adopted by the Wolf Pack. When he was brought to the Council Rock he had to be made one of the Pack, which meant he would have to be taught the laws and customs of the Pack before he could properly be made a member of it.



AKELA was the wise Old Wolf — the head of the Pack, who lay on the Council Rock and saw that the younger wolves all kept the law of the Pack. He was like an older man who could teach boys what to do to make themselves strong and useful.



When the wolf pack met in the jungle, Akela, the Old Wolf stood on a great rock in the middle and the Pack sat in a circle round it. So it is that our Cub Packs form a circle round Akela when he calls them together for the Grand Howl or for a talk. The circle is the normal formation for Packs the world over for this reason and because it is a sign of family unity.

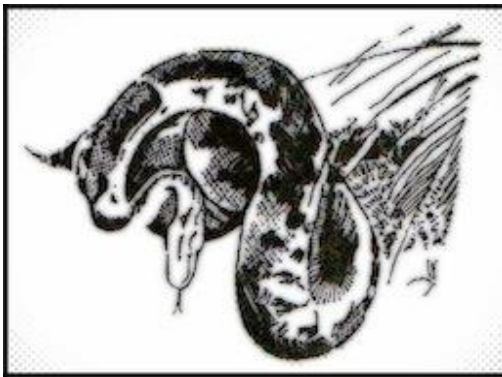
Young Scouts who are not quite old enough to join the Boy Scouts are called “Wolf Cubs.” Why? For this reason: a Wolf Cub is a young wolf. Scouts are called “wolves,” and young Scouts are therefore called Wolf Cubs.



BALOO the bear, who was a wise though sleepy old beggar, taught Mowgli the laws of the jungle.



BAGHEERA the great black panther, who was a strong and cunning hunter and jungle work.



KAA the great serpent. He was a good natured, slow old thing.

When BP explained his plan for forming Packs of Wolf Cubs as a junior section to the Boy Scouts, Kipling gladly agreed that the Mowgli stories, together with all the colorful jungle characters, the ceremonies, and fun, should be used as the background for wolf cubs.

The Jungle Book theme has endured through the years and is still the background to Cub Scouting in many — but not all — countries of the world.

In 1916 BP formally introduced the wolf cub program with the publication of his book, **Wolf Cub's Handbook**. One difficulty that the program encountered was the lack of male leaders. Since it was the middle of the First World War, most of the young men who might have served as Cubmaster were in the service. So women became leaders, and from that time on women have dominated the leadership in this section.

Since 1916 Cub Scouting has spread with very little change throughout the world. In the United States, for example, the program was adapted to utilize their rich Indian lore as the basis of their Cub Scouting Program. This was the same program introduced by the Americans in the Philippines.



In 1962 the Boy Scouts of the Philippines introduced a revitalized Cub Scouting program that conformed with our own culture. Without deviating from the internationally accepted aims and principles, a scheme was devised to meet the characteristics and needs of Filipino boys, emphasizing the traditions and cultures of our own people. The Cub Scouting program underwent another revision in 1974 (New Directions in Philippine Scouting) and then in 1986 (New Horizons in Scouting). The present program is called

KAB Scouting which brings back the symbolism of the Usa (deer) in the program introduced in 1962. There is also a better articulation among all the Scouting sections in the revived and updated Scouting program.

KAB is an acronym for **Kabataan Alay sa Bayan**



Objectives of KAB Scouting

The KAB Scouting program is designed to meet the needs of Objectives of KAB Scouting boys of KAB Scout age and the desires of their parents and society for them. This is formally stated as the objectives of the program. The KAB Scouting program of the Boy Scouts of the Philippines has the following objectives derived from the aims of Scouting as stated in its Constitution and By-Laws:

To assist the boy of KAB Scout age to develop his potential and to become a responsible member of his home and institution by providing opportunities that enable him to:

- (1) Demonstrate skills that will make the KAB Scout a useful and responsible citizen.
- (2) Show respect by obeying his elders.
- (3) Participate willingly in family activities.
- (4) Practice leadership and followership skills.
- (5) Make wise choices and simple decisions.
- (6) Practice desirable health and safety habits.
- (7) Practice physical fitness skills.
- (8) Participate in activities that promote creativity.
- (9) Practice the teaching of his religion.
- (10) Participate in activities that will satisfy his need to belong.

Principles of KAB Scouting

The following principles should guide you in your job as a Kawan Leader:

- (1) KAB Scouting is family- and institution-centered, hence activities are closely supervised by both parents and Kawan Leaders.

(2) KAB Scouting is suited to boys 6-9 years of age. The program consists of simple skills and group activities carefully chosen and organized into games to satisfy the boys' craving for action, adventure, and fun.

(3) The unit of KAB Scouting is the Kawan which meets once a month under the leadership of the Kawan Leader. The Kawan gives the boy a sense of belonging to something important. However, the KAB Scout also belongs to a Color Group which meets weekly under the guidance and leadership of the Assistant Kawan Leader and the Chief Usa.

(4) The KAB Scouting program has been built around a Filipino background — the Usa (deer) as the symbol of nature and the outdoors. Baden-Powell firmly believed in the value of nature and the outdoors as a place to grow and a venue for developing sound values in the young.

(5) KAB Scouting is the second step in the wonderful trail of Scouting which offers a continuing program for growth in ideals.

The Methods of KAB Scouting

The objectives of KAB Scouting may be achieved through different methods inherent in the KAB Scouting program.



(1) Home- and institution-centered activities — Most KAB Scouting activities are done at home with the boy's family — the natural place for a young boy to be — or in the institution, with the leaders.

(2) Parent involvement — Parents help the boy with his advancement work. They take part in some Color Group and Kawan activities, and they go with him to Kawan meetings. Parent involvement runs like a thread throughout the whole KAB Scouting program.



(3) Advancement Plan —The advancement plan gives the boy a sense of achievement and it teaches him to do his best while learning new skills. Since the parents often must help their son on the requirements, the advancement plan promotes closeness in the family.

(4) The Kawan — Membership in the Kawan satisfies the boy's need to belong. He grows as he helps his Kawan go.

(5) The KAB Scout Ideals — The Ideals contribute to the boy's sense of belonging to something special. They develop in him a feeling of reverence and respect for God and they teach him the duties of good citizenship.



