

**General Feedback Received (from Scouts, families, Charter Org):**

- General consensus that we need to do more outdoor activities overall.
- Our Charter Org would like to see us utilize the camping area at NFGA more (and generally we as leaders agree!)
- Some of the Scouts have suggested we do more outdoor sports-type activities.
- Consensus of Parents/Den Leaders seems to be that combined Den Meetings are still best, schedule-wise, but there is still some concern about crowding/noise/distractions. Would be nice to have separated areas to break out to as needed. Possibly have 1 meeting a month at Scout homes (rotating basis)?
- Some families expressed interest in participating in Parades.

**Roles and Responsibilities:**

Pack Committee...

Committee Chair (CC) –Eric Garbos.

- Plan is to find a replacement sometime in the foreseeable future, but Eric will remain as needed. In the meantime any unfilled Committee Roles (Advancements, Recruiting, Fundraising, etc) default to the CC's plate but may require help from the rest of the Committee to keep up with.
- Responsible for defining Committee Roles, maintaining adequate leadership, overseeing the planning of the Pack Program, and coordinating with the Cubmaster on the execution of that plan.

Secretary – Jennifer Apt.

- Plan is for Jeny to remain in this position for the year. Until we recruit an Advancements Chair, Membership Chair, PR Chair, and Fundraising Chair we may have to lean on the Secretary a bit more to keep up with paperwork in these areas.
- Responsible for helping other leaders with necessary forms and paperwork, helping maintain the Pack official records (roster, attendance, advancement, etc), handling correspondence on behalf of the Pack, tracking inventory, and taking/distributing meeting minutes. The Secretary will also act as a focal point to help log Pack/Den Service Project activities in the Good Turn for America website.

Treasurer – Janice Palmer.

- Plan is for Jan to transition this to a new Treasurer by December. In the absence of a Fundraising Chair Jan has also done a lot to help cover this role, but is no longer able to. Recruiting efforts need to be pushed for both of these roles.

- Responsible for determining financial plan (Annual Budget) with CC and CM, approving expenditures in keeping with the budget/Committee decisions, maintaining Pack bank account and records and reporting status to Pack Committee, and collecting monies owed.

Blue & Gold Banquet Chair – Jennifer Apt.

- Plan is for Jeny to remain in this position for the year.
- Responsible for putting together a subcommittee of leaders and parents to plan and provide for the Blue & Gold Banquet in February.

Derby/Regatta Chair –Paul Martin.

- Plan is for Paul to remain in this position for the year.
- Responsible for putting together a subcommittee of leaders and parents to plan and provide for the Pinewood Derby in March, the Raingutter Regatta during the summer, Space Derby in the fall, and associated workshops as desired.

Pack Trainer –Eric Garbos.

- Plan is for Eric to remain in this role in the long term.
- Responsible for encouraging Leaders to attend required and ongoing training, identifying training opportunities, and maintaining Pack training records. The Pack Trainer should be an experienced Scouter who can help other new Leaders come up to speed, for example conducting occasional “Leadership Enhancement” sessions at Leader meetings, and may help maintain a consistent Pack culture in the long term as parents often pass through a Pack with their child in a few short years.

Popcorn Kernel –Jesse Palmer.

- Plan was to recruit a new parent for this role at the beginning of September, but this has not happened. Jesse has this well in hand and at this point he will see this through the 2011 Popcorn season (through November).
- Responsible for working with CM and Committee to set popcorn sales goals and incentives, attending District Popcorn training and conducting Pack Popcorn Kickoff, collecting/submitting popcorn orders and prize selections, and encouraging Scouts and families to *sell sell sell* by explaining the benefits and providing how-to guidance.

Advancements Chair – TBD.

- Recruitment efforts need to target finding a candidate for this position.
- Responsible for helping Den Leaders with Advancements criteria, assembling Advancements data (for example via Pack Master or via paper records from Den Leaders), filing Advancements Reports to Council, ordering/obtaining badges and insignia, and promote proper wearing of uniforms and insignia use.

Membership/Recruiting Chair – TBD.

- Recruitment efforts need to target finding a candidate for this position.

- Responsible for maintaining Pack roster and proper registration of members, connecting new families with Den Leaders, driving the Annual Rechartering process, coordinating with CC and CM to plan and execute recruiting efforts, and following up with graduated Scouts to help secure Den Chiefs.

Fundraising Chair – TBD.

- Recruitment efforts need to target finding a candidate for this position.
- Responsible for working with the CM, CC, and Treasurer to identify budget needs and plan fundraising events, submit Money Earning Applications, coordinate volunteers, and maintain Pack fundraising materials and inventory (for example, maintain a stock of items for sale, with an eye for obtaining them at low sale prices or via donation). Often the Fundraising Chair also serves as the Popcorn Kernel.

Public Relations Chair – TBD.

- Recruitment efforts need to target finding a candidate for this position.
- Responsible for identifying opportunities for community outreach (e.g. Service Projects for the city, schools, Charter Org), promoting family participation in events, drafting/distributing newsletters, and sending notices to public media.

Outings Chair – TBD.

- Recruitment efforts need to target finding a candidate for this position.
- Responsible for working with CM to suggest and plan Outings, and ensuring compliance with proper permits, transportation, First Aid, and BALOO/OWL trained leadership.

Friends of Scouting Chair – TBD.

- Recruitment efforts need to target finding a candidate for this position.
- Responsible for coordinating Pack's participation in the Friends of Scouting program (including attending District FOS kickoff), and encouraging families to contribute.

Parades Chair – TBD.

- Recruitment efforts need to target finding a candidate for this position.
- Responsible for coordinating Pack's participation in parades in the community, for example Scouting Units often participate in Veteran's Day and Memorial Day parades. May work closely with the PR Chair to identify such opportunities.

Direct-Contact Leader Team...

Cubmaster (CM) – Presently Becky Garbos.

- Plan is for Becky to hand off this role to Paul Martin at the October Pack Meeting, and then Paul will complete the year as Cubmaster.
- Responsible for coordinating the Den Leaders, planning the monthly Pack Meeting, working with the Pack Committee to plan Pack-wide events and recruiting efforts, and generally acting as the "Pack Cheerleader" to keep Scouts and families interested and engaged in the program. The Cubmaster is "THE Unit Leader" of the Pack and in many ways its heart and soul.

Assistant Cubmaster (ACM) –Paul Martin.

- Plan is for Paul to transition to Cubmaster in October. A new Assistant Cubmaster should be identified sometime thereafter to be groomed as his eventual replacement - it's typically encouraged for the Cubmaster role to roll over about every three years.
- Responsible for working with the CM to assist them as needed, and to be prepared to fill in for or succeed the Cubmaster.

Den Leaders:

Tiger Den Leader (TDL) – Jeny Apt  
Wolf Den Leader (DL) – Paul Martin  
Bear Den Leader (DL) – Bob Julian  
First Year Webelos Den Leader (WDL) – Ashwini Dhanaraj  
Second Year Webelos Den Leader (WDL) – Jesse Palmer

- Plan is for these leaders to remain in these roles, and graduate with their Den to the next rank the following year, excepting Jeny who will remain as TDL and help recruit a new Wolf DL each year.
- Responsible for running weekly Den Meetings, working with Scouts and families to complete and track Advancement requirements/electives/other awards, and acting as a focal point of contact for Scouts and families of each age group. The Dens are where the majority of the Scouting Program really occurs, and Den Leaders are the primary drivers of the Scouts' involvement.

Assistant Den Leaders:

Asst. Wolf Den Leader – TBD  
Asst. Bear Den Leader – TBD  
Asst. First Year Webelos Den Leader – TBD  
Asst. Second Year Webelos Den Leader – Wayne McGowan

- Plan is for these leaders to remain in these roles, and graduate with their Den to the next rank the following year.
- Responsible for helping the Den Leader as needed – often helping with record keeping – and filling in when the Den Leader is unavailable. The Tiger Den does not generally need an Assistant Den Leader as there is a parent directly involved with each Scout that can help.

Den Chiefs:

Tiger Den – TBD  
Wolf Den – TBD  
Bear Den Leader – Neel Dhanaraj, Troop 261  
First Year Webelos Den – Nick Kelly, Troop 261  
Second Year Webelos Den - TBD

- Plan is for these Boy Scouts to continue year after year with the same Cub Scout Dens, provided they're available and interested in staying with the Pack. Outreach by the Leadership team is needed to local Boy Scout Troops to obtain more Den Chiefs – focus possibly on former Pack 425 members.

- Responsible for helping the Scouts of the Den to achieve, acting as a good example for the Cub Scouts to look up to, encouraging Cub Scouts to continue into Boy Scouting, and assisting the Den Leaders as needed. Note that a Den Leader may help with leading the Den but they are still a Youth, not an Adult.

#### **High-Level Goals (Primary Drivers for the Program for the Year)**

- Earn Pack-level Awards and support Dens each earning Den-Level Awards (Rudyard Kipling, Summertime, Wildlife Conservation, etc.)
- Earn Leadership Awards (encourage required training, Roundtable attendance, etc)
- More leader training (BALOO/OWL, Wood Badge, Scouting University) and recruiting (fill in existing openings and continue to grow the pack)
- Improve Pack communication (create a Pack 425 handbook, poll families for preferred contact methods, consider Facebook page, and try to avoid overuse of email)
- Strengthen Outdoor program – utilize NFGA Camping Area for campfires, campouts, etc.
- Utilize Packmaster for centralized Pack records – facilitates Internet Advancements and Rechartering. Not every Leader *has* to install/use it, but they should pass the info on to have it entered by someone else.
- Achieve Journey to Excellence Gold Award (we are well on our way to doing so!)
- Participate in Parades (some interest has been expressed by families, and it's good visibility in the community).
- Attend more District/Council events and foster relationships with other Units.
- Do more Service Projects (both Pack and Den).
- Ensure budget is covered by fundraising, and as much is covered as possible without parents having to pay out of pocket. Popcorn is absolutely key to this effort!
- Try to keep Planning efforts ahead of events – Complete Annual Planning as early as possible, and monthly planning meetings should be focused 1-2 months out.
- Focus on the Scouts, keep positive, and avoid drama. Trust other leaders and parents to *do their best* without sweating the small stuff. Keep it fun for the kids so they stay engaged and learning – Cub Scouting is “a game with a purpose!”

#### **Calendar of Events (Specific Plans to Support the Pack Goals):**

Listings are DATE – EVENT – LOCATION – CONTACT PERSON

September 2011 – Theme: Cooperation

9/6/11 – Welcome Back Den Meeting / Popcorn Kickoff – Broad Street School - Jesse

9/9/11 - Roundup 1 – NFGA – Eric

9/10/11 – Cleanup Day – NFGA - Eric

9/13/11 – Den Meetings – Broad Street School - DLs

9/14/11 – Roundtable – LDS Church on Concord St – District

9/14/11 – Open House – Broad Street School - Eric

9/16/11 – Pack Meeting – NFGA - CM

9/17/11 – Cookout Fundraiser – NFGA - Eric

9/20/11 – Den Meetings – Broad Street School - DLs

9/24/11 – Popcorn Show-N-Sell - Hudson Walmart - Jesse

9/25/11 – Family Hike - Eric

October 2011 – Theme: Responsibility

10/2/11 – Committee Meeting (Nov/Dec Planning) – Garbos Household - CC

10/4/11 – Den Meetings – Broad Street School - DLs

10/5/11 – Den Leader Meeting – Garbos Household - CM

10/7-9/11 – 2011 NH Jamboree – Waterville Valley Resort - Council

10/11/11 – Den Meetings – Broad Street School - DLs

10/12/11 – Roundtable – LDS Church on Concord St – District

10/15/11 – Apple Picking – Lull Farm, Hollis NH - Becky

10/18/11 – Den Meetings – Broad Street School - DLs

10/21/11 – Pack Meeting / Halloween Costume Party – NFGA – CM

10/22/11 – Leader-Specific Training – LDS Church on Concord St - District

10/25/11 – Orientation for IOLS/OWL Training in November - District

10/28/11 – Roundup 2 – Broad Street School – Eric

10/28-29/11 – Scout Memorabilia Show – Camp Carpenter, Manchester NH - Council

10/29/11 – Den Chief Training – St. Patrick's Church, Nashua - District

TBD – Popcorn Show-N-Sells at Shorty's (and others?) – Paul / Jesse

November 2011 – Theme: Citizenship

11/1/11 – Den Meetings – Broad Street School – DLs

11/3/11 – Den Leader Meeting – TBD - CM

11/5/11 – Scouting For Food (Tag Distribution) – District

11/5-6/11 – IOLS Outdoor Leader Training for Boy Scouts - District

11/6/11 – Committee Meeting (Dec/Jan Planning) – TBD - CC

11/8/11 – Den Meetings – Broad Street School - DLs

11/9/11 – Roundtable – LDS Church on Concord St – District

11/11/11 – Veteran's Day Parade – Main St Nashua - Paul

11/12/11 – Scouting For Food (Food Collection) – District

11/15/11 – Den Meetings – Broad Street School - DLs

11/18/11 – Pack Meeting / Space Derby – NFGA – CM

11/26/11 – Winter Holiday Stroll – Main St Nashua - Eric

December 2011 – Theme: Positive Attitude

12/1-16/11 - Coat Drive - TBD

12/1/11 – Den Leader Meeting – TBD - CM

12/4/11 – Committee Meeting (Jan/Feb Planning) – TBD - CC

12/6/11 – Den Meetings – Broad Street School - DLs

12/11/11 – Manchester Monarchs Scout Family Day - Council

12/13/11 – Den Meetings – Broad Street School - DLs

12/14/11 – Roundtable – LDS Church on Concord St – District

12/16/11 – Pack Meeting – NFGA - CM  
12/20/11 – Den Meetings – Broad Street School – DLs  
TBD – Sledding – Nashua High School North - TBD

January 2012 – Theme: Perseverance

1/3/12 – Den Meetings – Broad Street School - DLs  
*1/4/12 – Den Leader Meeting – TBD - CM*  
*1/8/12 – Committee Meeting (Feb/Mar Planning) – Garbos Household - CC*  
1/10/12 – Den Meetings – Broad Street School - DLs  
*1/11/12 – Roundtable – LDS Church on Concord St – District*  
1/17/12 – Den Meetings – Broad Street School - DLs  
1/20/12 – Pack Meeting – NFGA - CM  
TBD – CoCo Key Winter Swim Day – CoCo Key, Waterbury CT - TBD

February 2012 – Theme: Honesty

*2/1/12 – Den Leader Meeting – TBD - CM*  
2/4/12 - Webelos Alley / Klondike Derby - District  
*2/5/12 – Committee Meeting (Mar/Apr Planning) – TBD - CC*  
2/7/12 – Den Meetings – Broad Street School - DLs  
*2/8/12 – Roundtable – LDS Church on Concord St – District*  
2/14/12 – Den Meetings – Broad Street School - DLs  
2/17/12 – Pack Meeting / Blue & Gold Banquet– NFGA - CM  
2/21/12 – Den Meetings – Broad Street School - DLs  
TBD - Ice Fishing – Mt. Pinnacle Fish & Game Club, Lyndeborough NH - TBD

March 2012 – Theme: Faith

*3/3/12 – District Awards Dinner - District*  
*3/4/12 – Committee Meeting (Apr/May Planning) – TBD - CC*  
3/6/12 – Den Meetings – Broad Street School - DLs  
*3/7/12 – Den Leader Meeting – TBD - CM*  
*3/10/12 – Leader-Specific Training Day - District*  
3/13/12 – Den Meetings – Broad Street School - DLs  
*3/14/12 – Roundtable – LDS Church on Concord St – District*  
3/16/12 – Pack Meeting / Pinewood Derby – NFGA - CM  
3/20/12 – Den Meetings – Broad Street School – DLs  
TBD – Battleship Cove Sleepover – Battleship Cove, Fall River MA - TBD

April 2012 – Theme: Respect

*4/2/12 – Orientation for IOLS/OWL Training- District*  
4/3/12 – Den Meetings – Broad Street School - DLs  
*4/4/12 – Den Leader Meeting – TBD - CM*  
*4/8/12 – Committee Meeting (May/Jun Planning) – Garbos Household - CC*  
4/10/12 – Den Meetings – Broad Street School - DLs  
*4/11/12 – Roundtable – LDS Church on Concord St – District*  
*4/14/12 – BALOO Outdoor Leader Training for Cub Scouts - District*  
*4/13-15/12 – IOLS/OWL Outdoor Leader Training for Boy Scouts and Webelos - District*

4/17/12 – Den Meetings – Broad Street School - DLs

4/20/12 – Pack Meeting – NFGA – CM

TBD – District Pinewood Derby - District

TBD - Trail Day (Cleanup) – Mine Falls Park, Nashua NH – