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This guide and all *Ideal Year of Scouting* resources can be found online:
www.wnyscouting.org/IYOS



HOW TO USE THIS GUIDE

Every great project starts with a **GREAT PLAN**. The same goes for Scouting. By following our proven Ideal Year of Scouting plan, you can expect to see...

- A stronger program for your Cubs at less personal cost to you
- Increased parental involvement.
- More Cubs camping.
- Better retention
- More funding with less time spent fundraising.
- A simpler, easier, and more enjoyable Scouting program

The Ideal Year of Scouting follows the BSA's Journey to Excellence program. Think of Journey to Excellence or JTE as your scorecard for Scouting success. The Journey to Excellence scorecard is located on the next page and will help you identify, quantify, track and report key factors to make the program you deliver even better for your Scouts.

Over the next few pages, we'll set you on the path to your Ideal Year of Scouting. If you have questions or get stuck along the way don't worry...we've got you covered! This guide and additional online resources are available at www.wnyscouting.org/Ideal-Year-of-Scouting.

You can also contact us at 716-891-4073 and we'll connect you with a Scouting professional who can help answer any questions and help you achieve your Ideal Year of Scouting goals.

Program Resources

SUPPORTING YOUR PROGRAM

One of the most critical components of the Ideal Year of Scouting is making sure you have an annual program plan. If you are still looking for a few fun events for the whole Scouting family then look no further.

Our 2023-2024 Program Planning Calendar will help you plan your unit's monthly program. For more family friendly activities be sure to visit www.wnyscouting.org/resources.

CONTACT US

WNY Scout Council #380

Buffalo Office:
2860 Genesee Street
Buffalo, NY 14225

Oakfield Office:
102 South Main Street
Oakfield, NY 14215

Mon - Fri 9am to 5pm
Phone: (716) 891-4073
Fax: (716) 891-4008

Camp Scouthaven

10784 NY-98
Freedom, NY 14065

Camp Sam Wood

7772 Camp Rd
Portageville, NY 14536



ideal year of scouting steps



1

PLAN

1. Plan: Work your way through this guide and map out the advancement, activities, camping and training you'll need for your Ideal Year of Scouting.

2

FUND



2. Fund: Determine the expenses from all the activities, advancements, camping and training your units wants to do, then decide how much fundraising your unit must do to cover those expenses.



3

GROW

3. Grow: When you have a good plan, communicate to your current and potential Scouts to engage more boys and girls in the Scouting program, along with their parents to help make it all happen.

4

TRAIN



4. Train: Plan to promote trainings to your current and new leaders; every Scout deserves a trained leader.



5

RECHARTER

5. Recharter: Re-register your unit, in October/November of 2022 with new youth and parents added to your roster.

6

ASSESS



6. Assess: Use the Promise to Parents recommendations to measure the success of your plan and your year.

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Pack _____ of _____ District
2023 Scouting's Journey to Excellence
"The BSA method for annual planning and continuous improvement"

Item	Objective	Bronze Level	Silver Level	Gold Level	Bronze Points	Silver Points	Gold Points
Planning and Budget					Total Points: 200		
#1	Will conduct an Annual Program Planning event to develop a pack calendar following the steps outlined in the training module Annual Program Planning for Cub Scouting. Will use the Planning Your Annual Pack Budget and Pack Budget Worksheet (or similar) to develop a budget that supports your annual program plan.	Will create a pack program calendar and budget that will be adopted by the pack committee and will be distributed to all families in the pack.	Achieve Bronze, plus pack will conduct an Annual Program Planning event for the following program year.	Achieve Silver, plus will conduct an annual family orientation. 80% of families will be connected to their Scout in Scoutbook	50	100	200
Membership					Total Points: 500		
#2	Building Cub Scouting: Will recruit new youth into the pack in order to grow membership.	Will conduct at least one event that includes prospective families by October 31st. Pin on beascout.org will show current Pack information.	Achieve Bronze, plus will start at least one new den of Lions (Kindergarten) or a new den of Tigers (1st grade). Each new den must have a dedicated den leader and at least five youth.	Achieve Bronze, plus will start at least two new Lion dens, or two new Tiger dens, or one of each. Each new den must have a dedicated den leader and at least five youth.	50	100	200
#3	Retention: Will retain a significant percentage of youth members.	Will reregister 62% of eligible members.	Will reregister 70% of eligible members and will conduct a pack activity that features programming for parents and other family members.	Will achieve Silver, plus 50% of families will volunteer for at least one task.	50	100	200
#4	Webelos-to-Scout transition: Will have a plan to transition 5th grade Arrow of Light Webelos into a Scouts BSA troop.	With a troop, will hold two joint activities (live or virtual) or 75% of second-year Webelos will earn the Arrow of Light	60% of eligible Webelos will register with a troop.	80% of eligible Webelos will register with a troop.	25	50	100
Program					Total Points: 800		
#5	Advancement: Will achieve a high percentage of Cub Scouts earning rank advancements.	90% of new Cub Scouts will earn their Bobcat Badge by December 31st.	Will earn Bronze, plus 80% of Cub Scouts will earn twelve Adventures during the program year (June 1 to May 31.)	Will earn Silver, plus 75% of Cub Scouts will earn their badge of rank by May 31.	100	200	300
#6	Activities: Will conduct special activities and outings.	Pack will organize one special event or activity for all families outside of a regular pack meeting	Pack will organize two special events or activities for families outside of a regular pack meeting. At least one of these events, or activities, will be conducted outside.	Will achieve Silver, plus will conduct pack derby (pinewood, space, or rain gutter regatta) and a pack Blue and Gold celebration.	50	100	200
#7	Outdoor Activities: Cub Scouts will attend day camp, family camp, and/or resident camp. (Includes council-offered alternatives)	A minimum of one registered adult leader in the pack will have completed Basic Adult Leader Outdoor Orientation training, and 51% of Cub Scouts in the pack will participate in either a council-organized Cub Scout activity or pack overnighter.	Will attain a ratio of 1:20 registered adults who are Basic Adult Leader Outdoor Orientation-trained to Cub Scouts registered, and 60% of Cub Scouts in the pack will participate in either a council-organized Cub Scout activity or pack overnighter.	Will achieve Silver, plus 60% of Cub Scouts in a pack will participate in an overnight camping experience OR 50% will participate with an improvement over the previous year.	50	100	200
#8	Service projects: Will participate in service projects. (Includes home engagements serving others)	Will participate in one service project and will enter the hours in Scoutbook or Internet Advancement.	Will achieve Bronze, plus an average of 30 minutes per participant during the service project.	Will achieve Silver, plus 50% of pack will participate at the service project. (Family members of Cub Scouts count for but not against %.)	25	50	100
#9	This criterion is deleted						
Volunteer Leadership					Total Points: 400		
#10	Volunteer Opportunities: The pack will be proactive in providing volunteer opportunities and recruiting leadership.	Will develop a list of tasks to fulfill your pack program for the year based on the Annual Program Planning event and will provide families an opportunity to select volunteer tasks.	Will achieve Bronze, plus prior to new program year, returning dens will have den leaders recruited and new dens will have den leaders recruited by Oct 31 or within 30 days of den establishment.	Will achieve Silver, plus will develop a succession plan for Cubmaster and Committee Chair using the <i>Recruiting Cub Scout Leaders</i> brochure. Will register at least one "new" leader.	50	100	200
#11	Trained leadership: Will have trained and engaged leaders at all levels. All leaders are required to have youth protection training. (Online/remote training is acceptable.)	Cubmaster and Pack Committee Chair and 2 members of the committee will have completed position-specific training for their positions.	Will achieve Bronze, plus all den leaders will have completed the <i>Before Your First Meeting</i> online training modules by October 31st or within 30 days of registration.	Will achieve Silver, plus all den leaders will have completed position-specific training by December 31st or within 30 days of registration.	50	100	200

