



Serving the 2006-2007 School Year

**Edited/Written by John Valentine, Cubmaster, year ending 2004
Ratified by the Executive Pack Committee, year ending 2004**

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MISSION

As a parent today, we cannot help being concerned about the many influences and situations that our sons could become involved in without our guidance and direction. Cub Scouting is a program designed to develop positive attitudes and character, while it captures the boy's interest in the use of crafts, games, skits, and other activities.

The mission of Pack 98 is to provide a positive atmosphere where the Scouts will grow and develop. Our ultimate objectives are citizenship training, character development, out-of-doors skills and respect, and personal fitness. In Cub Scouting, a framework is provided with guidelines upon which we build. We build upon the framework by inserting fun and excitement into the learning process. Many times, the boys do not realize that they are learning anything; they are having too much fun to recognize it. That's when we know we are doing it right! Cub Scout Pack 98 will operate under the rules and policies as set forth by the Boy Scouts of America (BSA) Charter and by-laws and the Pack by-laws provided herein. The Pack Committee will review and may suggest amendments to the bylaws to be adopted, amended, or interpreted as deemed necessary by the Executive Pack Committee.

BACKGROUND

The Program

In 1930, the Boy Scouts of America created a new opportunity called Cub Scouting for boys younger than Boy Scout age. A year-round, home-centered program used by chartered organizations, Cub Scouting emphasizes involvement between boys and their Parents, adult Leaders, and friends... In the multidimensional plan of the Boy Scouts of America, Cub Scouting is where it all begins. Currently, it is the largest of the organization's three membership divisions. (The others are Boy Scouting and Exploring.)

The Cub Scout colors are blue and gold. Blue signifies the sky, truth, spirituality, and loyalty. Gold stands for warm sunlight, good cheer, and happiness. Together they symbolize what Cub Scouting is all about.

Purposes

Cub Scouting has the following purposes:

1. Influence a boy's character development.
2. Develop habits and attitudes of good citizenship.
3. Encourage good sportsmanship and pride in growing strong in mind and body.
4. Improve understanding within the family.
5. Strengthen a boy's ability to get along with others.
6. Foster a sense of personal achievement by developing new interests and skills.
7. Provide fun and exciting new things to do.
8. Show a boy how to be helpful and do his best.
9. Prepare him to be a Boy Scout.

What is Cub Scouting?

Boys in the first through fifth grades (or ages 7, 8, 9, 10 or 11) may join a Cub Scout Pack and be assigned to a Den. These Dens usually meet at least once a week, with a Pack Meeting filling one of those weeks. More information on the Cub

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Scout rank structure can be found in the section titled "Rank Criteria".

Once a month, all of the Dens and family members gather for a Pack Meeting under the direction of a Cubmaster and Pack Committee. The Committee includes the registered, trained Leaders of the Pack.

Who Operates a Cub Scout Pack?

Like other phases of the Scouting program, Cub Scouting is made available to groups having similar interests and goals, which include professional organizations, and religious, educational, civic, fraternal, business, labor, and citizens' groups. These "sponsors" are called Chartered Organizations. Each Organization appoints one of its members as a Chartered Organization Representative. The Organization, through the Committee, is responsible for leadership, the meeting place, and related materials for Pack Activities. The Chartered Organization for Cub Scout Pack 98 is in Surprise, Arizona.

Activities

At Den Meetings, a Cub Scout may work on an activity, project or stunt for the next Pack Meeting. These activities may also be to work towards something required for his rank advancement. Sometimes the activities may just be for fun, and are at the discretion of the Den Leader as approved by the Cubmaster. Some of these activities may require family involvement at the meeting or continued work at home and in this way, Cub Scouting helps to strengthen family ties.

Pack Meetings are to be attended by boys and their families and give Parents a chance to see their sons in action. Most Pack Meetings are a compilation of many things. These may include: songs, skits, cheers, or stunts performed by the Dens; award and recognition ceremonies; information sharing between Dens, Leaders, and parents; upcoming events, activities, or fundraisers. Attendance by parents is HIGHLY requested at these meetings (required by Tiger Parents) to show support for the accolades the boys have worked so hard to earn since the last Pack Meeting.

Outdoor Program

Adventuresome outdoor programs are encouraged for Cub Scouts. These include Den field trips, picnics, outings, day camping, and resident camping. Because Cub Scouting is home-centered, family camping is also emphasized. Keep in mind however, the goals of outdoorsmanship on family campouts and the impact of 'RV Camping' on those goals. Out of respect for our goals and the common courtesy of other campers, please keep 'RV Camping' separate from Scouting. Families who wish to camp in 'RVs' of any kind (5th wheel, motor-home, pop-ups etc.) must do so separately from Scouting. Webelos Scouts are encouraged to go on overnight experiences and to conduct occasional joint outdoor activities with a Boy Scout Troop. Most BSA local councils conduct Cub Scout Day (or overnight) Camps, and many also provide resident camping experiences for Cub Scouts and Webelos Scouts.

Competitive Activities and Sports

Team sports and other competitive events occur within the Den, Pack and on an inter-Pack level. This might include but is not limited to: Cub Scout shows, pet shows, safe bicycle riding projects, pinewood derbies (miniature car racing on tracks), rocket derbies, regattas, kite-flying contests, Cub Scout Field Days

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(Expositions), and Cubmobile racing.

Cub Scouts are encouraged to be physically fit through the Cub Scout Sports Program, which offers twenty-one different sports. The Cub Scout Sports Program also affords the Scout additional opportunities to be recognized for their work by awarding Sport Belt Loops, Pins and Letters for activities completed with the Den or Pack.

Who Pays?

Groups responsible for supporting Cub Scouting are the boys and their Parents, the Pack, the Chartered Organizations, and the community. Packs also obtain income by working on approved money-earning projects. The community, including Parents, supports Cub Scouting through the United Way, Sustaining Membership Enrollment, bequests, and special contributions to the BSA local Council. This provides leadership training, outdoor programs, Council service centers, and other facilities, as well as professional service for units.

MEMBERSHIP

How to Join

Boys join Cub Scouting to have FUN -- to be with their friends and to have a good time. They are not yet as concerned with learning about values, or about making ethical decisions, or about becoming good citizens. However, boys' ideas of "having fun" do include more than just having a good time. For them, fun also means feeling accepted and finding out they can do things that are challenging, and feeling good about themselves. Learning respect, commitment, discipline, and showing up for meetings and activities is their half of Scouting.

Registration is the key to getting boys into Cub Scouting. The following are the procedures for joining Pack 98:

1. A Den Leader, or any Adult Leader, upon notification of intent by a prospective Cub Scout wanting to join Pack 98 will contact the Public Relations Chair with the new prospective Scout information. The Public Relations Chair will contact the appropriate Den Leader to then contact the interested family to set up a visit to attend a Den or Pack meeting to assist the family in making an educated decision on membership.
2. The Den Leader (or any other assigned Leader or Pack Committee member) should:
 - a. Contact the Parents to discuss the Cub Scout program, Parent support and the needs of the Cub Scout.
 - b. Provide a BSA Application, Cub Scout FAQ, and Uniforming Guide. Upon return of the completed Pack Application and signed family agreement, collect required registration fees.
 - c. Turn in the completed BSA Application and any other required forms to the Pack Committee Chair.
3. The Pack Committee Chair will:
 - a. Assign the boy to a Den.

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- b. Notify the gaining *Den* Leader.
- c. Turn in the completed Pack Application and fees to the Treasurer for submission to the Council Office.

At the beginning of the school year, our Pack will conduct a "Recruitment Night". These events are opportunities for boys to enroll into Scouting in one evening. This is a mass- registration event; therefore, the above registration guidelines may not apply. This program has its own agenda and goals. Most registration in the Pack happens on this night.

Inactive Membership

What would cause someone to be considered inactive?

A boy and his family may be considered INACTIVE by action of the Pack Committee, for anyone (1) or more of the following reasons:

1. The Den Leader deems it necessary to have a boy declared "inactive" to maintain discipline in the Den by misbehavior or inappropriate words or actions on part of the boy or the family members.
2. Three (3) consecutive Den Meeting absences and a reasonable explanation is not offered.
3. A total of Six (6) Den Meeting absences (approx. 20%) without approval of the Den Leader.
4. Obvious lack of interest on the part of the Scout and/or Parents or a conflict with another extra curricular activity (i.e. sports).
5. Family absence at two (2) consecutive Pack Meetings (approx. 20%). Family attendance at monthly Pack Meetings is an integral part of the Cub Scout experience. Failure to have family representation indicates a lack of interest on the part of the Scout and/or the Parents.
6. Failure to pay Dues or turn in fund raiser monies by the deadlines set by the Leaders or Committee.

Inactivity Procedures

Should any of the above reasons for inactivity exist, the Den Leader will document, in writing, the details of the situation and any contact he/she has had with the Parents regarding the situation. This documentation will be presented to the Cubmaster. Within seven (7) days, of receiving documentation from a Den Leader, the Cubmaster will begin action to investigate the situation(s). The Cubmaster will:

1. Contact the Parents of the Scout and present the situation(s) as documented by the Den Leader.
2. Attempt to resolve the situation(s) with the Parents
3. Discuss the results of the conversation(s) with the Parents to the Pack Committee Chairperson and the Den Leader involved

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4. Make recommendations, based on his findings, to the Pack Committee at the next Pack Committee Meeting or sooner as deemed necessary.

Effective on the date the Cubmaster contacts the Parents, the Scout in question is considered to be "On Probation". This initial probation period will be in effect until the next Pack Committee Meeting. The boy's participation in Den and Pack Activities while on probation shall be left to the discretion of the Cubmaster.

Executive Pack Committee approval is required before a Scout is considered Inactive.

Inactive Membership Status shall be in effect for the remainder of the school year. This may only be reversed by an approval of the Executive Pack Committee.

If, after the allotted time period has elapsed, the boy wishes to resume Cub Scouting, the Parents must contact the Pack Committee Chairperson to indicate the boy's renewed interest in Scouting. The Committee Chairperson will consult with the Cubmaster to identify Den vacancies. If there is a vacancy in the boy's former Den, the Den Leader will be consulted. If there are no vacancies in the former Den, the Pack Committee will determine the feasibility of placing the boy into another Den, pending the new Den Leader's agreement.

Should the current registration period expire, the boy will have been dropped from the active Charter and a new Pack Application will have to be accomplished, with the submission of the appropriate fees.

Inactive Membership Status is the last resort in resolving any and all problems. Every effort will be made to help the Scout and his family meet the requirements in Pack 98. Refunds of any dues, registrations, etc. will not be made for inactive boys.

FINANCES

Pack Dues (Registration fees)

Pack Dues are subject to change on an annual basis depending on the condition of the Pack's Treasury and need for funding. This amount may be changed as needed by a vote of the Executive Committee. Examples of Pack 98 Dues expenditures could include, but are not limited to the following:

1. BSA Recharter fees
2. *Boy's Life* Subscription
3. Pack Insurance (via the BSA)
4. Registration and/or Training of all Leaders and members of the Core Committee
5. Pack Event Patches

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6. Rank Awards
7. Sports and Academic Belt Loops
8. Other Special Awards and Patches 9 Pinewood Derby Car Kit

Subscription to Boy's Life Magazine is strongly recommended by BSA and the Pack. Boy's Life Magazine gives the Scout motivation and desire to continue in Scouting. Subscriptions also help the Pack earn the 100% Boy's Life Award and Quality Unit Award. For this and other reasons, the Pack 98 registration automatically includes a subscription to Boy's Life by decision of the Executive Committee.

Pack Dues are paid at each initial registration into Pack 98 for all new Scouts. Pack Dues for returning Scouts must be paid by the date set by the executive Committee. Any Scout who has not paid their Pack Dues by this date will be considered inactive by the Pack.

Registration entitles the member one (1) year membership in Pack 98. Because our Pack Charter Year begins in January, New Scouts will pay a prorated portion of these fees as set by the Executive Committee to bring them through to the re-charter in December.

Pack Dues are not refundable. Access to the Pack bank account and Scout Store account will be limited to the Treasurer, Cubmaster, and Committee Chairperson. Requests for reimbursement need to be pre-approved by the Treasurer, Cubmaster, and Committee Chairperson and may require a vote of the Executive Committee. With approval, receipts for purchase will then be reimbursed appropriately and expeditiously. Checks made out to Pack 98 will be deposited into the account within (7) seven days. The Pack Checkbook must be balanced on a weekly basis. The treasury status will be presented at each Committee meeting.

Financial Aid

In the event a boy cannot pay his dues, the boy or his parents should make the problem known to the Den Leader or Cubmaster. The Cubmaster will meet with the Committee Chairman, the responsible Den Leader, and the Treasurer. If all are in agreement, and the boy's parent(s) is actively involved in a committee position or leadership position, dues may be temporarily waived for the boy.

1. The identity of the boy and family will be kept confidential to all other parties.
2. The boy will be encouraged to participate in fundraisers to help offset the dues that are being waived.
3. Specific time frames will be determined as to when the boy will be able to begin paying dues again.
4. If at least one parent is not actively involved in Pack 98, as stated above, and no effort is made by the Scout to participate in

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fundraisers, then all financial aid will cease.

5. If the dues have been waived, the Pack will not pay for any other activities for the boy.

Fundraising

In order to raise money the Pack may conduct fund raisers. The Treasurer, Cubmaster, and Committee Chairperson are responsible for finances. To that end, they place the following guidelines, to govern fund-raisers and the use of money generated by the fund- raiser, into effect.

Anyone involved with Cub Scout Pack 98 wishing to hold a fund-raiser for the benefit of the Pack or for a Den within the Pack, must first request permission from the Executive Committee. The request must also explain what the funds will be used for. A 2/3 vote of the Executive Committee is required to approve a fund-raiser.

If the fund-raiser is for the benefit of a specific Den or Dens then the following additional requirements apply:

1. A written report on the amount of money earned and how it was disbursed will be presented to the Pack Committee at the first Pack Committee Meeting after the event.
2. A copy of the report will be available on request to the parent(s) of each boy who participated in the event.

FRIENDS OF SCOUTING: This is an annual fundraising program that is coordinated by the Grand Canyon Council. The funds raised are used to maintain the programs, leadership training, and camping programs that are run by the Grand Canyon Council. Our Pack is a member of the Grand Canyon Council. A District Representative will give a presentation during the year to explain this program and to seek funds from the parents/Pack. This is a national program.

Participation in fundraisers is not mandatory, but is highly recommended to ALL Scouts in the Pack. If a Scout chooses not to participate in a given fund raiser, then the Executive Committee may choose not to allow the Pack to pay for that Scouts advancement awards, in which turn the parents will be responsible for paying for those awards.

ADULT LEADERSHIP

What Is Leadership?

In Cub Scouting, leadership is working with boys and their families, and improving the life of your community by enriching the lives of the families who live in it. Leaders help boys respect their homes and families, and they also help families understand their boys by doing things with them.

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Adults volunteering to be Pack 98 Scouters, either as Pack Committee Members, or as Leaders working directly with the Dens, must fill out an Adult Registration Application. The Executive Committee, Chartered Organization Representative and District Scout Executive must approve this application.

Training

All persons volunteering for leadership positions, e.g.; Den Leader, Assistant Den Leader, Cubmaster, Assistant Cubmaster, or any other Committee Member, etc., **must** attend Leader training for their position within six months of assuming that position. These training records will be recorded and maintained by the Pack Trainer. Failure to obtain any training as decided by the Executive Committee will be removed.

Adult Leaders are strongly encouraged to attend training sessions and workshops in order to maintain and improve the quality of leadership for the Pack. These sessions and workshops include Fast Start Training, Basic Leader Training, Pow-Wows, Pack Leader's Meetings and monthly Roundtable Training meetings.

Leaders are responsible for setting a good example regarding the use and care of the Scout uniform. Leaders will wear uniforms to **ALL** Scout meetings and functions (or the class 'B' shirt if applicable). Leader uniforms are to be neat and clean and worn appropriately (tucked in and buttoned up). Patches should be sewn on in a timely fashion when awarded. This example will help to foster self respect in the boys and show them the importance of taking pride in their appearance and fostering a feeling of team spirit throughout the Pack.

Responsibilities

Leadership Responsibilities: All Leaders within Pack 98 are responsible for ensuring they portray the best role-model possible for each Cub Scout. In addition, all Leaders will ensure every opportunity is afforded to provide each Cub Scout with activities that promote the Cub Scout Promise, the Law of the Pack, and the Cub Scout Motto. Leaders will abide by the Pack bylaws and rules as set forth by BSA. Violation of these rules and bylaws will result in their dismissal from the Pack as determined by a 2/3 vote of the Executive Committee. Each Den **MUST** have a trained Leader and trained Assistant Leader. (2-deep leadership)

Pack Responsibilities: Pack 98 is responsible for providing the necessary recognition and awards to each Cub Scout as level towards rank, and rank achievement is accomplished. The Pack will also provide trophies and/or other rewards as necessary for special activities, e.g., Pinewood Derby, Pack finances permitting.

Parent Responsibilities: Parents of Cub Scouts are responsible for ensuring their son has the required uniform to wear for Scout activities. Parents are also responsible for ensuring the uniform is maintained in good condition and for sewing on new patches as they are awarded. (Save your self the trouble and **DO NOT USE** Badge Bond or other spray glues on patches!)

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Parents are further responsible for ensuring their son attends Den meetings, Pack meetings, and other Scout activities. Parents will be responsible for any transportation to Scouting events.

Parents are ultimately responsible for their son's behavior and that of any of their family members or their guests that may attend any of our Scouting events. Discipline over these persons is required at any event.

Parents must remain in contact with the Den Leader(s) to ensure that information can be exchanged about the progress of the boy on his path through Scouting.

Parents will ensure that they and their son and families/guests follow all rules and guidelines as set forth by BSA and in the Pack 98 bylaws.

Parents will maintain all Den and Pack dues current and will be responsible for fundraiser monies being turned in by the dates set by the Committee.

RANK CRITERIA

Tiger Cubs

Tiger Cub Dens are made up of first-grade or 7-year-old boys and their adult partners. The Tiger Cub program is regarded just as any other Den in Cub Scouting. The Den will consist of a Den Leader and Assistant Den Leader. They will meet on a weekly basis, with one of those meetings being the monthly Pack Meeting. The Tiger Cub will work in the Tiger Handbook to fulfill the requirements of his rank. Upon completion of the achievements, he is awarded the Tiger badge. The Tiger Cub badge is for boys who have completed all is parts of the five achievements, that is, five family activities, five den activities, and five Go See It outings.

Making my family special where I live

Keeping myself healthy and safe

How I tell it

Let's go outdoors

Bobcat

Every Scout must first earn this patch before starting on their Den Rank requirements. When a boy becomes a Cub Scout, his Den Leader and family shall teach him his seven (7) Bobcat requirements: learning the Cub Scout Promise, Law of the Pack, handshake, salute, sign, motto, and the meaning of Webelos.

Wolf

If a Cub Scout has completed the first grade (or is 8 years old) he may begin working on his Wolf achievements. There are twelve:

Feats of Skill Your Flag

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Keep Your Body Healthy

Know Your Home and Community Tools for Fixing and Building Start a
Collection Your Living World

Cooking and Eating

Be Safe at Home and on the Street Family Fun

Duty to God

Making Choices

Upon completion of the achievements, he is awarded the Wolf badge, and may continue to work on Wolf electives in twenty-two different areas. When a boy completes ten electives he receives a Gold Arrow Point. For each additional ten electives he receives a Silver Arrow Point.

Bear

When a Cub Scout has completed the second grade (or is 9 years old) he begins working on his Bear achievements. There are twenty-four achievements in four different groups: God, Country, Family, and Self. To achieve the Bear rank, the Cub Scout must earn his choice of twelve: one from the first group, three from the second group, and four from each of the third and fourth groups. The achievements are:

Ways We Worship Emblems of Faith

What Makes America Special?

Tall Tales

Sharing Your World with Wildlife

Take Care of Your Planet

Law Enforcement Is a Big Job!

The Past Is Exciting and Important

What's Cooking?

Family Fun Be Ready!

Family Outdoor Adventures

Saving Well, Spending Well

Ride Right

Games-Games-Games!

Building Muscles

Information, Please Jot It Down

Shavings and Chips

Sawdust and Nails

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Build a Model

Tying It All Up

Sports, Sports, Sports

Be a Leader

After achieving the Bear badge, a boy may concentrate on twenty-four Bear elective areas until he becomes a Webelos Scout. Gold and Silver Arrow Points are also awarded for these electives.

Webelos

After completing the third grade, a Cub Scout graduates into a Webelos Den. This is a special Den for boys in the fourth or fifth grade (or who are 10 years old). The Webelos Scout program is more challenging to the older boy -- in fact, he is now called a Webelos Scout and wears a different uniform signifying his new status. He may spend more time outdoors and on campouts. One of the main goals of Webelos is to prepare the boy for entry into Boy Scouts. A Den Chief may also be present from a local Boy Scout Troop.

The Webelos Scout begins work immediately on the Webelos badge. After the Webelos Badge is earned, he can work on earning additional activity badges. There are a total of twenty Webelos activity badges:

Aquanaut'

Artist

Athlete

Citizen

Communicator

Craftsman

Engineer

Family Member

Fitness

Forester

Geologist

Handyman

Naturalist

Outdoorsman

Readyman

Scholar

Scientist

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Showman

Sportsman

Traveler

As a fifth grader (or at age 10) he may earn Cub Scouting's highest award -- the Arrow of Light Award. After receiving this award, he is eligible to become a Boy Scout, or he may join a Troop at age 11 (or when he completes the fifth grade).

ADVANCEMENT

Advancement Program

Cub Scouts and Webelos Scouts have a plan of advancement for each boy that emphasizes learning by doing. The boy works on requirements based on his school grade or age. It is these advancement programs that help keep the Scouts and Parents motivated to continue in Scouting.

Pack 98 understands the importance of advancement. Part of each boy's Pack Dues is used to purchase the advancements and awards that the Scouts earn, and even more so with monies earned from fund raising.

In order to be eligible to receive an award, the Scout must be current on all dues (and fundraiser monies etc.). All rank, religious and other special awards will usually be presented at Pack Meetings. One (1) Parent, at a minimum, must be present for the presentation of a rank advancement. Scouts are expected to wear uniforms for award presentations. Belt loops and other minor awards may be presented at Den Meetings.

All advancements completed at District and/or Council events, including Summer Day Camp and Resident Summer Camps will be accepted by the Scout's Den Leader. If the Den leader was not present, then the Scout must provide written proof from the event that the advancement requirements were met. However, Den Leaders may repeat an advancement requirement with his or her Den at their discretion.

Cub Scout awards are to be awarded for participation in Cub Scout events, not for other extra curricular activities that a child may be enrolled in outside of Scouting. In this fashion the awards serve as an incentive to attend events or participate in activities with the Den or Pack. Den Leaders may, but are not required to assign alternate or homework assignments to make up for missed activities at their discretion.

These advancements/awards may include, but are not limited to:

Tiger Cub Scouts

Tiger Cub Belt Totems/Beads Service Pins

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Tiger Cub, BSA Patch (upon graduation)

Cub Scouts

Arrow of Light Badge
Award Cards
Bear Badge
Bobcat Badge
Gold and Silver Arrow Points
Instant Recognition Badge
Recruiter Strip
Religious Knots Service Pins
Sport/Academic Belt Loops
Sport/Academic Letters
Sport/Academic Pins
Summertime Activity Award
Webelos Activity Pins
Webelos Badge
Webelos Colors
Whittling Chip
Wolf Badge
World Conservation Award

Leaders

Leadership Awards
Service Stars
Trained Badges
Religious Pins
Sports Pins

ADDITIONAL PROGRAMS

RELIGIOUS EMBLEMS PROGRAMS: The Boys Scouts of America does not define what constitutes belief in God or the practice of religion. Rather, it provides access to programs and ideals that compliment the aims of all religions, with the result that religious organizations are the single largest category of chartered organizations for Packs. If your boy is interested in pursuing religious awards, then the Den Leader can seek the assistance of the Executive Committee to coordinate with the appropriate place of worship to institute such a program.

ACADEMIC AND SPORTS PROGRAMS: This is a program open for all age Cub Scouts. The boys can earn belt loops, pins, patches and letters for participating in the following academics/sports: art, chess, citizenship, communicating, computers, geography, heritages, mathematics, music, science, weather, wildlife conservation, badminton, baseball, basketball, bicycling, bowling, fishing, golf, gymnastics, marbles, physical fitness, skating, skiing, soccer, softball, swimming, table tennis, tennis, ultimate and volleyball by participating in these activities WITH THEIR DEN OR PACK.

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PATCHES AND PATCH VEST: The Cub Scouts earn many patches. Many of these are awards of rank, which becomes a permanent part of their uniform. There are also patches related to events and projects. Non rank patches and those that are not part of the uniform are to be worn by sewing them onto the red vest.

The awards from these programs are intended for participation in activities with the Den or Pack, not for other extra curricular activities that the boys may be involved in. Scout awards are for Scouts activities that Scouts participate in.

UNIFORMS

Uniforms for Cub Scouts

Pack 98 requires the following uniform for all Scouts:

1. Tiger Cubs should wear the official orange BSA Tiger T-shirt with the Tiger Cub hat.
2. Tigers may wear a neckerchief (optional), as the boys like to dress more similar to the older Scouts and also enjoy making neckerchief sliders as a Den activity.
3. Cub Scouts (Wolf and Bear) wear the official uniform blue shirt, Wolf or Bear neckerchief, slide (can be handmade), hat and the Cub Scout belt.
4. Webelos wear the official khaki uniform shirt with blue shoulder loops, the Webelos hat, neckerchief and slide (can be handmade) and the belt to match the uniform.
5. All boys may wear either blue/black jeans or dark blue/black pants. (Recommended is the navy blue uniform pant from most schools). All Scouts *may* wear the official BSA olive pants/shorts and olive red-topped socks. If chosen, they must be worn together. It is against BSA policy to wear the olive socks without the olive pants/shorts and vice versa. **NO CUT OFF SHORTS, SWEATPANTS, RUNNING OUTFITS, AND OTHER TORN OR SLOPPY APPAREL ETC., PLEASE!** Take pride in your appearance.

Except for the Tigers, all shirts should have the NCAC Council patch, Pack 98 numerals, WOSM Patch and Den Numeral. Webelos Dens may substitute the Den numeral with a patrol patch.

All registered members of Cub Scout Pack 98 are strongly encouraged to dress in the full uniform as prescribed by the BSA. The official Scout Patch Vest is encouraged, if available, during Pack Meetings and Pack activities. The "Class B Pack 98 T-shirt" or other Scouting T-shirts are also authorized when wearing of the uniform shirt would not be practical. Scouting T-shirts do not, however, take the place of the official Scout uniform.

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In order to participate in District or Council sponsored activities, it is required that all Cub Scouts and Scouters be in uniform.

Scouts should be given every opportunity to earn their Scouting uniform.

Uniforms for Leaders

Pack 98 requires the following uniform for all Leaders:

1. Official khaki uniform shirt with blue shoulder loops, optional olive pants or shorts (male or female)
2. Official yellow uniform shirt with dark blue pants or shorts (for female leaders)

All shirts should have the NCAC Council patch, Pack 98 numerals, WOSM Patch, the corresponding leadership role patch (e.g. Den Leader, Cubmaster, etc.) and the Trained patch. In addition, Den Leaders should also wear their Den number patch or their Webelos Patrol patch.

Pack 98 may choose to provide each registered Leader with the appropriate leadership patch at no cost to the Leader.

DISCIPLINE

Behavior Rules

The following rules will be enforced at all Den/Pack Meetings or any other Scout activity. Violation of these rules may result in Disciplinary Action:

1. Don't interrupt others
2. No nasty jokes
3. No punching or kicking
4. Listen to Akela and don't talk back
5. No cussing
6. Don't stick your tongue out or spit
7. No talking disrespectfully about other people

Disciplinary Action

All Scouts are expected to live by the Cub Scout Promise and the Law of the Pack. At times, problems with discipline arise. Disciplinary problems that disrupt Den or Pack activities will be handled in the following manner:

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1. Parents are to maintain discipline of their children, families and guests when involved in any scouting activity at any location.
2. The Den Leader, Cubmaster, or the Assistant Cubmaster will first counsel the Cub Scout (or family). If the behavior problems continue, the Parents will be contacted and the Cub Scout will be required to leave the activity. An early departure, due to behavioral problems, constitutes an absence for the full activity. Any and all achievement/award credit that the Scout may have earned while the Scout was at the activity prior to removal will be lost.
3. Cub Scouts that have been removed from three (3) Scouting activities due to behavior will be placed into Inactive Membership Status procedures. If the situation(s) cannot be resolved, the Pack Committee may permanently remove the Scout from the Pack.
4. Any Cub Scout who willfully damages, steals, loses, or destroys Pack, Den, personal or public property (including fundraiser items and collected monies) is responsible for any and all costs of repair or replacement. Depending on the circumstances of such an incident, the Scout may be permanently removed from the Pack as well.
5. A Scout can also be placed into Inactive Membership Status procedures if their family and/or guests violate any of the BSA rules & regulations or Pack 98 Bylaws.
6. Leaders and Committee members are also Scouts, and as such are bound by the same rules, bylaws and disciplinary actions. A Leader or Committee member can be removed from their position (without refund or recourse) for violating any of the Pack Bylaws, BSA policies or any other reasons as deemed necessary by a vote of the Executive Pack Committee.

General Guidelines and Common Sense Rules

When participating in a Scout activity such as a Den or Pack meeting, or any other type of outing, trip, campout etc., the Pack expects the Scouts and their families to act as if they are on School grounds. Even when out on a campout, everyone must conduct themselves within the guidelines of the BSA's Guide to Safe Scouting, the Pack 98 Bylaws and with some basic common sense and respect for others around you. As a reminder, the following items are prohibited on Pack 98 outings:

8. Drugs & Alcohol of any kind
9. Tobacco (Smokers MUST NOT smoke around or in front of Scouts. Move to designated area only)
10. Dogs & other pets (Having a pet at a Scout function is a liability for the Pack, the School, and BSA.)

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11. 5TH wheels, pop-up trailers, motor-homes, etc...
12. Generators
13. TV's, Video Games, Game Boys, etc... and other such devices which do not foster outdoorsmanship
15. Bad attitudes PACK AND DEN REQUIREMENTS

Dens

Pack 98 shall consist of as many Dens as needed, provided that there enough adults to lead each den. Each Den MUST have a trained Den Leader and Assistant Den Leader (2-deep leadership). It is recommended that the Dens be comprised of approximately eight (8) to ten (10) Scouts. The Den Leader holds the final decision on the number of boys placed in his/her Den. The Den Leader may limit the number of boys in the Den to less than 8 or accept more than 10 with Cubmaster and Committee Chairperson approval. When additional Dens are needed, the Cubmaster will consult with the Pack Committee for assistance in recruiting additional leadership.

In the event that a Scout has the desire to change Dens, the Pack Committee must have a written request from the Parents indicating the reason for the transfer and which Den the Scout would like to go into. This may be done one (1) time only. The Pack Committee, Cubmaster, gaining Den Leader and losing Den Leader, must approve transfers.

The Den Leader may request having a boy transferred from his/her Den. The Scout will not be transferred without a meeting with the Parents and the other Den Leader. The gaining Den Leader must agree to the transfer to his/her Den. This may be an alternative to suspension. The Cubmaster and Pack Committee Chairperson must approve any and all transfers.

Den Policies

Dens meetings must be at least one (1) hour in length. Dens will meet at least once a week (one of those meetings will be a Pack meeting) except during the set holidays, breaks, and summer vacation. The Executive Committee may also add other non- meeting exceptions to the calendar as deemed necessary. The Den Leader shall determine the place, day and time of meetings. Pack 9S has a "two-deep leadership" policy. It is required that at least one (1) Registered Leader ALWAYS be present at all Den Meetings and/or activities. This can be a Den Leader or Assistant Den Leader. In the event that either the Den Leader or Assistant Den Leader cannot be present, one of the Parents will be expected to volunteer to stay in support of the present Registered Leader. If neither of the trained Leaders can be present, then either another Leader will have to substitute or the meeting/activity be cancelled for that Den.

Den Dues

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Each Den Leader will determine if their Den will collect Dues, what they will be used for, the rules and regulations for absent boys, etc. Den Dues amounts will not be more than \$2.00 per meeting. Den Dues will not be added to the Pack Treasury. It will be the Den Leader's responsibility to collect and maintain proper records of Den Dues collections. Den Dues are subject to change as decided on by each individual Den Leader as approved by the Cubmaster. These amounts may vary depending on the condition of the Den's funds and/or need. Dues may be used for any purpose as decided on by the Den Leader as approved by the Cubmaster. These funds are collected, recorded and maintained by the Den Leader, (not the Treasurer) for use by the Den. The following are some examples of Den Dues expenditures:

10. Arts/Crafts
11. Den Campouts / outings
12. Special awards or patches specific to the Den (ex: custom designed patrol patches)
13. Den flag
14. Refreshments
15. Parental recognition 16 Uniforms

Den Outings/Field Trips

Den Leaders will request permission from the Parent, via a Permission Slip, for all Den outings/field trips when the Parent(s) will not be present. On the occasional trips or events where the Parent attends, a Permission Slip is not required, but is encouraged. In addition, it is recommended that the Den Leader obtain a Class 1 BSA Health Form for each boy in his Den. The Den Leader is required to have these forms on their person at every outing or field trip regardless if the boy's parent is present at the event.

Each Scout, on returning to the area from an outing, MUST be met by the parent, or pre-determined person before he is released by the Den Leader, or Leader in charge of the outing. If the Parent is not meeting the Scout, then written permission should be provided to the Den Leader or Leader in charge to release the child to another adult. The Scout's Parent is responsible for making all arrangements for meeting their child. Should the Parent or pre-determined person not come to claim the Scout, it is the Leader's responsibility to contact the family to make arrangements to deliver the Scout to his Parents.

Camping

The following policies are directly from the BSA's *Guide to Safe Scouting* and will apply to Cub Scout Pack 98:

The Boy Scouts of America has established the following guidelines for

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its members' participation in camping activities:

- * Overnight camping by Tiger, Wolf, and Bear Cub Scout Dens as Dens is not approved and certificates of liability insurance will not be provided by the Boy Scouts of America.
- * Tiger Cubs may participate in boy-parent excursions, day camps, Pack overnights, or Council- organized family camping.
- * Wolf and Bear Cub Scouts and Webelos Scouts may participate in a resident overnight camping program operating under BSA National Camp School trained leadership and managed by the Council.
- * A Webelos Scout may participate in overnight Den camping when supervised by his parent or guardian. It is essential that each Webelos Scout be under the supervision of an adult. Joint Webelos Den - Troop campouts including the parents of the Webelos Scouts are encouraged to strengthen ties between the Pack and Troop. Den Leaders, Pack Leaders, and parents are expected to accompany the boys on approved trips.
- * Family camping: an outdoor camping experience, other than resident camping, that involves Cub Scouting, Boy Scouting, or Venturing program element} in overnight settings with two or more family members, including at least one BSA member of that family. Parents are responsible for the supervision of their children, and Youth Protection guidelines apply.

Because Cub Scouting is home-centered, family camping is also emphasized. Keep in mind however, the goals of outdoorsmanship on family campouts and the impact of 'RV Camping' on those goals. Out of respect for our goals and the common courtesy of other campers, please keep 'RV Camping' separate from Scouting. Families who wish to camp in 'RVs' of any kind (5th wheel, motor-home, pop-ups etc.) must do so separately from Scouting. Webelos Scouts are encouraged to go on overnight experiences and to conduct occasional joint outdoor activities with a Boy Scout Troop. Most BSA local councils conduct Cub Scout Day Camps, and many also provide resident camping experiences for Cub Scouts and Webelos Scouts.

Council-Organized Family Camp

Council-organized family camps are overnight events involving more than one Pack. The local Council provides all of the elements of the outdoor experience, such as staffing, food service, housing, and program. These are often referred to as Parent/Pal or Adventure weekends. Council-organized family camps should be conducted by trained leaders at sites approved by the local Council. In most cases, the youth member will be under the supervision of a parent or guardian. In all cases, each youth participant is responsible to a specific adult.

Overnight activities involving more than one Pack must be approved by the Council. Council- organized family camps must be conducted in accordance with established standards as

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given in National Standards for Council-Organized Family Camping, No. 13-408.

Pack Overnights

These are Pack-organized overnight events involving more than one family from a single Pack, focused on age-appropriate Cub Scout activities and conducted at Council-approved locations (councils use Site Approval Standards, No. 13-508). If nonmembers (siblings) participate, the event must be structured accordingly to accommodate them. BSA health and safety and youth protection guidelines apply. In most cases, each youth member will be under the supervision of a parent or guardian. In all cases, each youth participant is responsible to a specific adult.

At least one adult on a Pack overnights must have completed Basic Adult Leader Outdoor Orientation (BALOO, No. 34162A) to properly understand the importance of program intent, youth protection guidelines, health and safety, site selection, age-appropriate activities, and sufficient adult participation. Permits for campouts shall be issued locally. Packs use Local Tour Permit Application, No. 34426B.

Pack Meetings

Pack 98 usually meets on the fourth Wednesday of each month in the Multi-purpose room (gym) of West Point Elementary School. The school is located on the Northeast corner of Litchfield and Greenway roads. The meeting time starts at 6:30PM and can run until approximately 8pm. The date, time and place of the Pack Meeting are subject to change occasionally due to holidays, school schedules or special events.

It is expected that the Parents attend Pack Meetings with their son. If this occasionally is not possible, the Parent should appoint a substitute to accompany the Scout (i.e., neighbor, friend, relative).

The Pack meeting is a very important part of the Scouting program. Family participation is greatly encouraged. Some of the reasons why Parents should attend the monthly Pack meetings are:

1. Parents see examples of son's handicraft and Den projects
2. Parents see how he is progressing in his Scouting career
3. Parents see their son participate in ceremonies and skits
4. Parents learn of upcoming Cub Scouting events
5. Parents have to opportunity to show their son how proud they are of him

Pack Committee

The Pack Committee shall consist of the following member positions, all of which will be held by Registered and Trained Adult Leaders or Scouters and be known as

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the Committee:

1. Chartered Organization Representative
2. Executive Committee Officers
3. Den Leaders
4. Assistant Den Leaders
5. Pack Trainer
6. Advancement Chair
7. Public Relations Chair
8. Any other Committee positions as deemed necessary by the Committee

Parents may serve on the Committee as Registered Committee Members or Non-registered Members at-Large. These positions are non-voting positions, but their opinions and views are very important to the success of the Pack's Scouting program.

Executive Pack Committee

The Executive Pack Committee shall consist of the following member positions, all of which have voting authority and will be held by Registered and Trained Adult Leaders or Scouters and be known as the Executive Committee:

- 9 . Cubmaster
10. Committee Chairperson
11. Assistant Cubmaster
12. Treasurer
13. Secretary
14. Outdoor Chairperson

The Executive Committee is the overall administrative body of the Pack and is solely responsible for adopting, amending and interpreting the Pack by-laws. The committee is responsible for the Pack calendar, recruiting Pack leadership, the Pack Budget, the Pack recharter and all paperwork required to maintain the Pack in good standing with the BSA and the Grand Canyon Council.

Pack Committee Meetings

All subordinate Committee positions, such as the Treasurer, Secretary, Outdoor

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Chairperson, Pack Trainer, Public Relations Chairperson, etc... will report to and be administrated by the Committee Chairperson.

The Pack Committee Chairperson will hold a meeting with the members of his/her Committee deemed necessary to conduct Pack business on the Sunday following the Roundtable meeting (held the 2nd Thursday of each month). Pack business will be dealt with and then reported at the Leader's Meeting.

The Pack Leader's meeting will follow the next day, Monday, with the Cubmaster, Committee Chairperson, Den & Assistant Leaders, and any other Committee members deemed necessary. The purpose of this meeting is to provide a summary of the Executive Committee meeting, and more so to discuss how to run the Den and Pack meetings. Planning Pack and Den activities, ceremonies, advancement and other Den/Pack related items are to be handled in these meetings along with any Scout or parental issues that may arise.

The Pack Committee and Leader's Meetings are held for the purpose of conducting the business of the Pack. Due to inevitable situations that may arise in the lives of Committee Members, the presence of 51 % of those ABLE to attend any regularly scheduled Pack Committee Meeting shall comprise a quorum to conduct Pack business. At least one (1) Den or Assistant Leader (or representative) from each Den must attend the Leader's Meeting.

Emergency Pack Committee or Leader's Meetings will be called only when business matters must be voted upon in a timely manner. To enforce the matter/activity at hand, an emergency meeting needs the approval of the Cubmaster or Committee Chairperson and at least two (2) additional Executive Committee members. In the absence of the

Pack Secretary, the members present must insure that a record of the meeting is made and included in Pack 98 files.

If a parent or boy or leader has a complaint or suggestion, they are urged to bring their ideas to the attention of the Pack Committee Chairperson or Cubmaster at any time to be discussed and resolved as is appropriate.

Activity Calendar Planning Meeting

The Pack Committee Chair is responsible for creating the Calendar of events for the Pack. This is done with heavy cooperation with the Outdoor Chairperson and any other needed Committee members. The goal is to have the entire school year's calendar planned within the 1st month of returning to the school year. Ideally, this would be done over the summer for the upcoming school year. This may require additional meetings or contact in order to complete the task.

The Annual Plan will then be presented to the Executive Pack Committee for vote at the August Meeting. Once approved, the Annual Plan will be distributed to all as soon as possible.

PARENTS PART IN SCOUTING

Parents must understand, before their son joins Pack 98 that Cub Scouting is a

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program for them to use with their son. The program is family-based and will not succeed without participation on the part of both the Scout and his Parents. If our Pack is to be successful, each family must share in the administration of the Cub Scout program. Cub Scouts is not daycare for children to be dropped off at each week by their parents.

General Requirements

By signing up their son into Pack 98, Parents agree to do their best to:

1. Bring your son to every possible Pack/Den meeting and other Scout activities
2. Help when needed by the Pack or Den
3. Have the family represented by, at the least, one (1) Parent at every Pack Meeting.
4. Bring the entire family to Pack Meetings, when possible (responsibility of control of Cub Scout's siblings or guests resides with the Parents).
5. Actively participate in Den and Pack activities, to include fund raising.
6. Assist at the Pack Meetings by showing the proper courtesy to our Scouts by maintaining quiet.
7. Help the Pack achieve the goals set each year.
8. Assist Den Leader(s) when called upon.
9. Before leaving the area for leave, vacation or leave of absence, send notice to their son's Den Leader stating the dates he will be absent from the area.
10. See that the Scout has the opportunity to earn his Den Dues and that he meets this obligation regularly.
11. Remind the Scout to bring all necessary items to Meetings, to include his Cub Scout book and uniform.
12. If the family is to move out of the area, notify the Cubmaster and Den Leader in advance in order to get transfer of registration and verification of rank advancement for presentation to the new Unit Leader at the new location.

RE-CHARTERING

The Charter Year for Pack 98 extends from 1 January to 31 December of a given

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calendar year. Funds collected with registration are used to pay all re-charter fees. Prior to the October Pack Meeting, each Cub Scout and Scouter who intends to continue affiliation with, and participation in, Pack 98 must formally declare that intention. This helps the Pack keep accurate records in membership and also assists in the application of the proper fees. This may be done by notifying the Den Leader, Cubmaster or Pack Committee. Those individuals who do not declare the intent to continue will be dropped from the re-charter listings. Once dropped from the Pack Charter, a new Pack Application or Adult Registration Application must be submitted with the appropriate fees to reinstate membership.

The Cubmaster, Committee Chairperson and Treasurer are responsible for fulfilling all requirements necessary for Pack Charter renewal.

ACTIVITIES

Pack Activities

Pack Activities include, but are not limited to:

1. Pack Pinewood Derby
2. Blue and Gold Banquet
3. Family Campouts
4. Fund Raising
5. Parades
6. Holiday Parties

During the summer months (June, July and August), Pack 98 does not have formal Pack Meetings. The Pack Meetings are replaced with monthly activities/events, which help the Scout earn the Summertime Activities Award. The Summertime Activity Awards are earned by having the Scout attend at least three of the Summertime Activities planned for that summer. Events can include family campouts, field trips to local points of interest, cookouts, sporting participation events, and hikes. There will be a Halloween/Fall dress up party and a Christmas celebration. If this is in conflict with your religious or personal beliefs, then notify your Den Leader and you will not be required to attend, nor will these absences count against you.

District Activities

District Activities include, but are not limited to:

1. District Pinewood Derby
2. Camporees

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3. Summer Day Camp
4. Parent-Son Weekends

These events help the Pack stay active in the community and also help us provide "Good Turns" to our neighborhoods.

Council Activities

Council Activities include, but are not limited to:

1. Scouting for Food
2. Scout-o-Rama
3. Council sponsored campouts/day camps
4. Council Pinewood Derby

As our boys are out and active in the community, they are often photographed for publication in local newspapers and for the Pack's web-page. The Pack is not responsible for isolating boys whose parents do not wish their image to appear in these publications, etc. If a parent wishes their child not to appear in these circumstances, then they must assume an active role in preventing their child from appearing and work with the Den Leader's to try to minimize this exposure. If a picture does appear on the web-page, the parent can notify the Cubmaster who can remove it as soon as possible, but other publications are not always under Pack control.

MICELLEANOUS

Changes to the Bylaws

The following procedures will be used to submit, make and approve amendments to these Bylaws:

1. Only members of the Pack Committee *may* submit amendments.
2. Amendments must be submitted in writing.
3. The Cubmaster and Committee Chairperson must review the amendment.
4. Only registered Executive Committee Members may vote on Bylaw amendments.
5. Passage of the Amendment will require a 2/3 majority of all voting members present.
6. Proxy votes may be accepted with Cubmaster and Committee Chair approval.

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Pack 98 Bylaw Family Promise

We ask each boy and his parent or guardian to print this “**Pack 98 Bylaw Family Promise**” and sign this that they understand these rules and promise to do their best to abide by them, and understand that a failure to do so will result in that the boy’s status being deemed ‘inactive.’ We also promise to do our best, to do our duty, to God and our country, to help other people and to obey the Law of the Pack!

Printed
Name:

Parent / Guardian

Cub Scout

Signed:

Parent / Guardian

Cub Scout

Date

This page is a Pack 98 copy and is to be given to your Cub Scout Leader - it will be filed and kept by the Committee Chairperson.