(6) The KAB Scout uniform — The uniform makes the KAB Scout different from other boys. It also satisfies his need to belong. The uniform likewise makes him conscious of his responsibilities as a KAB Scout.

(7) Activities — These are the things the KAB Scout does at home, in the Color Group, and in the Kawan. All the activities are geared towards the attainment of the objectives of KAB Scouting.

It is hoped that with your help the KAB Scout can tread the right path towards a good way of life. Carry on!



Chapter III: IDEALS OF KAB SCOUTING



KAB Scouting is a “game” and every game has rules. The rules of KAB Scouting are embodied in its Ideals, specifically in its Promise and Law. The Ideals are a way of teaching the KAB Scout the purposes of Scouting and his responsibilities as a member of the Movement. In a lighter vein, the KAB Scout Ideals add romance, a sense of mystery, and exclusiveness to the movement, and the boys simply

love this. As he recites the KAB Scout Promise and Law and executes the Sign, Salute, and Handshake, the KAB Scout is reminded of the real aims of KAB Scouting.

To make the KAB Scout Ideals a way of teaching the KAB Scouts desirable values, use them frequently in Color Group and Kawan activities.

The Ideals of KAB Scouting include the:

- KAB Scout Promise
- KAB Scout Law
- Scout Motto
- KAB Scout Slogan
- Scout Sign
- Scout Salute
- Scout Handshake

The KAB Scout Promise

ANG PANGAKO NG KAB SCOUT

Ako’y nangangakong gagawin ang makakaya: Upang mahalín ang Diyos at ang aking bayan, Gumawa nang mabuti araw-araw, at Sumunod sa Batas ng KAB Scout.

THE KAB SCOUT PROMISE

I promise to do my best to love God and my country to do a good turn every day, and to obey the KAB Scout Law.

Everyone who becomes a KAB Scout makes the KAB Scout Promise. When the KAB Scout says “*Ako’y nangangako*” (I promise) he agrees to do something and takes responsibility for keeping his promise.

The KAB Scout promises to (do his best) “*gagawin ang makakaya*” means that he will do his best — not other people’s best. The KAB Scout should be made to feel the satisfaction that comes from doing his best and improving on his best. Praise and recognition are therefore in order.

“*Mahalín ang Diyos*” (Love God) is very important. KAB Scouting respects all religions. Love of God means that the KAB Scout must try to put his beliefs into practice everyday, and that his religion, like Scouting, is a full and active part of his everyday life.

Love of Country means that the KAB Scout agrees to obey the laws of our country and is a good Filipino citizen. He should understand that when he serves his institution and his community, he is

-serving his country. He should understand that his country is made up of communities like his own.

“*Gumawa ng mabuti araw-araw*” (Do a Good Turn every day) places before the KAB Scout the ideal of Service. The Good Turn is not just something he has to do for the sake of being courteous. It involves both big things and little things — from serving during emergencies to picking up a banana skin from the street. A Scout does his Good Turn cheerfully and quietly. He does not brag about them, for people expect them of him.

The KAB Scout Law

ANG BATAS NG KAB SCOUT

Ang KAB Scout ay sumusunod sa nnkatatanda.

Ang KAB Scout ay tumululong sa pagsulong ng Kawan.

Ang KAB Scout ay nagsisikap upang maging kapaki- pakinabang.

THE KAB SCOUT LAW

The KAB Scout follows his elders.

The KAB Scout helps in Kawan.

The KAB Scout makes himself useful.

A KAB Scout obeys his elders. He shows respect and is courteous towards his elders. He helps make his Kawan go by participating in all the activities of the Kawan. A KAB Scout makes himself useful. He tries not to be selfish and tries to help people whenever he can.

Your responsibility to a boy joining KAB Scouting is to lay a firm foundation of the Promise he will make during his investiture. Your explanation of the Promise and Law is an opportunity to develop in him proper values. Discuss the words of the Promise and Law in simple language and, if possible, in the vernacular. This will lay a basis of respect and understanding that will build a bond between you and your KAB Scout.

In explaining the Promise and Law you would do well to remember that KAB Scouts have a short attention span, hence make your explanations brief. It would be more interesting to the boys if you could build stories into your explanation.

After the investiture, you need only to remind your KAB Scout of his Promise and Law to encourage him to “Do his best” in everything that he does.

The Scout Motto

SCOUT MOTTO:

LAGIN G HANDA

(Be Prepared)

Laging Handa is the motto of all sections in the Boy Scouts of the Philippines. Everyone in the Scouting Movement tries to live up to it all the time.

The KAB Scout Slogan

KAB SCOUT SLOGAN:

GAWIN ANG MAKAKAYA

(Do Your Best)

The Scout Sign

The Scout Sign is the same for all Scout sections. It is made by raising the right hand, palm forward, with the index, middle, and ring fingers extended together, the thumb folded over the little finger and with the forearm and upper arm forming a right angle, with the forearm parallel to the shoulder.

The three fingers pointing upward signify that the Scout reaches upwards to higher and nobler ideals. They also stand for the:

3 points of the KAB Scout Promise

3 points of the KAB Scout Law

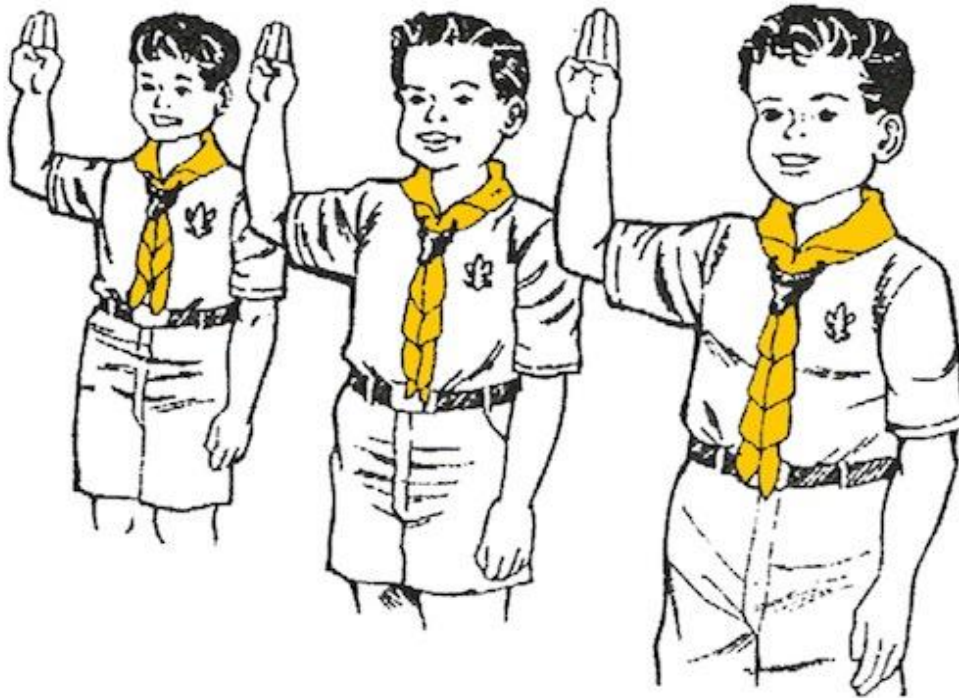
3 Duties of the KAB Scout

- Duty to God and country (middle finger)
- Duty to others (ring finger)
- Duty to self (index finger; nearest the body)

The two fingers stand for the constitutional objectives of the Scout Movement — character building and citizenship training.

The Scout Sign is made when a KAB Scout makes or renews his Promise and when he recites the “*Panunumpa sa Watawat.*” It is also used as a greeting or sign of recognition among Scouts all over the world.

You may use it to call the attention of the boys during a meeting and to keep them quiet. When you give the Sign, any boy who sees it should execute the Sign, at the same time keeping quiet. Compliment the first boy who does the Sign.



The Scout Salute

The Salute is made with the right hand in the Scout Sign. The hand is brought up smartly (taking the shortest distance), with the forefinger touching the tip of the right eyebrows, if the boy is bareheaded. If he is wearing a cap, his forefinger must touch the cap visor slightly to his right side.

Scouts salute each other as a sign of friendship. As Scouts, we salute the Philippine flag as a sign of respect. KAB Scouts salute their Leaders when they meet each other, and during formal occasions like parades.

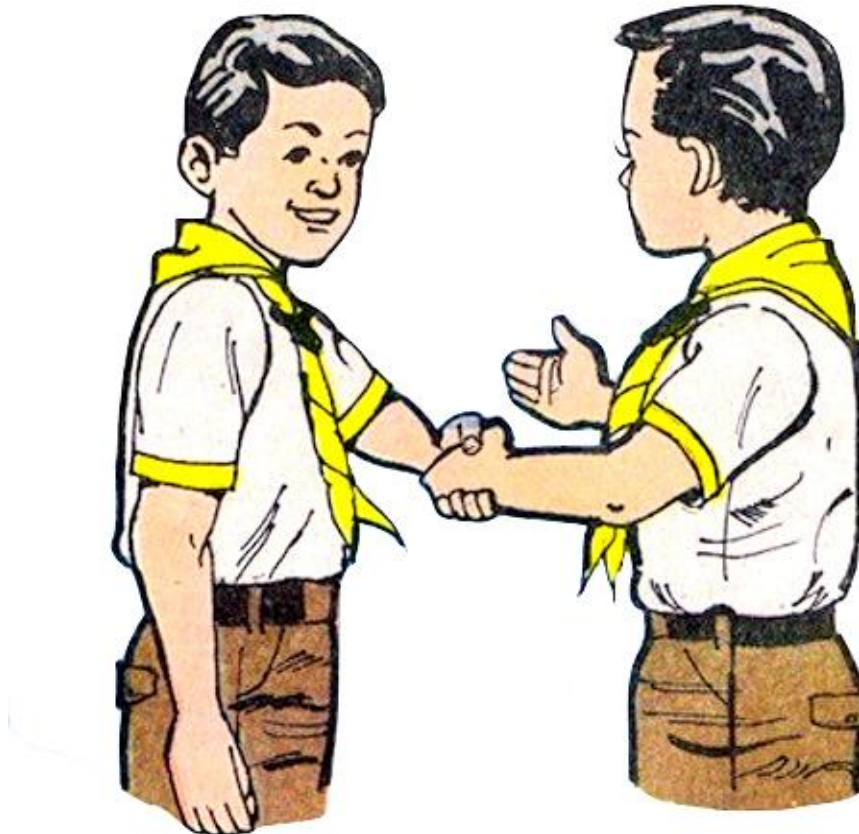


The Scout Handshake

Scouts all over the world shake hands with their left hand to show that they are members of the brotherhood of Scouts. It also denotes trust for one another.

In Africa, warriors once fought with spears and they used their left hand for holding a shield to protect them. If they met a friend, they didn't need protection so they lay down their spears and shields and extended their left hand to show trust and to offer friendship.

Lord Baden-Powell met an African chief who held out his left hand in greeting, showing that he wanted to be friendly. This must have impressed BP that he introduced this as a special greeting for Scouts.



The Scout Oath and Law

As a Kawan Leader you should commit yourself to the Scout Oath and Law. You will do this during your Installation Ceremony when you are formally inducted as a Kawan Leader. You will re-dedicate yourself to the Scout Oath and Law during Scouters' gatherings when you are with leaders of other

sections.

When you recite the Scout Oath and Law, you take a solemn vow that you will live up to the Ideals of Scouting.

THE SCOUT OATH

On my honor,

I will do my best

To do my duty to God

and my country, the Republic of the Philippines,

and to obey the Scout Law;

To help other people at all times

To keep myself physically strong, mentally awake and morally straight.

ANG PANUNUMPA NG SCOUT

Sa ngalan ng aking dangal

ay gagawin ko ang buong makakaya

Upang tumupad sa aking tungkulin sa Diyos

at sa aking bayan, ang Republika ng Pilipinas

at sumunod sa Batas ng Scout;

Tumulong sa ibang tao sa lahat ng pagkakataon;

Pamalagiing malakas ang aking katawan, gising ang isipan, at marangal ang asal.

~o0o~

THE SCOUT LAW

A Scout is:

Trustworthy

Loyal

Helpful

Friendly

Courteous

Kind
Obedient
Cheerful
Thrifty
Brave
Clean
Reverent

ANG BATAS NG SCOUT

Ang Scout ay:

Mapagkakatiwalaan

Matapat

Matulungin

Mapagkaibigan

Magalang

Mabait

Masunurin

Masaya

Matipid

Matapang

Malinis

Maka-Diyos

Chapter IV: THE UNIFORM AND BADGES

The Boy Scouts of the Philippines has the sole and exclusive right to have and to use the uniforms and badges of Scouting.

The uniform gives the Scout and Scouter a sense of belonging to a worldwide organization. It also effectively relates them to the purposes of the Organization. The uniforms of the Boy Scouts of the Philippines have become a national symbol of trained youth prepared by Scouting to meet the

responsibilities of service to God, to country, to others, and to self.

The Boy Scouts of the Philippines is the largest uniformed organization in the country. Scouts and Scouters are universally accepted and recognized because of their uniform. We in Scouting today, have inherited the tradition of a uniform that stands for character and service, and it is our duty to safeguard this tradition and to hand it on, stronger than ever, to the next generation of Scouts and Scouters.

Only members of the Boy Scouts of the Philippines who are duly registered and in good standing may purchase and wear the uniforms and badges of Scouting.

The general public will judge Scouting by the appearance of its members. When you wear the uniform, you symbolize Scouting. If a lousy-looking leader leads a lousy-looking Kawan, it usually tells the public that the whole program is lousy. So, be mindful of how you wear your uniform, as you are projecting an image of Scouting.

There is only one way to wear the uniform: **the correct way**. Correct uniforming means that it must be worn completely. The KAB Scout and Kawan Leader / Assistant Kawan Leader should wear all the badges to which they are entitled, in the position indicated on the uniform. Correct uniforming means that there are no substitutes to the official uniform.

Buy all your uniform materials and parts from your nearest local Council distributor or Local Council office or direct from the:

NATIONAL SCOUT SHOP

Boy Scouts of the Philippines 181 Natividad Almeda-Lopez Street (formerly Concepcion) Ermita, Manila 1000

WEAR YOUR UNIFORM WITH PRIDE!

KAB Scouting and the Uniform

The KAB Scout is first attracted to KAB Scouting because of the uniform. ***The distinctive light khaki uniform is undoubtedly a major incentive for young boys to become KAB Scouts.*** It is an evidence that they are members of a worldwide organization: **the Boy Scouts**.

As a Kawan Leader, the uniform is more than that. The KAB Scout uniform is a method to achieve the goals in KAB Scouting because it helps imbue the pride and loyalty you want to develop in your Kawan.

Here are ways in which the uniform helps you build better KAB Scouting:

- It reminds the KAB Scout to live up to the KAB Scout Ideals — the Promise and Law, the Motto, and the Slogan.

- It denotes equality — all the boys in the Kawan have similar attire, no matter their economic status.
- It encourages neat and correct appearance as well as proper behavior.
- It offers the proper place for the display of his badges and awards.
- It gives one a lot of information about the boy: his country, his Institution and Council; how far he has progressed with his training; what Achievement Badges he has earned; what Color Group and Kawan he belongs to.
- It gets him thinking of the Scouting trail, encouraging him to graduate into Boy Scouting.

Obviously, if the uniform is to help you achieve the aims of KAB Scouting, you will want to make sure that all the KAB Scouts in your Kawan are correctly and completely uniformed. A little praise from you will encourage the boys. Make uniform inspection a regular part of your Color Group meeting. Set a good example yourself by neat appearance in the Kawan Leader's uniform and by urging the other leaders to wear their uniforms at all Kawan functions.

Uniforming Your Kawan

When a boy joins your Kawan, be sure to impress upon the parents the importance of the uniform, both to the boy and to the Kawan. Suggest that the boy begins his KAB Scout career by learning the values of work and thrift. Urge them to let their son earn at least part of the cost of the uniform by doing chores around the house, paying a set amount for each task, and making sure he saves the money towards his uniform.

If there are KAB Scouts in your Kawan who cannot afford to purchase the uniform or uniform parts, the following are suggested measures:

1. Establish a uniform exchange. Boys graduating from KAB Scouting and those who have outgrown their uniforms can donate them to the Kawan. These are then distributed as needed.
2. Look for sponsors — organizations in the community, e.g. Lions, Jaycees, Rotary, Kiwanis, etc.
3. Have a Kawan fund-raising project.
4. Give KAB Scouts some badges free, e.g. advancement and achievement badges. The money may be taken from the Kawan fund.

When to wear the Uniform

For KAB Scouts:

1. In all formal Scouting activities, such as Color Group and Kawan meetings, outing, goodwill projects, etc.
2. At special religious services for Scouts.
3. During presentation of awards.
4. During Scouting Month.
5. When prescribed for special Scouting service.
6. On such other occasions as may be specifically recommended or prescribed by either the local Council or the National Office.

For Kawan Leaders:

1. At all Color Group and Kawan meetings.
2. At camps, educational trips, and other activities with the Kawan, District, or Council (The uniform is worn to and from camp with informal clothes being reserved for regular camp routine.)
3. At formal Council affairs, such as ceremonies and similar public events.
4. At special church services for members of the Boy Scouts of the Philippines, or other formal occasions requested by the sponsoring institution.
5. During training courses, conferences, and district, council, regional, and national gatherings.
6. Whenever appearing before the public with uniformed KAB Scouts.

The type A uniform should be worn during Kawan meetings, formal ceremonies and occasions, and in specified activities. The Type B uniform should be worn during Color Group meetings, campings, and informal Scout activities.

When Not to Wear the Uniform

1. Soliciting funds or engaging in any commercial enterprise. This shall not be construed to forbid Scouts in uniform from selling tickets for KAB Scout circuses, rallies, and similar Scout events, or selling miscellaneous items incident and related to such Scouting events.
2. Engaging in any distinctive political endeavor.
3. Appearing on stage professionally without special authority from the National Executive Board.
4. Taking part in parades other than for the purpose of rendering service as a KAB Scout or leader or when officially representing the Boy Scouts of the Philippines.
5. Working, in lieu of work clothes.
6. Hunting or drilling with firearms.
7. No longer registered with the Boy Scouts of the Philippines.