✂ **Bronze:** Earn at least 525 points by earning points in at least 7 objectives.

✂ **Silver:** Earn at least 800 points by earning points in at least 8 objectives.

✂ **Gold:** Earn at least 1,050 points by earning points in at least 8 objectives and at least bronze in #6.

Total points earned: _____

No. of objectives with points: _____

☐ Our pack has completed online rechartering by the deadline in order to maintain continuity of our program.

☐ We certify that these requirements have been completed:

Cubmaster _____ Date _____

Committee chair _____ Date _____

Commissioner _____ Date _____

This form should be turned in to your unit commissioner or the Scout service center as directed by your council.



PROGRAM PLANNING

Planning your program is the first step in the *Ideal Year of Scouting* process. Use this guide to plan your program and provide unparalleled experience for your Scouts.

Item	Objective	Bronze Level	Silver Level	Gold Level	Bronze Points	Silver Points	Gold Points
	Planning and Budget				Total Points: 200		
#1	Will conduct an Annual Program Planning event to develop a pack calendar following the steps outlined in the training module Annual Program Planning for Cub Scouting. Will use the Planning Your Annual Pack Budget and Pack Budget Worksheet (or similar) to develop a budget that supports your annual program plan.	Will create a pack program calendar and budget that will be adopted by the pack committee and will be distributed to all families in the pack.	Achieve Bronze, plus pack will conduct an Annual Program Planning event for the following program year.	Achieve Silver, plus will conduct an annual family orientation. 80% of families will be connected to their Scout in Scoutbook.	50	100	200

#1 Program Plans and budget are reviewed with den leaders and parents at the start of the program year. Families are connected through Scoutbook. The Pack's program plan should be shared with your Commissioner

PLANNING & BUDGET

Utilizing Journey to Excellence criteria, the first step on the Ideal Year of Scouting path helps you develop an annual program plan, a budget to go along with that plan, and a fundraising plan to reach your program goals. The result is a well-managed, well-financed Scouting unit that spends time Scouting and not raising money.

DEVELOPING YOUR PROGRAM:

- **Brainstorm:** Hold a brainstorming session with youth and make a list of activities. Include a wide range of activities like field trips and service projects.
- **Evaluate:** The unit committee evaluates each suggestion and goes back to the unit with an "approved" list.
- **Vote:** From that "approved" list, have youth vote on their first, second, and third choices. The activities receiving the most votes should be put into your program plan.
- **Finalize:** Put the program plan to paper and into your unit calendar. Be transparent and share your plan with all families in the pack.

FUNDING YOUR PROGRAM:

So you've got a great program plan in place, now how are you going to pay for it? To get started download the Pack Budget Planner at: www.wnyscouting.org/IYOS

Four Steps for a Successful Fundraising Campaign

1. Establish an annual plan and budget using the Pack Budget Planner on page.
2. Determine the expenses from all activities, advancements, camping and training your unit wants to do, then decide how much popcorn or how many camp cards your unit must sell to cover those expenses.
3. Set a pack fundraising sales goal and break down to a per-Scout/goal based on your budget.
4. Put together an exciting popcorn or camp card kickoff for your unit. Communicate sales goals and share Trails End prize program details. Offer additional incentives for Scouts to sell. For example, sell \$600 and you get to throw a pie in your Cubmaster's face! Be sure to utilize all of the sales methods that are available to you to make sure your Pack hits its sales goals.
 - Take order
 - Show and Sell the products.

UNIT MONEY-EARNING APPLICATION:

If your pack, troop or crew is interested in doing a fundraiser outside of the two board of directors approved fundraisers (popcorn and camp cards), please submit the Unit Money-Earning Application to your district executive no later than 14 days before the fundraising activity. Our Council simply needs to be made aware of additional fundraising you are doing to field any potential inquiries. No portion of the funds raised will be expected at the Council level nor will any portion of the activity be monitored or overseen. These additional fundraisers are purely the responsibility of unit leadership and must abide by BSA National Guidelines listed on the back of the application. Keep in mind, Cub Scouts should participate in no more than 2-3 fundraising events within a program year.

Program Expenses		Annual Cost per Scout/Unit	Number of Scouts / Adults	Total Unit Cost
Registration & Program Fee	# youth	Click Here for Current Fees		\$0.00
Registration & Program Fee	# Adults	Click Here for Current Fees		\$0.00
Charter Fee	Yearly flat fee	\$75.00		\$75.00
Scout Life Subscription	1/household	\$12.00		\$0.00
Advancement	Ideally 100% of youth to earn belt loops, pins, activity badges, etc.	\$18.00		\$0.00
Recognition	1 for each youth (Thank you's, etc.)	\$10.00		\$0.00
Special Events	Blue and Gold			\$0.00
	Pinewood Derby			\$0.00
	Webelos Graduation			\$0.00
	Other			\$0.00
Special Activities	<u>Location</u>			
Field Trip A				\$0.00
Field Trip B				\$0.00
Field Trip C				\$0.00
Field Trip D				\$0.00
Camp				
Wolf Camp	Per youth			\$0.00
Bear Camp	Per youth			\$0.00
Webelos Camp	Per youth			\$0.00
Cub Family Camp	For Cub and Parent			\$0.00
Leader's fees				\$0.00
Program Materials	Ceremony supplies, den projects, camping items, etc.			\$0.00
Leader Basic Training				\$0.00
Reserve Fund	Registration Scholarships			\$0.00
Other Expenses	Contingency Funds			\$0.00
Total Budgeted Program Expenses				\$60.00
Income				
Annual Dues	(Monthly x's 9 to 12)			\$0.00
Surplus from prior year	(Beginning fund balance)			\$0.00
Other Income	(Parent payments, etc)			\$0.00
Income subtotal				\$0.00
Fundraising needed				

The final portion of the Budget Planner helps you identify your Popcorn goals. Enter the anticipated overall retail goal for your Pack's Popcorn Sale. You can determine the Scout goal by dividing this number with the number of Scouts in your Pack. Also be sure to enter the total amount of fees and additional fundraising money. Ideally your final Budget Surplus/Deficit will be near \$0. All money collected through fees and fundraising should go back into the program for that year.

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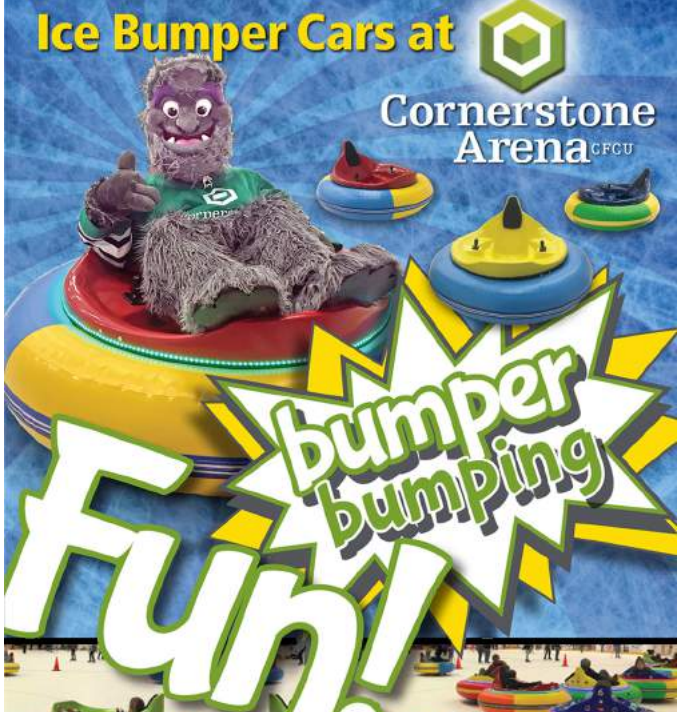
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MEMBERSHIP

Item	Objective	Bronze Level	Silver Level	Gold Level	Bronze Points	Silver Points	Gold Points
Membership					Total Points: 500		
#2	Building Cub Scouting: Will recruit new youth into the pack in order to grow membership.	Will conduct at least one event that includes prospective families by October 31st. Pin on beascout.org will show current Pack information.	Achieve Bronze, plus will start at least one new den of Lions (Kindergarten) or a new den of Tigers (1st grade). Each new den must have a dedicated den leader and at least five youth.	Achieve Bronze, plus will start at least two new Lion dens, or two new Tiger dens, or one of each. Each new den must have a dedicated den leader and at least five youth.	50	100	200
#3	Retention: Will retain a significant percentage of youth members.	Will reregister 62% of eligible members.	Will reregister 70% of eligible members and will conduct a pack activity that features programming for parents and other family members.	Will achieve Silver, plus 50% of families will volunteer for at least one task.	50	100	200

#2 A recruitment is conducted by October 31, 2023. A “new” den has newly recruited members. A den of Tigers which last year was a Lion den is not a “new” den.

#3 Number of youth members on the most recent charter renewal (A) divided by the number of youth registered at the end of the prior charter year (B) plus new members recruited during the year (C) minus any age-outs (D). Total = (A) / (B+C-D). Age-outs are youth who are too old to reregister as Cub Scouts. For (A) use the 2023 recharter membership and for (B) use the 2021 recharter membership. For December charter expiration, use Jan 2024 and Jan 2023 recharter. For more information, see Frequently Asked Question (FAQ) for Unit JTE.

GROWING CUB SCOUTING!

The next step on your path to the Ideal Year of Scouting is recruitment. Recruiting new families is essential to ensure the longevity of any Cub Scout Pack. All packs should strive for an increase in Cub Scout membership annually and hold recruitment events year-round.

Sign Up for Scouting

In September and October, all across Western New York, over 1,000 new youth will join the fun of Scouting! Your pack’s sign up event is one of the most critical events you will plan all year. Here are a few helpful hints to ensure your pack’s recruitment night is a success.

1. Plan Your Ideal Year of Scouting

- Create annual program plan
- Tie plan to a budget
- Communicate plan to Scouting families during Parent Orientation Meeting / Program Kick-off

2. Work with your District Executive and Membership Team

- Determine level of school access
- Develop a customized plan for every elementary school to promote Scouting

3. Have a Marketing Plan

Get the word out about your Join Night! For every elementary school, choose twelve steps to grow Scouting, including active and passive promotions. Marketing materials like fliers, posters, and yard signs provided at www.wnyscouting.org/recruitment

4. Select Adult Leaders

Join Night should be about recruiting youth, not selecting leaders. Identify your leaders before the School Night or prior to your Parent Orientation Meeting.

RETENTION BEST PRACTICES

While recruiting new youth is essential, it is just as critical to retain current Scouts. The Scouting program transforms lives and the longer a youth is in the program, the more impact it has on their life. Packs should set a goal to reregister at least 75% of eligible youth members each year. Use the following tips to strengthen your retention efforts.

- Attend a Western New York Scout Council summer camp. Studies show Scouts that attend camp are more likely to stay involved in the program.
- Every new Scout should advance in rank, earning at least Bobcat within the first 30 days of joining.
- Adult leadership in your pack should build an active relationship with the family of each Scout. Have conversations on a regular basis to discuss the Scouts journey.

Item	Objective	Bronze Level	Silver Level	Gold Level	Bronze Points	Silver Points	Gold Points
#4	Webelos-to-Scout transition: Will have a plan to transition 5th grade Arrow of Light Webelos into a Scouts BSA troop.	With a troop, will hold two joint activities (live or virtual) or 75% of second-year Webelos will earn the Arrow of Light	60% of eligible Webelos will register with a troop.	80% of eligible Webelos will register with a troop.	25	50	100

#4 Hold at least two joint activities with a troop or troops. Arrow of Light Scouts join a Troop. If the Pack has no second-year Webelos Scouts, this requirement is met at the Bronze level.

WEBELOS TO SCOUT TRANSITION

The Scouting journey doesn't end for a youth after earning the Arrow of Light... in fact it's just beginning! It should be the goal of every pack to graduate every Webelos Scout into a troop. Here are five tips to help this goal become a reality.

1. **Develop a working relationship with the leadership of a Boy Scout troop or troops in the community.**
2. **Work with troop leaders to secure den chiefs for each Webelos den and Cub Scout den.**
3. **Work with troop leaders to plan and conduct Webelos overnight activities.**
4. **Work with troop leaders to plan visits to troop meetings.**
5. **Plan a meaningful crossover ceremony at the pack's blue and gold banquet.**



CREATE A SOCIAL MEDIA PRESENCE ON FACEBOOK

Follow these DOs and DON'Ts for your Social Media Campaign:

- DO create multiple administrators and maintain 2 deep leadership online (no private messages to youth!)
- DO post consistently, ideally at least once a week but no more than twice a day
- DO encourage interactivity through photo contests, opinion polls, trivia questions,
- DO consider having a dedicated volunteer to monitor your page frequently and promptly reply to any inquiries or ensure all posts conform to the Scout Oath and Law
- DON'T post last names of youth members or any identifying information such as birthdates, addresses or contact info
- DON'T create a page that sits dormant giving the idea that your Unit is not active
- DON'T forget to complete the About section with relevant info including the dates & times of your meetings and contact info for your New Member Coordinator
- DON'T allow private groups that cannot be monitored appropriately

BEST PRACTICES

Posts containing pictures or video get 39% more interaction than simple text posts!!

Utilize hashtags such as #AdventureOn, #ScoutsBSA, #BeAScout, #CubScout

Tag other Facebook Pages such as your School, PTA, your Scouting District and/or the Western New York Scout Council.
(ex. @WNYCBSA)

PROGRAM

CUB SCOUT PROGRAMMING

Another important component of the *Ideal Year of Scouting* is program. Program is the “core” of Scouting and encompasses everything from the outdoors to advancement. Exciting programs are why youth join and stay in Cub Scouts! It’s our job as leaders to make sure there’s adventure at every turn in youth’s Scouting journey.

Item	Objective	Bronze Level	Silver Level	Gold Level	Bronze Points	Silver Points	Gold Points
Program					Total Points:		
#5	Advancement: Will achieve a high percentage of Cub Scouts earning rank advancements.	90% of new Cub Scouts will earn their Bobcat Badge by December 31st.	Will earn Bronze, plus 80% of Cub Scouts will earn twelve Adventures during the program year (June 1 to May 31.)	Will earn Silver, plus 75% of Cub Scouts will earn their badge of rank by May 31.	100	200	300

#5 New Cub Scouts earn Bobcat badge quickly. Pack Members earn Adventures and earn their new Rank.



ADVANCEMENT

Recognition is important to Cub Scouts! The Cub Scout advancement plan provides fun for Scouts, gives them a sense of personal achievement as they earn badges, and strengthens family understanding as adult family members work with youth on advancement projects. Advancement also keeps youth in Scouting longer. Packs should plan to have at least 75% of their Cub Scouts advance in rank each year.

Make sure every new Scout earns Bobcat within the first 30 days of joining.





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CAMPING

Camping is an integral part of the Cub Scout program. Whether it's a weekend overnight or a weeklong Day Camp, Cub Scouts who go camping stay in Scouting longer. It should be the goal of every Cub Scout Pack to participate in at least 5 outdoor activities each year. Packs should encourage all of their Scouts to participate in Day Camp and/or Cub Scout Resident Camp each summer.

Item	Objective	Bronze Level	Silver Level	Gold Level	Bronze Points	Silver Points	Gold Points
#6	Activities: Will conduct special activities and outings.	Pack will organize one special event or activity for all families outside of a regular pack meeting	Pack will organize two special events or activities for families outside of a regular pack meeting. At least one of these events, or activities, will be conducted outside.	Will achieve Silver, plus will conduct pack derby (pinewood, space, or rain gutter regatta) and a pack Blue and Gold celebration.	50	100	200

#6 Pack has activities for members and families. Some can be indoors, but preferably outdoors. Special activities (Pinewood Derby, space or rain gutter regatta) are particularly effective program.

PLANNING A CUB SCOUT OUTDOOR ACTIVITY

Cub Scout events should be fun, family-oriented, and safe. When planning an outdoor activity, leaders should be mindful of Youth Protection standards, and review the BSA Guide to Safe Scouting as they prepare the event. Here are some other tips:

- Obtain written permission (informed consent agreement—see the Cub Scout Leader Book for this form) from parents or guardians for activities that are held away from the regular den and Pack meeting places.
- Plan ahead to have sufficient adult supervision for the activity and in the event of an emergency.
- Check out the site before the activity. Check on reservation procedures, restroom facilities, availability of adequate drinking water, and any potential hazards.
- Use the buddy system. Coach the youth in advance on what to do if they get lost.
- Carry a first-aid kit and know how to use it. Be prepared with emergency procedures written for each activity site or location.
- Always leave a site in its natural condition.

For additional information on specific activities not covered in this document, refer to Age-Appropriate Guidelines for Scouting Activities, included in the Guide to Safe Scouting and online at

<https://www.scouting.org/health-and-safety/gss/>.

CUB SCOUT OUTDOOR ACTIVITY AWARD

Tiger, Wolf and Bear Scouts, and Webelos Scouts have the opportunity to earn the Cub Scout Outdoor Activity Award. Youth may earn the award in each of the program years as long as the requirements are completed each year. The first time the award is earned, the youth will receive the pocket flap award, which is to be worn on the right pocket flap of the uniform shirt. Each successive time the award is earned, a Wolf track pin may be added to the flap. Leaders should encourage youth to build on skills and experiences from previous years when working on the award for a successive year.

For the complete requirements, visit

<https://www.scouting.org/awards/awards-central/cs-outdoor/>

The National Summertime Pack Award is to encourage Packs to provide a year-round program by continuing to meet during the time periods when school is out of session for several weeks or months. If a Pack is in a 'year-round school' (or is of a home-school association), the Pack could earn the Summertime Pack Award by having a special Pack activity during those breaks. Camping is an integral part of the Cub Scout program. Whether it's a weekend overnight or a weeklong Day Camp, Cub Scouts who go camping



stay in Scouting longer. It should be the goal of every Cub Scout Pack to participate in at least 5 outdoor activities each year. Packs should encourage all of their Scouts to participate in Day Camp and/or Cub Scout Resident Camp each summer.

PLANNING A CUB SCOUT OUTDOOR ACTIVITY

Cub Scout events should be fun, family-oriented, and safe. When planning an outdoor activity, leaders should be mindful of Youth Protection standards, and review the BSA Guide to Safe Scouting as they prepare the event. Here are some other tips:

- Obtain written permission (informed consent agreement—see the Cub Scout Leader Book for this form) from parents or guardians for activities that are held away from the regular den and Pack meeting places.
- Plan ahead to have sufficient adult supervision for the activity and in the event of an emergency.
- Check out the site before the activity. Check on reservation procedures, restroom facilities, availability of adequate drinking water, and any potential hazards.

Item	Objective	Bronze Level	Silver Level	Gold Level	Bronze Points	Silver Points	Gold Points
#7	Outdoor Activities: Cub Scouts will attend day camp, family camp, and/or resident camp. (Includes council-offered alternatives)	A minimum of one registered adult leader in the pack will have completed Basic Adult Leader Outdoor Orientation training, and 51% of Cub Scouts in a the pack will participate in either a council organized Cub Scout activity or pack overnighter.	Will attain a ratio of 1:20 registered adults who are Basic Adult Leader Outdoor Orientation-trained to Cub Scouts registered, and 60% of Cub Scouts in the pack will participate in either a council-organized Cub Scout activity or pack overnighter.	Will achieve Silver, plus 60% of Cub Scouts in a pack will participate in an overnight camping experience OR 50% will participate with an improvement over the previous year.	50	100	200

#7 Cub Scouts attend council activity or Pack overnighter. Total different Cub Scouts attending (A) divided by total Cub Scouts registered as of 6/30/22. Total = (A)/(B). Ratio of 1:20: with 21 Cub Scouts, 2 adults; with 41 Cub Scouts, 3 adults, etc..

- Use the buddy system. Coach the youth in advance on what to do if they get lost.
- Carry a first-aid kit and know how to use it. Be prepared with emergency procedures written for each activity site or location.
- Always leave a site in its natural condition.

For additional information on specific activities not covered in this document, refer to Age-Appropriate Guidelines for Scouting Activities, included in the Guide to Safe Scouting and online at <https://www.scouting.org/health-and-safety/gss/>.

SERVICE PROJECTS

Giving back is an essential part of the Scouting experience. Nothing your Scout unit can do raises community awareness more than a service project. These good turns are some of our best marketing tools and they send the message that Scouts are here and they’re making life better for others. Plan to participate in at least 3 service projects each year with your pack and make sure you record your project and hours online at www.scouting.org/jte.

Item	Objective	Bronze Level	Silver Level	Gold Level	Bronze Points	Silver Points	Gold Points
#8	Service projects: Will participate in service projects. (Includes home engagements serving others)	Will participate in one service project and will enter the hours in Scoutbook or Internet Advancement.	Will achieve Bronze, plus an average of 30 minutes per participant during the service project.	Will achieve Silver, plus 50% of pack will participate at the service project. (Family members of Cub Scouts count for but not against %.)	25	50	100

#8 The Pack participates in a service project during the year and enters it through Scoutbook. Time averages adults and youth. Average = total time contributed by all participants (adults and youth) divided by number of participants. Participants do not need to be members.

COMMUNITY SERVICE

Giving back is an essential part of the Scouting experience. Nothing your Scout unit can do raises more goodwill and community awareness more than a service project. These “good turns” are some of our best marketing tools and they send the message that Scouts are here and they’re making life better for others.

Plan to participate in at least **5 service projects** each year with your pack and make sure you record your project and hours online.

PAY IT FORWARD

Service is one of the most important values we have in Scouting. The Scout Oath calls on us all to “help other people at all times.” The Scout Law says a Scout is Helpful, Friendly, Courteous, and Kind. These may be the most important ideals a young person takes away from their time in our program, no matter how long they stay in Scouting.

SCOUTING FOR FOOD

As Scouts, most of us know how fortunate we are to have a warm meal every night — whether around the campfire or at the kitchen table. And we know that not everyone is so lucky. That's what "Scouting for Food," the annual food collection drive, is all about. Our council is proud to bring the "Scouting for Food" tradition back to our hometowns every November.

RECORDING SERVICE HOURS

Tracking service hours is now easier than ever! Simply enter service hours in the Activities module in Internet Advancement and Scoutbook. Any service hours recorded in Internet Advancement now feed directly into Journey To Excellence. Ever better - units will no longer need to record their hours in the Good Turn For America platform.

Pack & Den Meetings

Youth in Cub Scouting meet regularly. Weekly den meetings are like stepping-stones: each week a Scout progresses a little further toward the next rank, learning skills as they go. The monthly pack meetings are like milestones that mark achievements along the Cub Scout trail and celebrate accomplishments along the way. Boring or unorganized meetings are the number one reason Cub Scouts drop out of Scouting! Don't fall into the trap of the same old routine. Below are some tips to make sure your meetings work.

- 1. Plan Your Meetings in Advance:** Plan your meetings ahead of time with emphasis on the flow of activities.
- 2. Code of Conduct:** Establish the rules that each meeting will follow.
- 3. Ceremonies:** Ceremonies are important for marking the beginning and end of each meeting. They are also a time for reinforcing the aims and purposes of Scouting and bringing the Scouts together.
- 4. Immediate Recognition:** Using immediate recognition is a method of encouragement along the advancement trail. Congratulate Scouts enthusiastically for their efforts.
- 5. Treats:** Scouts love goodies! Simple nutritious refreshments add a finishing touch.



DOWNLOAD PACK & DEN MEETING PLANS AT: <https://www.scouting.org/programs/cub-scouts/pack-meeting-resources/pack-meeting-plans/>



SO, YOU'RE A NEW DEN LEADER

Welcome to the fun and adventure of Cub Scouts. Your time volunteering as a Den Leader will be both rewarding and fun.

Now, you may be asking yourself. *"What Did I Get Myself Into?"* Don't worry, you're not alone and we're here to help! In fact, hundreds of thousands of adults just like you have done this before. So, we're going to use their knowledge and some tips and tricks so you don't have to "re-invent the wheel" as you plan for your den meetings.

DEN LEADER EXPERIENCE

Gone are the days of juggling den leader guides and other hard-copy resources. Now it's all in Scoutbook! Scoutbook makes planning your year, preparing for meetings and tracking advancement so much easier--and right at your fingertips!

- Create Meeting Plans
- Update your Den's Calendar
- Access Online Den Leader resources

Learn more: <https://www.scouting.org/programs/cub-scouts/pack-meeting-resources/pack-meeting-plans/>

HOW TO GET STARTED

STEP 1: GET TRAINED

The BSA is a proven leader in developing training and policies designed to keep young people safe. The first thing any new leader must do is create a [my.scouting](https://my.scouting.org) account and complete Youth Protection Training.

STEP 2: KNOW YOUR DEN

Before you hold your first den meeting you need know who's in your den and when and where it's happening. Complete a den roster to get started.

STEP 3: GET THE UNIFORM

The uniform is an iconic and important part of the Scouting experience. By putting on the uniform, you also set the example for all the Scouts in your den.

STEP 4: FOLLOW THE GUIDE

Den Leader Guides are your best resource along with online lesson plans through Scoutbook. Both contain detailed and specific meeting plans for all required and elective adventures.

STEP 5: CONDUCT YOUR FIRST MEETING

The Scouts will be showing up for their first meeting soon!



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WHAT IS SCOUTBOOK?

Scoutbook is a user friendly app developed to help to simplify Scouting by making advancement tools, record keeping, and tracking a Scouts progress accessible at your fingertips!

The best part? **It is entirely FREE for all users!**

FOR LEADERS

Scoutbook provides access to valuable tools and resources that will help with the day-to-day management of a unit, giving every leader more of what they need most: TIME!

FOR PARENTS

With hectic family schedules, staying informed and connected with what your Scout is doing is critical for any parent on-the-go.

FOR SCOUTS

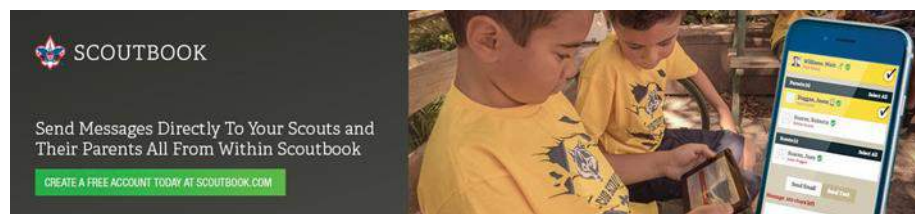
With customizable profiles and interactive features, Scoutbook puts the excitement of advancement into the hands of the Scout. They can share their success with friends and family as they progress through the program!

GETTING STARTED

If you don't have a Scoutbook account yet, visit [Scoutbook.com](https://scoutbook.com) to create one now. If your unit hasn't signed up for their Scoutbook account yet, don't worry, you can still log on and create an account for your Scout.

WHAT CAN SCOUTBOOK DO?

- Track a Scout's advancement
- Track logs like service hours, hiking, and camping
- View parent and/or Scout profiles
- Upload photos
- Send messages to leaders, Scouts, and parents
- Provide parent access to your Scouts' accounts
- Helps plan den meetings



VOLUNTEER LEADERSHIP

Item	Objective	Bronze Level	Silver Level	Gold Level	Bronze Points	Silver Points	Gold Points
#10	Volunteer Opportunities: The pack will be proactive in providing volunteer opportunities and recruiting leadership.	Will develop a list of tasks to fulfill your pack program for the year based on the Annual Program Planning event and will provide families an opportunity to select volunteer tasks.	Will achieve Bronze, plus prior to new program year, returning dens will have den leaders recruited and new dens will have den leaders recruited by Oct 31 or within 30 days of den establishment.	Will achieve Silver, plus will develop a succession plan for Cubmaster and Committee Chair using the <i>Recruiting Cub Scout Leaders</i> brochure. Will register at least one "new" leader.	50	100	200

#10 Develop a list of tasks for the Pack that families can choose. For Gold, ideally, the "new" leader has never been registered. At least, the "new" leader must not have been registered for the past three years..

CUB SCOUT LEADERSHIP

Volunteers make the Scouting program go. The BSA relies on its dedicated volunteers to promote its mission of preparing young people to make ethical and moral choices over their lifetime by instilling in them the values of the Scout Oath and Scout Law. Ensuring adequate volunteer support is the final step in the *Ideal Year of Scouting*.

LEADERSHIP RECRUITMENT

Your pack could always use more volunteer help, right? But before you recruit a new leader, it is important to know what you need. Use the Pack Succession Planning Worksheet, in the training section to find out what volunteer positions are vacant. You should also plan your succession strategy to make

sure you identify future leaders now instead of later.

New recruits will also want to know their responsibilities and your expectations for them. Ask your pack families what volunteer positions they would like to fill. Use the New Parent Survey to help identify potential volunteers.



DOWNLOAD THE FAMILY TALENT SURVEY AT
<https://filestore.scouting.org/filestore/cubscoutmeetingguide/pdf/appendix/34362.pdf>

Item	Objective	Bronze Level	Silver Level	Gold Level	Bronze Points	Silver Points	Gold Points
#11	Trained leadership: Will have trained and engaged leaders at all levels. All leaders are required to have youth protection training. (Online/remote training is acceptable.)	Cubmaster and Pack Committee Chair and 2 members of the committee will have completed position-specific training for their positions.	Will achieve Bronze, plus all den leaders will have completed the Before Your First Meeting online training modules by October 31st or within 30 days of registration.	Will achieve Silver, plus all den leaders will have completed position-specific training by December 31st or within 30 days of registration.	50	100	200

#11 All leaders have completed youth protection training. Bronze: Cubmaster, Committee Chair, 2 Committee members completed position specific training. Silver: Bronze, plus all den leaders have completed "Before Your First Den Meeting" by 10/31 or within 30 days of joining. Gold: Silver, plus all den leaders have completed position specific training by 12/31 or within 30 days of joining.

TRAINED LEADERSHIP

Every Scout deserves a trained leader. A trained leader is knowledgeable and more confident in the role being performed. Trained leaders exhibit a knowledge and confidence that is picked up by people around them. Trained leaders impact the quality of programs, leader tenure, youth tenure, safety, and a whole lot more. A trained leader is better prepared to make the Scouting program all it can be!

Visit www.wnyscouting.org/training for the list of required trainings or to complete online training.

SAFETY IS OUR TOP PRIORITY

The BSA is committed to providing a safe and secure environment for our youth members. Youth protection requires sustained vigilance, and we work every day to protect children through mandatory policies and procedures at every level of our organization. We are also committed to continuous improvement in our approach to youth protection.

Our policies, procedures, and training have evolved to learn from the past while also borrowing from best practices developed by leading experts in this field.

Today, the youth protection practices of the Boy Scouts of America are the gold standard among youth-serving organizations.

BSA YOUTH PROTECTION SAFEGUARDS

- **Mandatory Youth Protection Training**
- **Mandatory Background Checks**
- **Banned One-On-One Interactions**
- **Mandatory Law Enforcement Reporting**
- **Volunteer Screening Database**

These safeguards are key parts of our multilayered approach to help keep kids safe. These measures were created by respected experts in the fields of child safety, law enforcement, and child psychology, and are among the strongest safeguards found in any youth-serving organization.

It is critical that every adult in our program – whether they are a uniformed leader or a parent of a Scout – knows and follows BSA’s Youth Protection policies.

YOUTH PROTECTION BEGINS WITH YOU!

To complete Youth Protection Training:

1. Go to [My.Scouting.org](https://my.scouting.org)
2. If a new user, create an account or Login
3. Click Menu > My Dashboard
4. Find the My Training page
5. Complete the course and print your certificate





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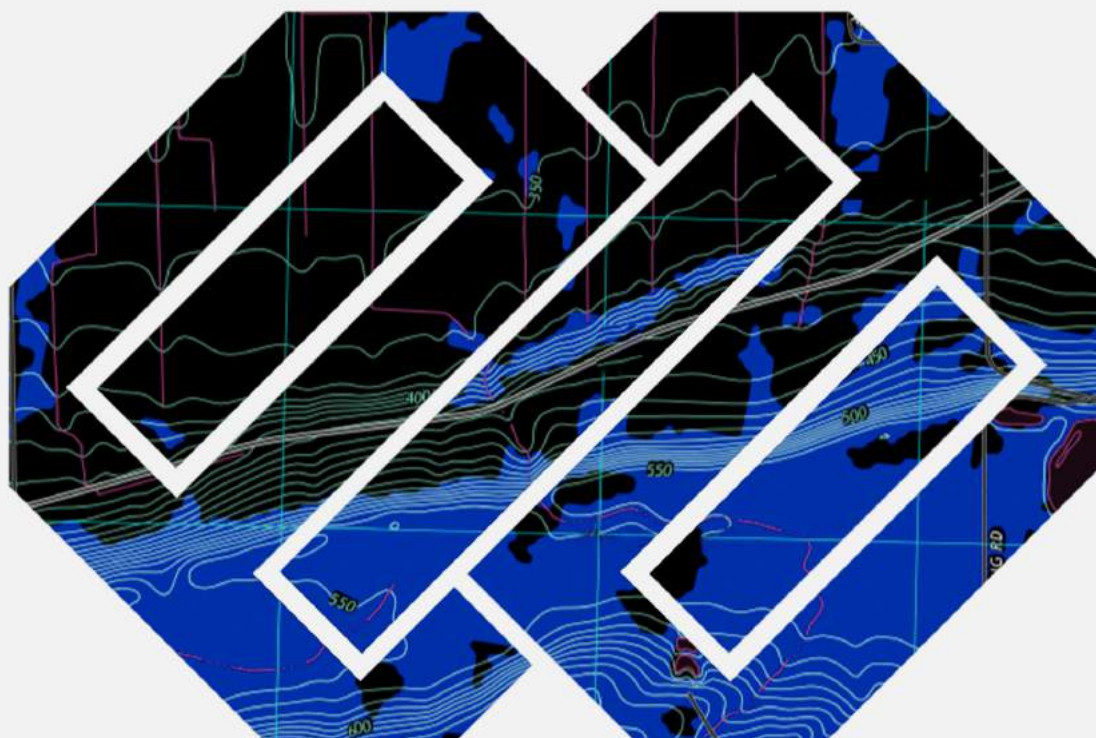
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ESCARPMENT ARMS

PACK SUCCESSION PLANNING WORKSHEET

POSITION	CURRENT	NEXT	NEXT	COMMENT
CUBMASTER				
ASSISTANT CUBMASTER				
ASSISTANT CUBMASTER				
COMMITTEE CHAIR				
SECRETARY				
TREASURER				
ADVANCEMENT				
MEMBERSHIP/ RECRUITING				
ACTIVITIES				
BLUE AND GOLD				
CAMPING POPCORN				

Friends of Scouting

What is Friends of Scouting? What does it mean to be a Friend of Scouting? And why should you consider becoming one?

The Friends of Scouting (FOS) annual giving campaign is planned, directed and conducted by volunteers - and its success depends on them! Each volunteer team has a professional advisor (usually a district executive) to assist with communication, training and supplies.

The campaign kicks off during the Council Board Meeting in December and wraps up by May. Each unit presented with receive council prepared materials to make a successful 10-minute presentation.

Instant recognition for all gifts and pledges is done at a pack or troop meeting for any giving level. The presenter will be responsible for following up with the unit FOS chairman to contact the families that were not at the presentation. They will collect the pledge cards and the contributions and deliver them to the district executive or local council service center.

For more information, please go to **<https://www.wnyscouting.org/giving>**

ANNUAL POPCORN SALE

Hard work is a value that Scouting teaches and selling popcorn is a great way for Scouts to learn the importance of earning their own way.

WHY SELL POPCORN?

Selling popcorn helps pay for Scouting expenses like going to summer camp. But it's not just about selling, it's also about promoting Scouting! We're excited to partner with Trail's End Popcorn to deliver an unbeatable sale opportunity for our Scouts.

More than 70% sales supports your program and local Scouting! The Western New York Scout Council does all the pre-work to set up the sale, eliminating the need for your unit to research opportunities, calculate returns, create sales and promotional materials.

Sign-up to sell and get the latest popcorn resources including sales guides and best practices at **<http://www.wnyscouting.org/popcorn>**

What would your home
sell for in today's market?

NOW IS A GREAT TIME TO FIND OUT!



Whether you are Buying or
Selling, I am here to help
during every step of the way

CONTACT ME TODAY!

Jenny Pfeiffer

Licensed Associate Real Estate Broker

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- "Scouting Rocks!" a free day for Scouts on September 16th, 2023.
- Commemorative fossil hunting patch.

For more information about
our Scout programming,
visit penndixie.org/scouts
or call 716-627-4560.



"Into the Depths of the Devonian" © Mike Menasco

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 Saturday - 10a util sold out or 2p
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