

GREATER NIAGARA FRONTIER COUNCIL, BSA



# 2022 -2023

## IDEAL YEAR OF SCOUTING

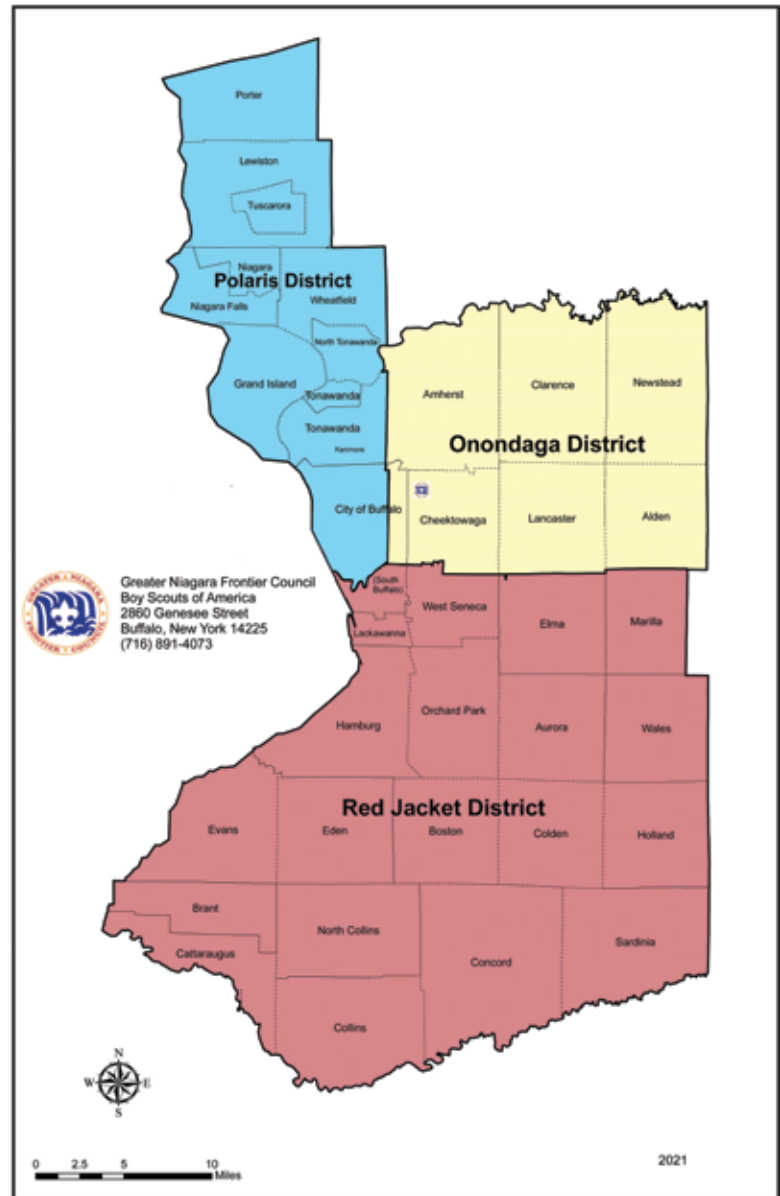
# DISTRICT MAP

The council is divided into 3 service areas called districts, where the Scouting program is delivered to the local communities.

**Polaris:** serving the Tonawandas- all of them. Niagara Falls, Wheatfield, Grand Island, Buffalo

**Red Jacket:** serving all of Southern Erie county

**Onondaga:** serving Amherst, Clarence, Williamsville, Akron, Alden, Cheektowaga, Lancaster



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## Greater Niagara Frontier Council #380

Boy Scouts of America  
2860 Genesee Street  
Buffalo, NY 14225

## Richard E. Garman Scouting Center Hours:

Mon-Fri 9AM–5PM  
Closed Saturday and Sunday  
Phone: (716) 891-4073

## Scout Shop

Mon-Fri 10AM–5PM (closed 2PM–3:30PM for lunch)  
Saturday 10AM–2PM  
Closed Sunday  
Phone: (716) 891-1689

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







# 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.


# JOURNEY TO EXCELLENCE QUALIFICATIONS


Complete the 2022 Journey to Excellence Scorecard and submit with your 2022 recharter paperwork before December.

**Pack \_\_\_\_\_ OF \_\_\_\_\_ DISTRICT \_\_\_\_\_**  
**2022 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
<b>Planning and Budget</b>					<b>Total Points: 200</b>		
#1	<b>Planning:</b> 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. Use the Planning Your Annual Pack Budget and Pack Budget Worksheet (or similar) to develop a budget that supports your annual program plan. Virtual meetings are acceptable for 2022.	Create a pack program calendar and budget that is adopted by the pack committee and distributed to all families in the pack.	Achieve Bronze, plus pack conducts an Annual Program Planning event for the following program year.	Achieve Silver, plus conduct an annual family orientation. 80% of families are connected to their Scout in Scoutbook	50	100	200
<b>Membership</b>					<b>Total Points: 500</b>		
#2	<b>Building Cub Scouting:</b> Recruit new youth into the pack in order to grow membership.	Conduct at least one event that includes prospective families by October 31st. Pin on beascout.org shows current Pack information.	Achieve Bronze, plus 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.	Will 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	<b>Retention:</b> Will retain a significant percentage of youth members.	Will re-register 62% of eligible members.	Will re-register 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	<b>Webelos-to-Scout transition:</b> 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
<b>Program</b>					<b>Total Points: 800</b>		
#5	<b>Advancement:</b> 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	<b>Activities:</b> 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	<b>Outdoor Activities:</b> 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 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	<b>Service projects:</b> 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	<b>This criterion is deleted</b>						
<b>Volunteer Leadership</b>					<b>Total Points: 400</b>		
#10	<b>Volunteer Opportunities:</b> 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	<b>Trained leadership:</b> 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.*

# ***Scouting's Journey to Excellence***

## ***2022 Pack Planning, Performance, and Recognition***

Journey to Excellence uses a balanced approach to measure performance. It guides program planning before the year begins, monitors activities for continuous improvement during the year, and recognizes performance at the end of the year. In planning your strategy, use actual numbers from the previous year to guide your performance improvement goal planning. The period for measuring performance will be the calendar year.

Planning and Budget Measures	
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
Membership Measures	
2	A recruitment is conducted by October 31, 2022. 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 2022 recharter membership and for (B) use the 2021 recharter membership. For December charter expiration, use Jan, 2023 and Jan.2022 recharter. For more information, see Frequently Asked Question (FAQ) for Unit JTE.
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.
Program Measures	
5	New Cub Scouts earn Bobcat badge quickly. Pack Members earn Adventures and earn their new Rank.
6	Pack has activities for members and families. Some can be indoors, but preferably outdoors. Special activities (Pinewood Derby, space or raingutter regatta) are particularly effective program.
7	Cub Scouts attend council activity or Pack overnigher. 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.
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.
9	Deleted
Volunteer Leadership Measures	
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.
11	All leaders have completed youth protection training. <i>Bronze:</i> Cubmaster, Committee Chair, 2 Committee members completed position specific training. <i>Silver:</i> Bronze, plus <i>all</i> den leaders have completed " <i>Before Your First Den Meeting</i> " by 10/31 or within 30 days of joining. <i>Gold:</i> Silver, plus <i>all</i> den leaders have completed position specific training by 12/31 or within 30 days of joining.

**Scoring the pack's performance:** To determine the pack's performance level, you will use the above information to determine the points earned for each of the 10 criteria and then add those individual point scores to determine a composite score. Count only the highest point total achieved in any one criterion. Bronze level requires earning at least 525 points in at least 7 criteria, Silver level requires earning points in at least 8 criteria and 800 points, and Gold level requires earning points in at least 8 criteria and 1,050 points.

**For more resources including workbooks and planning guides: [www.Scouting.org/jte](http://www.Scouting.org/jte)**

# 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:		
#1	<b>Planning:</b> 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. Use the Planning Your Annual Pack Budget and Pack Budget Worksheet (or similar) to develop a budget that supports your annual program plan. Virtual meetings are acceptable for 2022.	Create a pack program calendar and budget that is adopted by the pack committee and distributed to all families in the pack.	Achieve Bronze, plus pack conducts an Annual Program Planning event for the following program year.	Achieve Silver, plus conduct an annual family orientation. 80% of families are 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:

- **Hold a Pack brainstorming session to see what they want to do next year (May meeting).**
- **Hold a parents meeting to plan out the next twelve months (May/June committee meetings).**
- **Use the Den & Pack Meeting Resource Guide to make planning easier.**
- **Determine what advancements each Scout will need for the next rank.**
- **Decide what camping opportunities to participate in.**
- **Plan to do at least three service projects.**
- **Plan the meeting dates.**
- **Recognize those Scout who advance.**

## 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](http://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!

5. 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.

# 2022-23 CUB SCOUT PROGRAM CALENDAR

August			
Date	Activities	Time	Location
8/8	Troop Meeting	6:30 PM	Elementary School
8/22	District Kick-off	6:00 PM	Nearby Park
8/16	High Adventure	5:00 PM	Cool Park

October			
Date	Activities	Time	Location
10/2	Troop Meeting	7:00 PM	Elementary School
10/6		7:00 PM	Fire House
10/20	Camporee	7:00 PM	Fire House
10/26	Webelos Woods	7:00 PM	Nearby Camp

December			
Date	Activities	Time	Location
12/1		7:00 PM	Fire House
12/4	Troop Meeting	7:00 PM	Elementary School
12/17		7:00 PM	Fire House
12/20	Christmas Party	7:00 PM	Elementary School

February			
Date	Activities	Time	Location
2/2	Troop Meeting	7:00 PM	Fire House
2/5		7:00 PM	Elementary School
2/16		7:00 PM	Fire House
2/21		5:00 PM	Elementary School

April			
Date	Activities	Time	Location
4/1	Troop Meeting	7:00 PM	Elementary School
4/6		7:00 PM	Fire House
4/18	Scouting for Food	2:00 PM	Elementary School
4/20		7:00 PM	Fire House

June			
Date	Activities	Time	Location
6/13	Court of Honor	7:00 AM	Fire Hall
6/26	Pack Hike	11:00 AM	LSSR

September			
Date	Activities	Time	Location
9/18		7:00 PM	Elementary School
9/22	Court of Honor	7:00 PM	Fire House
9/15	Recruitment Night	7:00 PM	Elementary School
9/29	Troop Campout	4:00 PM	Nearby Camp
9/27	Popcorn Blitz	2:00 PM	Elementary School

November			
Date	Activities	Time	Location
11/3		7:00 PM	Fire House
11/6	Troop Meeting (Pot Luck)	2:00 PM	Elementary School
11/17		7:00 PM	Fire House

January			
Date	Activities	Time	Location
1/5	Troop Meeting	7:00 PM	Fire House
1/10	Court of Honor	7:00 PM	Elementary School
1/17	Klondike	5:00 PM	Nearby Camp

March			
Date	Activities	Time	Location
3/2	Troop Meeting	7:00 PM	Fire House
		7:00 PM	Elementary School
3/16	Troop Campout	7:00 PM	Fire House
3/28		2:00 PM	Elementary School

May			
Date	Activities	Time	Location
5/4	Webelos Crossover	7:00 PM	Fire House
5/7	Troop Meeting	7:00 PM	Elementary School
5/9	Family Weekend	4:00 PM	Scouthaven

July			
Date	Activities	Time	Location
7/25	Parade	8:00 AM	Main Street
7/30	Summer Camp	2:00 PM	Scouthaven

Cubmaster: \_\_\_\_\_

Phone: \_\_\_\_\_

E-Mail Address: \_\_\_\_\_

Chair: \_\_\_\_\_

Phone: \_\_\_\_\_

E-Mail Address: \_\_\_\_\_

New Member Coordinator: \_\_\_\_\_

Phone: \_\_\_\_\_

E-Mail Address: \_\_\_\_\_

Website: \_\_\_\_\_

Facebook: \_\_\_\_\_

E-Mail Address: \_\_\_\_\_

Website: \_\_\_\_\_

Facebook: \_\_\_\_\_

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Website: \_\_\_\_\_

Facebook: \_\_\_\_\_

E-Mail Address: \_\_\_\_\_

For a fillable document, please visit [www.wnyscouting.org/IYOS](http://www.wnyscouting.org/IYOS).

This calendar can be shared with potential new parents to showcase the amazing program you have planned!



# PACK BUDGET

**ONLY ENTER DATA IN HIGHLIGHTED SPACES**

1. Enter Information in the yellow highlighted portions

2. Enter your number of scouts & adults, and unit commission.

# Adults **12**

District (select for dropdown)

TWIN LAKES

Unit Type

Troop

Unit #

123

Number of Youth

25

Unit Commission %

50%

August			Attendance				Unit Budget Review		
Date	Activities	Cost	Estimate		Actual		Difference	Date	Notes
8/18	Troop Meeting	\$0.00	21	\$ -	25	\$ -	\$ -		
	District Kick-off			\$ -		\$ -	\$ -		
	High Adventure			\$ -		\$ -	\$ -		
				\$ -		\$ -	\$ -		
				\$ -		\$ -	\$ -		
				\$ -		\$ -	\$ -		
Monthly Program Totals:		\$0.00	\$ -		\$ -		\$ -		

September			Attendance				Unit Budget Review		
Date	Activities	Cost	Estimate		Actual		Difference	Date	Notes
9/18	Court of Honor	\$2.00	20	\$ 40.00	21	\$ 42.00	\$ 2.00		
9/22	Recruitment Night	\$2.00	20	\$ 40.00	23	\$ 46.00	\$ 6.00		
9/2	Troop Campout		25		18		\$ -		
9/27	Popcorn Blitz	\$5.00	25	\$125.00	18	\$90	\$ -		
				\$ -		\$ -	\$ -		
				\$ -		\$ -	\$ -		
Monthly Program Totals:		\$9.00	\$ 165.00		\$ 136.00		\$ (29.00)		

October			Attendance				Unit Budget Review		
Date	Activities	Cost	Estimate		Actual		Difference	Date	Notes
10/2	Troop Meeting	\$2.00	20	\$ 40.00	28	\$ 56.00	\$ 16.00		
10/6		\$0.00	20	\$ -	19	\$ -	\$ -		
10/24	Camporee	\$2.00	20	\$ 40.00	20	\$ 40.00	\$ -		
10/26	Webelos Woods	\$0.00	20	\$ -	21	\$ -	\$ -		
				\$ -		\$ -	\$ -		
				\$ -		\$ -	\$ -		
Monthly Program Totals:		\$4.00	\$ 40.00		\$ 40.00		\$ -		

November			Attendance				Unit Budget Review		
Date	Activities	Cost	Estimate		Actual		Difference	Date	Notes
11/3		\$2.00	20	\$ 40.00	18	\$ 36.00	\$ (4.00)		
11/6	Troop Meeting (Pot Luck)	\$0.00	20	\$ -	20	\$ -	\$ -		
11/17		\$0.00	20	\$ -	25	\$ -	\$ -		
				\$ -		\$ -	\$ -		
				\$ -		\$ -	\$ -		
				\$ -		\$ -	\$ -		
Monthly Program Totals:		\$2.00	\$ -		\$ -		\$ -		

December			Attendance				Unit Budget Review		
Date	Activities	Cost	Estimate		Actual		Difference	Date	Notes
12/1	Troop Meeting	\$0.00	20	\$ -	21	\$ -	\$ -		
12/4		\$0.00	20	\$ -	19	\$ -	\$ -		
12/17		\$2.00	20	\$ 40.00	22	\$ 44.00	\$ 4.00		
12/20	Christmas Party	\$5.00	25	\$ 125.00	25	\$ 125.00	\$ -		
				\$ -		\$ -	\$ -		
				\$ -		\$ -	\$ -		
Monthly Program Totals:		\$7.00	\$ 165.00		\$ 169.00		\$ 4.00		

**\*actual budget will continue through July of next year \***

Inputting information in the calendar will auto-populate your budget. Then identify the cost of each activity **per scout**. For a flat rate activity, calculate cost using the anticipated number of scouts who will attend.

For Electric versions visit: [www.wnyscouting.org/IYOS](http://www.wnyscouting.org/IYOS)

## UNIT IDEAL YEAR OF SCOUTING SAMPLE BUDGET PLANNER (CONT.)

Pay particular attention to the bottom portion of the Budget Planner.

Registration Budget (Per Registrant)			
\$75	National Youth Registration	\$25	Youth Council Program Fee
\$45	National Adult Registration	\$25	Adult Council Program Fee
		Subscribers (Qty.)	
\$12	Scouts' Life Subscriptions	48	
		Total	
		\$120	\$3,000
		\$50	\$600
		Total Youth Registration Fees	
		Total Adult Registration Fees	
		\$4,176	
Total Registration Fees			
Unit Programming Budget (Per Youth Registrant)			
\$15	Advancements	\$12	Rank Book
		\$10	Other Expenses
\$2,730	Program Estimates		

## BSA FEE CHART

National BSA Membership Fee Effective August 1, 2021	GNFC Program Support Fee	National/GNFC Annual Dues	Unit Fees
Prorated at time of sign-up All fees go directly to National BSA	Only charged at recharter time All fees stay Local		
Youth <del>\$72</del> \$75	\$25	\$97 \$100	
Adult Leaders \$45	\$25	\$70	

You can utilize the [Fillable Unit Fee Chart](#) outlining costs for new parents. Be sure to enter your Pack dues!

Current National BSA fees will auto-populate in your budget. You will need to indicate the number of Scout Life subscriptions you anticipate.

You will also estimate the cost of advancements per Scout. If you provide a Program Book, indicate that (leave as \$0 if not applicable). Costs not associated previously with an activity can be entered under other expenses (Leader Training, Neckerchiefs, Pack website renewal fees, etc.)

Funding Your Program	
Council Fundraising Opportunities	
Popcorn Goal	\$ 13,000
Estimated Revenue	\$ 6,500
Unit Expense Summary	
\$4,176	Total Estimated Registration
\$2,730	Total Estimated Unit Activity Costs & Expenses
\$200	Other Unit Expenses (Input Total)
\$7,106	Total Unit Estimated Expenses
Unit Income Summary	
\$6,500	Estimated Popcorn Revenue
\$100	Other Unit Revenue (Input Total)
\$6,600	Total Unit Estimated Revenue
\$744	Budget Surplus/Deficit

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.

# MEMBERSHIP

Item	Objective	Bronze Level	Silver Level	Gold Level	Bronze Points	Silver Points	Gold Points
<b>Membership</b>					<b>Total Points: 500</b>		
#2	<b>Building Cub Scouting:</b> Recruit new youth into the pack in order to grow membership.	Conduct at least one event that includes prospective families by October 31st. Pin on beascout.org shows current Pack information.	Achieve Bronze, plus 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.	Will 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	<b>Retention:</b> 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, 2022. 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 2022 recharter membership and for (B) use the 2021 recharter membership. For December charter expiration, use Jan, 2023 and Jan.2022 recharter. For more information, see Frequently Asked Question (FAQ) for Unit JTE.

## ADVENTURE ON INTO CUB SCOUTING!

The next step on your path to the Ideal Year of Scouting is recruitment. Recruiting new youth is the lifeblood of our organization and 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 including their own Join Night for Scouting.

### JOIN SCOUT NIGHT

Join Night for Scouting is our annual recruitment drive. In September and October, all across Western New York, over 1,000 new youth will join the fun of Scouting at a Join Night for Scouting. Your pack’s Join Night 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](http://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 Greater Niagara Frontier 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

### UNIT NEW MEMBER COORDINATOR

It is important to identify a dedicated person to spearhead your recruitment campaign. This person focuses on inviting new members to join and engaging their families so that they feel welcomed and want to stay!

Find more information on New Member Coordinator Resources

Item	Objective	Bronze Level	Silver Level	Gold Level	Bronze Points	Silver Points	Gold Points
#4	<b>Webelos-to-Scout transition:</b> 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 hash tags such as #AdventureOn, #ScoutsBSA, #BeAScout, #CubScout*

*Tag other Facebook Pages such as your School, PTA, your Scouting District and/or the Greater Niagara Frontier Council.  
(ex. @GNFCBSA )*



# 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	<b>Advancement:</b> 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.

## CUB SCOUT CAMPING



# 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

<http://www.scouting.org>.

## 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://filestore.scouting.org/filestore/cubscouts/pdf/512-013\\_WB.pdf](https://filestore.scouting.org/filestore/cubscouts/pdf/512-013_WB.pdf)

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 part of a home-school association), the Pack could earn the Summertime Pack Award by having a special Pack activity during those breaks.



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- 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	<b>Outdoor Activities:</b> 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 <http://www.scouting.org>.

## CUB SCOUT OUTDOOR ACTIVITY AWARD

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For the complete requirements, visit [https://filestore.scouting.org/filestore/cubscouts/pdf/512-013\\_WB.pdf](https://filestore.scouting.org/filestore/cubscouts/pdf/512-013_WB.pdf)

The National Summertime Pack Award is to encourage Packs to provide a



## 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.

## MAJOR COUNCIL SERVICE PROJECTS

### • Scouting for Food

Participate in the Council's annual Scouting for Food campaign that serves over 60 different food pantries across Central Indiana. This service project aims at addressing the issue of hunger in our communities. Through a partnership with Kroger and Gleaners Food Bank, Scouts canvas their neighborhoods to collect can goods to donate to their food pantry of choice. This project occurs from March to April. Bags and stickers will be available at March roundtable and participants will earn a patch.

### • Adopt-A-School

The Boy Scouts of America Adopt-a-School program is a way for youth to give back to their elementary schools. Each quarter, the youth and their leaders conduct a service project benefiting their school. These projects are based on the needs of the school, which may consist of grounds beautification, building improvements, teacher appreciation, clean-up before or after school events, and help during festivals/ carnivals.

### • Other Ideas for Service Projects:

Remember to check with your unit's chartered organization to see if they have any projects.

- Place American flags on gravesites for Memorial Day
- Assist agencies that provide food to those in need
- Participate in caroling at a nursing home
- Adopt-a-park
- Send cards to service members and spouses
- Plant trees

## HOW TO LOG SERVICE HOURS

Log your Scout's service hours at  
**<http://servicehours.scouting.org>**

First Time Users: [Log In >>](#)

### What you will need:

- Your unit ID (five to 11 digits)
- Your unit number (four digits, no letters – ex. Pack 62 = 0062)

*If you do not have this information, call your district or council and they can supply your unit ID.*

### To register on the site:

1. Place your cursor over the words **New Users Click Here** and click the left mouse button.
2. Click **I agree** at the **Confidentiality Statement** window. If you disagree, you will not be allowed to enter information into the site.
3. Use the unit ID (five- to 11-digit number)
4. Enter your name, address, city, state, zip code, e-mail address.
5. Type in a user name of your choice. If the user name you typed in is already in use, you will be asked to select another user name.
6. Type in and verify your password. This

and local unit number (four-digit number) you received from the council to fill in the three fields on the user profile page. In the second field, select the type of unit you are registering. If you have not received your unit's ID number or local unit number, call your local council or your district executive. If you are a volunteer for several units, each unit will have a separate ID and local unit number. (Keep this information somewhere where you can find it, because you will need it to change your user name or password.)

*TIP: If your unit number has less than four digits, add zeros in front of the number so that you have four digits (example: Unit 12 = 0012)*

can be anything you choose between six and 10 characters.

7. Click **Register**. The **Home** page of the data collection site appears.

*If you have problems logging in, contact the local council or your district executive to verify your unit ID.*

[Returning Users – Log In >>](#)

Type the user name and password that you created when you registered at the site.

- If you forgot your password, see the next section titled **Forgotten Passwords**.
- If you forgot your user name, you will need to contact your district executive or the council so that they can give you the user name you registered.
- If you have problems logging in, contact the local council or your district executive to verify your unit ID.

For more information and other project ideas, go to **[www.wnyscouting.org](http://www.wnyscouting.org)**.



# 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 he goes. 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: [www.scouting.org/Home/CubScouts/Leaders/CubmasterResources/PackMeetingPlans.aspx](http://www.scouting.org/Home/CubScouts/Leaders/CubmasterResources/PackMeetingPlans.aspx)

## DEN MEETING LOCATION

The location of the den meetings will vary, depending on the resources of the Cubmaster or the Den Leader. An ideal meeting place is the home of an adult leader, if there is enough room for everybody. Meetings can also be held in a basement, garage, backyard, park, town square, or the activity room of an apartment complex. Some dens meet at the chartered organization's meeting place or at the local school..

## DEN MEETING ATTENDANCE

The den leader and assistant den leader (or another adult) attend all meetings with the Cub Scouts (at least two adults must be present at all meetings.) Tiger den meetings are also attended by each Tiger's adult partner. Wolf, Bear and Webelos den meetings are often attended by a den chief, a Boy Scout or Venturer who assists the adult leaders. An activity badge counselor who has been asked to help with a specific badge may also attend a Webelos den meeting. Sometimes, a parent, guardian, or other family member might be asked to help at a specific meeting, but family members do not normally attend Wolf, Bear, or Webelos den meetings.



## Den Meeting Agenda

All Cub Scout den meetings have the following parts:

- Before the meeting, before the Cub Scouts arrive, leaders gather to make preparations and handle last-minute details.
- **Gathering activity:** as the Cub Scouts begin to arrive, they join in an informal activity or game, often conducted by the den chief to keep the Scouts interested and active until the entire group has arrived.
- **Opening:** the opening is the official start of the den meeting. It usually consists of a formal ceremony, such as a flag ceremony, a prayer or song, or a group recital of the Cub Scout Promise.
- **Program:** the program part of the meeting will vary by the age of the youth and may be broken into two or more parts. Generally, most of the meeting consists of a craft project, games, and activities that are all based on the monthly theme.
- **Closing:** the closing draws the meeting to an end. It's usually serious and quiet. Den leaders could present a thought for the day or give reminders about upcoming events.
- **After the meeting:** the leaders review the events of the meeting, finalize plans for the next den meeting and review their progress toward the upcoming Pack meeting.

The monthly Pack meeting brings together Scouts from every den, their leaders and their families to participate in a large-scale event that serves as a showcase for everything the Scouts have learned and done in their individual den meetings. The Pack meeting gives the Scouts a larger experience beyond their own den and helps them to connect their individual activities to the entire Cub Scouting program.

## THE PACK MEETING LOCATION

Pack meetings are usually held at the chartered organization's facility or at another location provided or arranged by the organization. The meeting space will need to be large enough to accommodate all Cub Scouts and leaders in several dens, along with their families, and provide space for exhibits of den projects, presentations such as den skits and stunts, group activities, and pack ceremonies.

Pack meetings are generally held in the same place and at the same time each month, except when they involve outdoor activities. Blue and gold banquets, derbies, and other special events may also require a different meeting place.

## PACK MEETING ATTENDANCE

Cub Scouting is a family program. Pack meetings are for families—parents or guardians, brothers, sisters, and other family members—as well as all the Cub Scouts, den leaders, and pack leaders. District Scouters, such as the unit commissioner, should always be invited to attend, along with

members from the chartered organization, community leaders, or anyone the pack leadership wishes to invite. Visitors from another pack, a troop, or a crew may also be present.

## THE PACK MEETING AGENDA

Cub Scout pack meetings include the following parts:

1. **Before the Meeting.** Adult leaders in the pack gather to be sure the meeting place is prepared: the room is set up, exhibits and displays are prepared, equipment is ready, and the agenda is distributed.
2. **Gathering.** A gathering time provides interesting things for Scouts and families to do while waiting for everyone else to arrive.
3. **Opening.** A brief ceremony marks the beginning of the meeting. Pack ceremonies often consist of a flag presentation, a brief prayer, or a song. The Cubmaster also welcomes and introduces new members and special guests.
4. **Program.** The program section of the meeting may include presentations and performances by the dens that demonstrate things the Scouts learned during the month, activities that involve the entire audience, or a featured event.
5. **Recognition and Rank Advancement.** An important part of the pack meeting is formal recognition given to the Cub Scouts who have earned badges, adventure loops, pins or other awards, and the leaders who have earned training awards, religious emblems, or other community awards.
6. **Closing.** The closing begins with announcements about special events, coming activities, the theme for the next month, and the date of the next pack meeting, followed by a closing ceremony.
7. **After the Meeting.** After the pack meeting, many packs provide refreshments for an informal fellowship session, and the leaders and Scouts help to put the meeting space back in order.

The outline above describes a typical pack meeting but is not mandatory. The pack meeting can be varied and adapted to suit the needs of the pack or those of a specific activities.

# VOLUNTEER LEADERSHIP

Item	Objective	Bronze Level	Silver Level	Gold Level	Bronze Points	Silver Points	Gold Points
#10	<b>Volunteer Opportunities:</b> 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

DOWNLOAD THE FAMILY TALENT SURVEY  
AT [http://www.scouting.org/  
filestore/CubScoutMeetingGuide/  
PDFAppendix/34362.pdf](http://www.scouting.org/filestore/CubScoutMeetingGuide/PDFAppendix/34362.pdf)

Item	Objective	Bronze Level	Silver Level	Gold Level	Bronze Points	Silver Points	Gold Points
#11	<b>Trained leadership:</b> 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

**#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](http://www.wnyscouting.org/training) for the list of required trainings or to complete online training.

### WOOD BADGE

Wood Badge is advanced Scout leader training that began in 1919 by Lord Baden-Powell, founder of Scouting and Wood Badge's first director. It came to America in 1948 and has been updated to reflect current BSA policies and programs.

Incorporating the best techniques available, Wood Badge has become the most advanced leadership training course in Scouting!

Wood Badge is the highest level of Scout leadership training and provides participants with the tools to be a well-rounded leader. The leadership skills taught are for volunteers from all Scouting areas including Cub Scouting, Boy Scouting, Venturing and the district and council.

The course is delivered over two weekends. The first half of the course utilizes a classroom environment and practical exercises to teach the essentials of leadership. The second half offers classroom and outdoor experiences to help you learn the application of leadership skills. Finally, you will write and complete a "ticket". The "tickets" consists of five written goals. These goals connect your new leadership knowledge to your role in Scouting.

Any adult volunteers who has completed basic training for their registered position can attend.



# CUB SCOUT POSITION TRAINED REQUIREMENTS

## CLASSROOM OPTION

THE ONLINE TRAINING PLANS LISTED BELOW ARE ALSO AVAILABLE IN A CLASSROOM FORMAT:  
Cubmaster & Assistant Cubmaster: C40 Cubmaster & Asst. Cubmaster Position Specific Training  
Den Leader: C42 Cub Scout Den Leader & Asst. Den Leader Position Specific Training  
Committee Chair & Pack Committee: C60 Pack Committee Challenge

## CUBMASTER & ASSISTANT CUBMASTER

### BEFORE 1ST MEETING

SCO_225	THE CUBMASTER	11:36
SCO_226	LEADING PACK MEETINGS	13:15
SCO_210	HOW DENS & PACKS WORK	11:28
SCO_209	EFFECTIVE LEADERSHIP	7:21
TOTAL TIME: 33 MIN		

### FIRST 30 DAYS

SCO_200	CUB SCOUTING PURPOSES	6:08
SCO_202	CUB SCOUTING IDEALS	13:35
SCO_204	THE METHODS OF CUB SCOUTING	4:13
SCO_214	CUB SCOUT ADVANCEMENT	3:46
SCO_216	ADVANCEMENT RECOGNITION & RECORDING	9:41
SCO_219	THE PACK COMMITTEE	16:59
SCO_205	WORKING WITH PARENTS & FAMILIES	5:34
SCO_218	SELECTING LEADERS	7:57
SCO_217	CORE RESOURCES FOR LEADERS	6:30
TOTAL TIME: 1 HOUR 14 MIN		

### POSITION TRAINED

SCO_222	NINE ELEMENTS OF EFFECTIVE PLANNING	1:57
SCO_227	ANNUAL PROGRAM PLANNING MONTHLY PLANNING	14:35
SCO_223	PLANNING	4:24
SCO_201	YEAR ROUND FUN	12:38
SCO_224	WORKING WITH BOYS - OVERVIEW	6:01
SCO_230	DEN CHIEF ROLES & RESPONSIBILITIES	3:07
SCO_228	PACK FUNDING	11:17
SCO_211	CUB SCOUT UNIFORM	13:39
SCO_213	CUB SCOUT INSIGNIA	4:43
SCO_212	LEADER UNIFORM	3:39
SCO_206	SUPPLEMENTAL LEADER RESOURCES	9:10
SCO_220	SCOUTINGS ORGANIZATIONAL STRUCTURE	7:02
SCO_215	OTHER AWARDS CUB SCOUTS CAN EARN	4:41
SCO_800	HAZARDOUS WEATHER TRAINING	31:00
TOTAL TIME: 2 HOUR 15 MIN		

## DEN LEADER & ASSISTANT DEN LEADER

### BEFORE 1ST MEETING

SCO_202	CUB SCOUTING IDEALS	13:35
SCO_214	CUB SCOUT ADVANCEMENT	3:46
SCO_208	LEADING DEN MEETINGS	13:08
SCO_203	DEN DISCIPLINE	15:15
TOTAL TIME: 45 MIN		

### FIRST 30 DAYS

SCO_200	CUB SCOUTING PURPOSES	6:08
SCO_204	THE METHODS OF CUB SCOUTING	4:13
SCO_216	ADVANCEMENT RECOGNITION & RECORDING	9:41
SCO_210	HOW DENS & PACKS WORK	11:28
SCO_209	EFFECTIVE LEADERSHIP	7:21
SCO_217	CORE RESOURCES FOR LEADERS	6:30
SCO_224	WORKING WITH BOYS - OVERVIEW	6:01
TOTAL TIME: 56 MIN		

### POSITION TRAINED

SCO_205	WORKING WITH PARENTS & FAMILIES	5:34
SCO_211	CUB SCOUT UNIFORM	13:39
SCO_213	CUB SCOUT INSIGNIA	4:43
SCO_212	LEADER UNIFORM	3:39
SCO_215	OTHER AWARDS CUB SCOUTS CAN EARN	4:41
SCO_227	ANNUAL PROGRAM PLANNING	14:35
SCO_201	YEAR ROUND FUN	12:38
SCO_221	YOUTH LEADERSHIP POSITIONS	4:57
SCO_230	DEN CHIEF ROLES & RESPONSIBILITIES	3:07
SCO_206	SUPPLEMENTAL LEADER RESOURCES	9:10
SCO_220	SCOUTINGS ORGANIZATIONAL STRUCTURE	7:02
SCO_800	HAZARDOUS WEATHER TRAINING	31:00
TOTAL TIME: 1 HOUR 54 MIN		

## COMMITTEE CHAIR & PACK COMMITTEE

### BEFORE 1ST MEETING

SCO_219	THE PACK COMMITTEE	16:59
SCO_210	HOW DENS & PACKS WORK	11:28
SCO_200	CUB SCOUTING PURPOSES	6:08
SCO_204	THE METHODS OF CUB SCOUTING	4:13
SCO_202	CUB SCOUTING IDEALS	13:35
TOTAL TIME: 52 MIN		

### FIRST 30 DAYS

SCO_222	NINE ELEMENTS OF EFFECTIVE PLANNING	1:57
SCO_227	ANNUAL PROGRAM PLANNING	14:35
SCO_223	MONTHLY PLANNING	4:24
SCO_229	BUILDING THE PACKS BUDGET	5:40
SCO_228	PACK FUNDING	11:17
SCO_225	THE CUBMASTER	11:36
SCO_218	SELECTING LEADERS	7:57
SCO_209	EFFECTIVE LEADERSHIP	7:21
TOTAL TIME: 1 HOUR 4 MIN		

### POSITION TRAINED

SCO_214	CUB SCOUT ADVANCEMENT	1:57
SCO_216	ADVANCEMENT RECOGNITION & RECORDING	14:35
SCO_215	OTHER AWARDS CUB SCOUTS CAN EARN	4:24
SCO_201	YEAR ROUND FUN	5:40
SCO_224	WORKING WITH BOYS - OVERVIEW	11:17
SCO_205	WORKING WITH PARENTS & FAMILIES	11:36
SCO_217	CORE RESOURCES FOR LEADERS	7:57
SCO_206	SUPPLEMENTAL LEADER RESOURCES	7:21
SCO_220	SCOUTINGS ORGANIZATIONAL STRUCTURE	7:02
SCO_530	JOURNEY TO EXCELLENCE	12:46
TOTAL TIME: 1 HOUR 25 MIN		





# MANDATORY YOUTH PROTECTION TRAINING

Over the years, we have worked with experts in the field of child abuse, child sexual abuse and maltreatment to develop new training and resources that will further strengthen our ability to protect youth. These changes include:

- Fully updated and revised Youth Protection Training developed with leaders in the field of child abuse prevention and includes insights from experts, survivors and the latest strategies for recognizing and preventing major forms of abuse. This is the designated Youth Protection training for all adults.
- Expanded youth protection content across all our communications channels will inform and engage our volunteers and parents.
- An expanded "Scouts First" Helpline to aid volunteers and families in addressing potentially dangerous situations.
- The BSA also provides unlimited counseling and support for healing to anyone who has ever been abused in Scouting.
- Youth protection training for youth members will be available in 2019.

Greater Niagara Frontier Council is a leader in the movement to provide safe spaces and protection to our scouting families. We are committed to having all registered adults complete the Mandatory Youth Protection Training prior to registering as a leader.

The Boy Scouts of America's updated Youth Protection Training is mandatory for all registered adult leaders in all BSA programs. Other adults participating in Scouting are strongly encouraged to take this 90 minutes online training.

## **The mandatory training modules are the following:**

- **Overview and Policies**
- **Sexual Abuse**
- **Bullying**
- **Test**

The prior version of BSA's Youth Protection trainings will no longer be available. The updated training replaces other Youth Protection trainings and is required for all BSA programs.

Go to **my.scouting.org** to take the training. Click here for instructions on completing the training.

If you have questions please contact **GNFC@wnyscouting.org** for more information.

## **BALOO**

It is the Cub Scout leader training required for any Cub Scout den or pack outdoor event, including pack camping overnights and Webelos den overnights. BALOO training is comprised of two components an online component and a practical, hands on component. Both components must be completed to qualify as a "TRAINED" Cub Scout outdoor leader.

## **TRAINED LEADER PATCH**

This special council shoulder strip is available to all leaders who complete the required trainings for their PRIMARY POSITION ONLY. If you are already a trained leader, stop by a council office to confirm your records and verify that youth protection training will not expire in the next year, and a patch will be mailed to you. If any trainings are missing from your records, please fill out and turn in this form to update your profile!

## **UNIVERSITY OF SCOUTING**

The University of Scouting, the premier training event in the council, is one of the easiest ways for adult volunteers to learn how to enhance their yearly program for their Scouts. This single day training event is designed to supplement any leader's training. This event has something for everyone. There are courses designed for all adult leaders in Cub Scouts, Scouts BSA, and Venturing. There are also classes for Scouts BSA and Venturing Scouts, and a Kids Club Day Camp for kids age 4-10. Courses are available on anything from how to run a Pack meeting to How to conduct a High Adventure Trek.

# 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?**

First, the basics: Friends of Scouting is your council's annual giving campaign. In most councils, Friends of Scouting (or FOS) represents the council's largest source of income.

Friends of Scouting campaign typically begins in November and ends in March. During the campaign, a volunteer will visit your pack meeting or troop court of honor to explain the campaign and make an appeal for your support. You'll be asked to make a tax-deductible pledge to your local council.

The natural next question is: Why should I give money to my local council? Many councils answer this with what's called "The Iceberg Analogy."

### **What do councils provide? In other words: What's beneath the surface?**

- **Volunteer and staff training**
- **Insurance coverage** to protect volunteers, chartered organizations, staff members and properties
- **Support staff** for registration, publications and other program support
- **Camp promotion** for Cub Scout day camps, Scouts BSA summer camps, high-adventure bases and more
- **Camp rangers** to keep the council camps up-to-date and ready for Scouts and families
- **Camp equipment**, like tents, cooking equipment, camp vehicles, building repairs, canoes, equipment replacement and repair, and general upkeep of council camps
- **Recognitions for leaders** who complete training, volunteer for special projects and help in many Scouting roles
- **Professional staff** to work with volunteers to organize new units, manage fundraising programs, conduct training, assist membership recruitment, provide counsel and direct support for district, camps and programs
- **Administrative needs**, including postage, computers and links to the National BSA computer system, copy machines, folding machines and a printing shop
- **Service center** to provide additional support to volunteers
- **Audio-visual supplies** used in training, at camps and in volunteer meetings
- **Postage** to mail materials to leaders, parents and youth members
- **A council website** to keep you informed
- **Reference publications and resources**, including program planning kits and to camping cookbooks
- **Camp scholarships**, uniforms and registration fees for disadvantaged young people

As you can see, there's more happening at your council than the average volunteer sees. And it can't happen without the support of volunteers like you.

## **EMPLOYEE MATCH PROGRAMS**

Some companies, possibly including the one for which you work, will match their employees' charitable contributions. Be sure to see whether your workplace has such a program. If so, you'll double your impact.

### **How does it work?**

The Friends of Scouting (FOS) annual giving campaign is planned, directed and conducted by volunteers - and its success depends of 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 November 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 <http://gnfcgives.org>

# POPCORN

One of the goals of Scouting is to teach a Scout to become self-reliant and to earn their own way. Through a proper money-earning project, leaders have the opportunity to show Scouts how they, through their individual and combined efforts, can earn all the money it takes to operate their pack, troop, team or crew for the entire year. The only limiting factor is their level of participation.

## Important Date to Remember

- **Units commit to selling popcorn- June 1**
- **Initial orders are due- August 3**
- **SALE BEGINS- August 19**
- **SALE ENDS- December 31**
- **Final Order Due- October 31**
- **Prize orders due- December 31**
- **Final Payment- December 1**

## POPCORN SALES METHODS

### ONLINE

**Average Sale Per Customer:** \$45

**Description:** Scouts solicit customers via email or social media. Customers order popcorn using Scout's online link or searching for them on [www.trails-end.com](http://www.trails-end.com). Then customers pay shipping and receive popcorn within 3-9 business days.

#### 2022 ONLINE PRODUCT MIX

##### Who Buys This Way?

Out-of-town family and friends, parents' co-workers, and social media connections.

**Best Practice:** Scouts self-register for online selling and create an account at the beginning of the sale (online sales begin Aug.1). They are encouraged to email and share personal order links on social media. Within two weeks, they should follow-up with those who have not ordered and send thank you messages to those who have.

### ORDER FORM ("TAKE ORDER")

**Average Sales Per Hour:** Sky's the limit!

**Description:** Customer orders popcorn on an order form and waits for it to be delivered in mid-November.

##### Who Buys This Way?

Family members, friends, neighbors, parents' co-workers, teachers, coaches, hairdressers, and customers purchasing only military magnets.

**Best Practice:** Before Scouts hit the streets and knock on doors, they should approach closest family and friends, especially during the new two-week blitz (September 1-15). Help Scouts make a list of 10-15 family and friends they know will make a purchase. After initial contacts, they should be close to their goal and feeling confident of their sale victories! Unit decides whether to collect payment at the time of the order or delivery. Remember to explain to the customer that a product delivered back to them later in the sale is mid-November; otherwise, they assume that you will return within the next day or two.

##### Strategies:

- **Take the order for to work**
  - o If not allowed to solicit at work, ask if putting a form in the break room is acceptable
- **Create a map of your area**
  - o Print off Google Maps of your area, and give to Scout Families
  - o Ask Scouts to mark houses that did and did not purchase
- **Always save copies of order forms**
  - o Give your Scouts a copy of their previous year's order form to follow up with past customers
  - o Always have Scouts turn in their order form, even if they don't sell \_\_\_\_\_

### STOREFRONT SALES

**Average Sales Per Hour:** \$100

**Description:** Scouts sell popcorn (exchange popcorn and money on-the-spot) to strangers in front of high-traffic stores or events.

##### Who Buys This Way?

Strangers, grocery store shoppers, college students, sports attendees, and festival attendees

**Best Practice:** Schedule booth time with store managers as soon as possible. Schedule Scouts to fill two-hour time slots. Try "SignUp Genius" as an easy online tool to manage this. All participating Scouts get equal credit for the day's total sales. This is a great way to increase visibility in the community and recruit new Scouts!

##### Strategies:

- **Secure the right location**
  - o Think outside the box- where do the people gather in your community?
- **Retail stores, school sporting events, auctions, churches, farmers markets, fairs**
  - o Always get permission before selling
- **Accept Credit Card Payments**
  - o Have your unit set up and account with Square, PayPal, Stripe, etc.
- **Tell Scouts' stories with pictures**
  - o Customers want to know what they are supporting

### NEIGHBORHOOD BLITZ/DOOR-TO-DOOR SALES

**Average Sales Per Hour:** \$200

**Description:** Scout, with a friend or family member, sells popcorn on-hand (in a wagon or vehicle) to customers at home; delivering the popcorn and collecting payment on-the-spot.

**TIP:** Present a customer receipt when collecting payment on-the-spot.

##### Who Buys This Way?


Suburban neighborhoods, rural homes, city townhouses, and customers only purchasing military ribbons.

**Best Practice:** Allow the customer to receive popcorn on-the-spot only after they place an order on the form. Say, "Would you like your product now instead of waiting?" Customers tend to choose the least expensive item that you have on hand, so don't let them see your "stash" right away.

##### Strategies:


- **Popcorn Blitz Day**
  - o Pick a day during the Council blitz days (Sept. 1-15)
  - o Set a unit and per Scout fundraising goal for the day
  - o As a group, canvas a large neighborhood in your area
  - o Once goals are reached, have an ice cream or hot chocolate party in a nearby park





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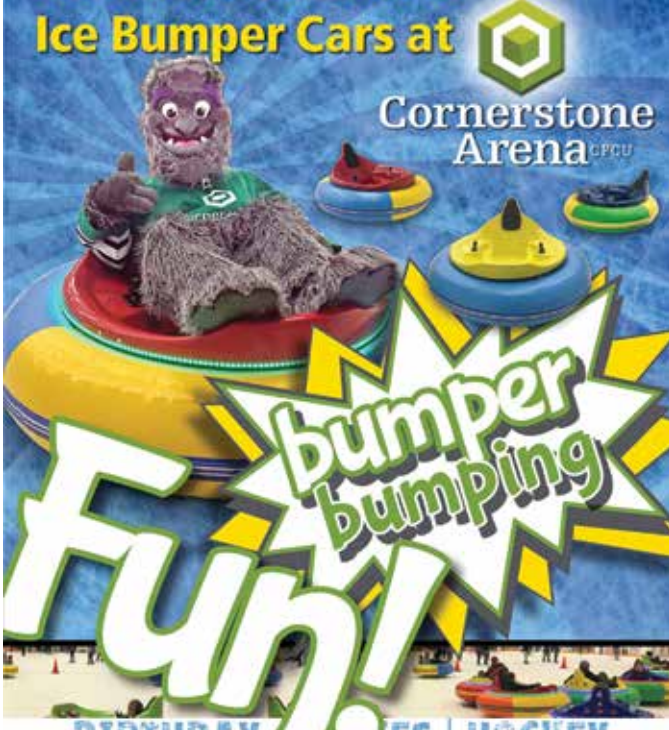


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