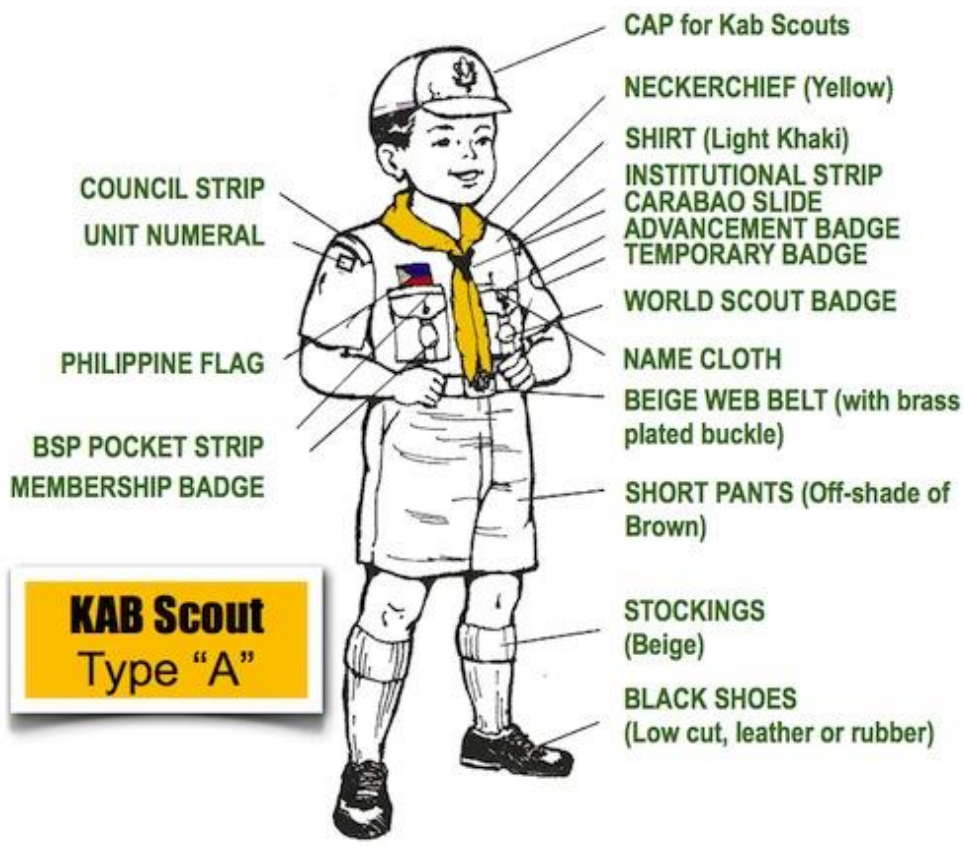
KAB Scout Uniform

The uniform's colors have meanings which the boy and his parents should understand. Knowledge of the meaning may help the boy and his parent see beyond the fun of KAB Scouting toward its greater goals.

The Khaki uniform stands for outdoor life.

The color and design of the short pants, v-necked and short-sleeved shirt, the yellow neckerchief, the stocking, the shoes, and hat are suggestive of the outdoors and afford freedom of movement and ease of motion.

Khaki blends beautifully with the color of the forest. Yellow stands for light and the golden values of scouting.



COUNCIL STRIP
UNIT NUMERAL

PHILIPPINE FLAG

BSP POCKET STRIP
MEMBERSHIP BADGE

KAB Scout
Type "A"

CAP for Kab Scouts

NECKERCHIEF (Yellow)

SHIRT (Light Khaki)

INSTITUTIONAL STRIP
CARABAO SLIDE
ADVANCEMENT BADGE
TEMPORARY BADGE

WORLD SCOUT BADGE

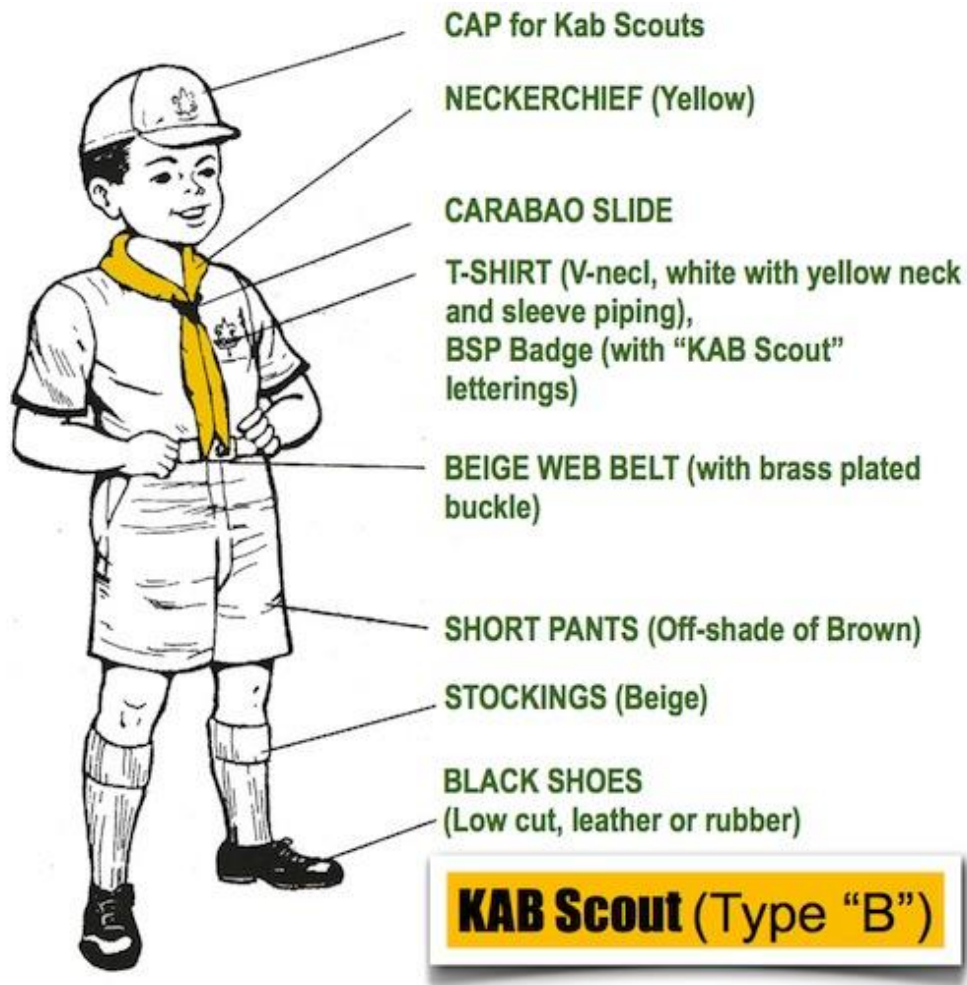
NAME CLOTH

BEIGE WEB BELT (with brass
plated buckle)

SHORT PANTS (Off-shade of
Brown)

STOCKINGS
(Beige)

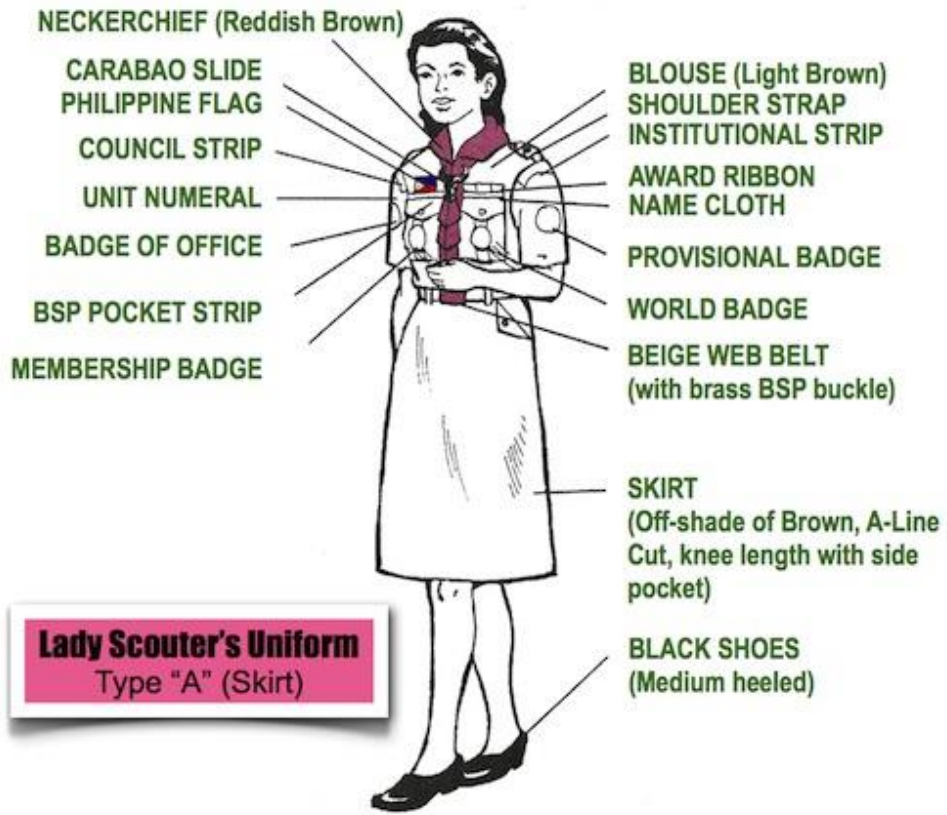
BLACK SHOES
(Low cut, leather or rubber)



Kawan Leaders' Uniform

All Kawan Leaders should be properly uniformed at all KAB Scout events, primarily as an example to the KAB Scouts.

Your uniform shows that you are part of the Kawan, too, and tells the KAB Scouts that you believe in KAB Scouting. Hence you must be neat and well-groomed if you are to set a good example for the boys.



NECKERCHIEF (Reddish Brown)

CARABAO SLIDE

PHILIPPINE FLAG

COUNCIL STRIP

UNIT NUMERAL

BADGE OF OFFICE

BSP POCKET STRIP

MEMBERSHIP BADGE

BLOUSE (Light Brown)

SHOULDER STRAP

INSTITUTIONAL STRIP

AWARD RIBBON

NAME CLOTH

PROVISIONAL BADGE

WORLD BADGE

BEIGE WEB BELT
(with brass BSP buckle)

SKIRT
(Off-shade of Brown, A-Line
Cut, knee length with side
pocket)

BLACK SHOES
(Medium heeled)

Lady Scouter's Uniform
Type "A" (Skirt)

NECKERCHIEF (Reddish Brown)
 BLOUSE (Light Brown)
 PHILIPPINE FLAG
 COUNCIL STRIP
 UNIT NUMERAL
 BADGE OF OFFICE
 BSP POCKET STRIP
 MEMBERSHIP BADGE



ADULT CAP - beige
 (Optional Outdoor Cap)
 SHOULDER STRAP
 CARABAO SLIDE
 INSTITUTIONAL STRIP
 AWARD RIBBON
 NAME CLOTH
 PROVISIONAL BADGE
 WORLD BADGE
 BEIGE WEB BELT
 (with brass BSP buckle)
 SKIRT
 (Off-shade of Brown, A-Line
 Cut, knee length with side
 pocket)
 STOCKINGS (Beige)
 BLACK SHOES with Shoelace
 (Low cut, leather or rubber)

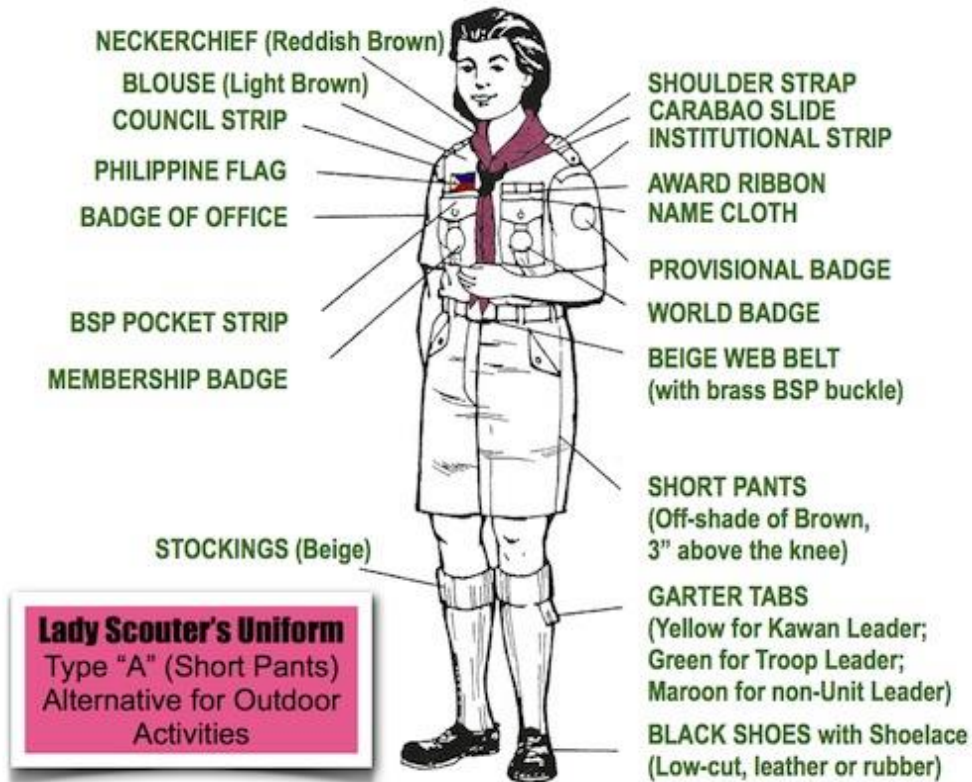
Lady Scouter's Uniform
 Type "A" (Skirt)
 For Outdoor Activities

NECKERCHIEF (Reddish Brown)
 SHOULDER STRAP
 COUNCIL STRIP
 UNIT NUMERAL
 BADGE OF OFFICE
 PHILIPPINE FLAG
 BSP POCKET STRIP
 MEMBERSHIP BADGE



BLOUSE (Light Brown)
 CARABAO SLIDE
 INSTITUTIONAL STRIP
 AWARD RIBBON
 NAME CLOTH
 PROVISIONAL BADGE
 WORLD BADGE
 BEIGE WEB BELT
 (with brass BSP buckle)
 LONG PANTS
 (Off-shade of Brown
 with side pocket)
 BLACK SHOES with Shoelace
 (Leather with black socks)

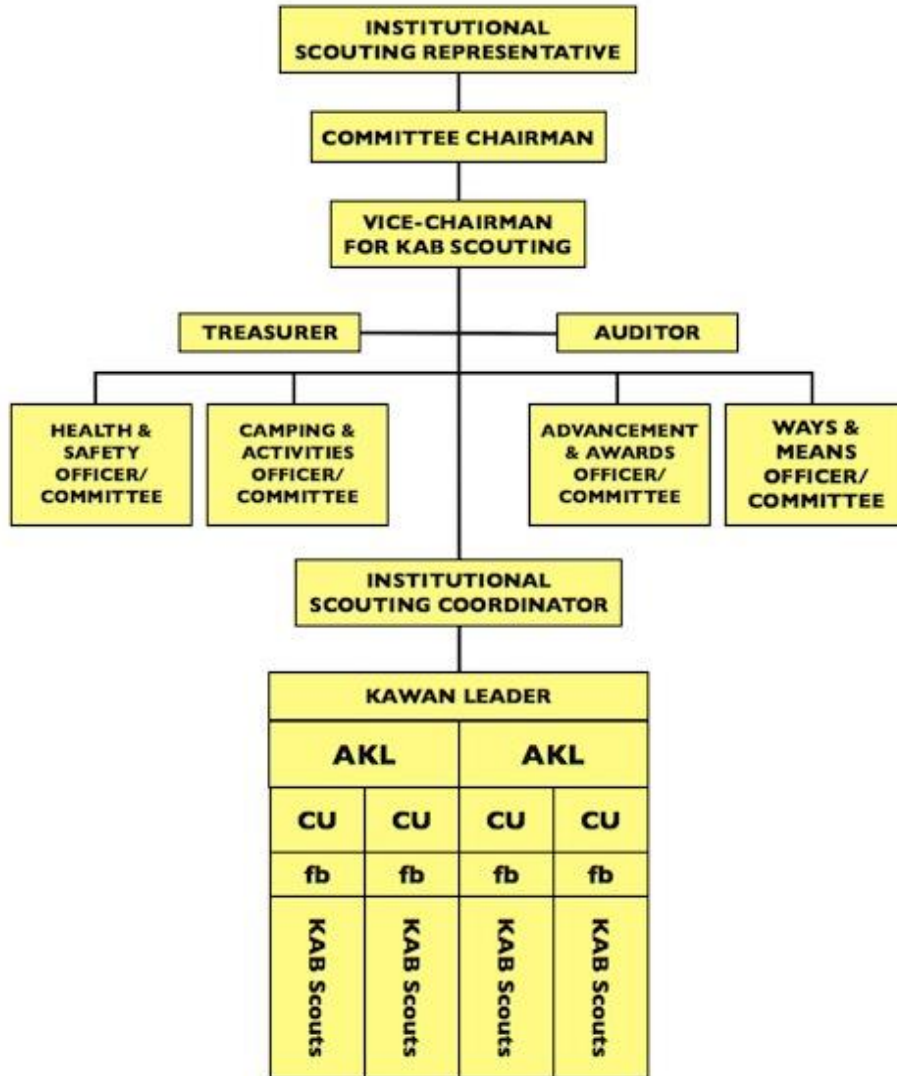
Lady Scouter's Uniform
 Type "A" (Long Pants)
 Alternative for Outdoor
 Activities



Chapter V: KAWAN ORGANIZATION

The Kawan operates as a unit under the Leadership of a Kawan Leader like you, with the assistance of two Assistant Kawan Leaders.

THE ISC AND THE KAWAN ORGANIZATION



The Kawan is usually made up of four groups, namely: *Dilawan, Luntian, Pulahan* and *Bughawan*.

A KAB Scout is assigned to one of these Color Groups. The grouping is useful for the conduct of games and other activities in the Kawan and most important, for encouraging responsible participation in Kawan activities or for providing leadership experiences to the boys.

Each Color Group is led by a Chief Usa, who is a Boy Scout. The KAB Scouts in the Color Group choose one from among themselves to serve as the assistant of the Chief Usa. He is called the Flag Bearer. The Color Groups are the direct responsibility of the Assistant Kawan Leaders; each is in charge of two Color Groups.

As mentioned above, the Color Groups are part of the larger Group, the Kawan. This is sponsored by a school, church, club, or any community agency or *barangay* or even just a group of citizens that believes in KAB Scouting. This sponsoring institution organizes the Institutional Scouting Committee (ISC) that manages the Kawan. The committee sets policies, recruits, and appoints the Kawan Leaders

and handles the finances of the unit. Like a business enterprise, the Institutional Scouting Committee is usually made up of several (see ISC Organizational Chart) members. The Institutional Scouting Committee Chairman is the board chairman and you are the manager. Your assistants, the two Assistants Kawan Leaders, deliver the goods to the consumers, the KAB Scouts in the Color Group and their parents.

The Sponsoring Institution is linked to the Boy Scouts of the Philippines through its Institutional Scouting Representative. He/She represents the Kawan and other Scout units of the institution in the District Scouting Committee.

How to Organize a Kawan

When an organization wants to sponsor a Kawan, it does not seem possible because the potential members are scattered over a wide area of the locality. At first glance, this may be so but this problem can easily be solved. A few hints on organization can be the answer.

Most of the problems of the Kawan can be traced to the way they were organized. So, it is best to organize Kawan according to a three-phase plan. There will be a slim chance for failure if this is followed.

Here are the Three Phases of Organizing a Kawan

Sponsorship: The institution should be committed to the KAB Scouting program.

Leadership: Prospective parents should be properly oriented on the program and on their roles. Kawan Leaders should be selected and properly trained for their roles in the Kawan.

Membership: Weekly Color Group meetings should be started, so with the monthly Kawan meeting. The Kawan should be properly installed with a charter presentation and with a follow-up after the Kawan is organized.

You need sponsorship to get leadership and you must have leadership to have the boys start meeting. The phases are interrelated but it is not necessary to complete one phase to go on to the next. The important points is, you cannot have a Kawan without sponsorship, leadership, and membership.

As the basic organizational unit in KAB Scouting, a Kawan may have a membership of not less than 14 nor more than 32 boys from the institution, bound together by unity, compatibility, interest, and needs.

Organizing a New Kawan

The following steps should serve to guide institutions interested to organize a Kawan.

- (1) An institution or responsible group of citizens expresses a desire to organize a Kawan in a letter or a call to the Local Council.
- (2) The Scout Executive or Organization and Extension Committee confers with the head of the Institution or group of citizens, explaining the responsibility of sponsorship.
- (3) The Institution agrees to adopt the KAB Scouting program.
- (4) An organizing committee, selected by the Institution, meets to plan the organization of the Kawan.
- (5) Organization of the Institutional Scouting Committee with Head of Institutional Scouting Committee as Adviser, Institutional Scouting Representative (ISR), Chairman, Institutional Scouting Committee, Institutional Scouting Coordinators, Secretary, Treasurer, Auditor, Camping and Activities Officer, Advancement and Awards Officer, Ways and Means Officer, Health and Safety Officer, Kawan Leader, Assistant Kawan Leader, Chief Usas and Flag Bearers.
- (6) The Institutional Scouting Committee meets in consultation with the Institutional Head and/or the Institutional Scouting Coordinator to appoint the Kawan Leader (KL) and her two (2) Assistant Kawan Leaders (AKL).
- (7) The Kawan Leader/Assistant Kawan Leader boys who will be members of the Kawan are recruited. Similarly, the Chief Usas are recruited from a Troop.
- (8) The Institutional Scouting Coordinator files the application for chartering the Kawan.
- (9) The Institutional Scouting Committee shall have provisions of adopting other Sections of the Scouting program (KID, KAB, Boy, Senior and Rover).

Making the Kawan Work

If the Kawan needs to be strengthened and/or re-organized it is best to refer to the organizational flow mentioned above. It really serves as a yardstick and it will show up any weakness that needs to be corrected.

If the problem is with the Institutional Scouting Representative, he/she needs to be re-oriented on his/her commitment. A dialogue might work out profitably.

If your Kawan has gone into a slump because of poor parent participation, this might be due to ignorance of their responsibilities toward the Kawan and KAB Scouting. This situation can be remedied by a parent orientation session, preferably through an afternoon or an evening social. This

may be one way of getting to know each other better and knowing how they (the parents) can help most in Kawan activities. Just keep in mind that an “extra push” may get parents to involve themselves actively in the program.

Sometimes, you do not get enough boys to join the Kawan. A good remedy for this is for the KAB Scouts and their parents to “sell” the joys of KAB Scouting to their friends and neighbors.

If the problem is leadership, a possible reason might be lack of training, so the leaders should be asked to attend formal training. If this is not feasible, a dialogue with them on their roles and responsibilities might just do the trick. But there is no substitute to real training.

What is important in organizing a new Kawan or reorganizing an old one, is to start with a firm base of understanding. Everyone will support the program and wholeheartedly get involved in it, if it is understood and roles are clarified.

Responsibilities of Leadership

As a KAB Scout Leader you are part of a leadership team. This team includes yourself, the Assistant Kawan Leaders, Color Group Leaders, Institutional Scouting Representative, Institutional Scouting Coordinator, and the other adults such as the treasurer, auditor and the operating body who may be involved in the program as part of the “Service Team.”

As Scouters and Adult Leaders, all of you have certain responsibilities.

Every Kawan must be sponsored. The sponsor can be an established institution, such as a church or other religious body, a school, a club, a *barangay*, or any recognized agency or group interested in using the Scouting program for boys in their group or boys whom they know they wish to help.

At certain occasions a Kawan may be sponsored without institutional backing. This can happen in small towns or communities where there is no institution that can sponsor a unit. In this case a group of citizens or parents can organize themselves for the purpose.

The Sponsor undertakes to provide a meeting place for the Kawan, adequate facilities, supervision, trained leaders, and good opportunities for a “healthy” KAB Scouting life for the boy under its care.

In order to carry out these obligations, the Sponsoring Institution organizes the Institutional Scouting Committee. Thus, the Sponsoring Institution lends its name and prestige to the group and lays down the general policy. The Institutional Scouting Committee carries out the policy and makes periodic reports on the Kawan activities to the Sponsoring Institution.

THE INSTITUTIONAL SCOUTING COMMITTEE

The ISC shall endeavor:

- (1) To make certain that the year-round Scouting activities of the Institution is wholesome, interesting, and relevant to the policies and standard of the Boy Scouts of the Philippines and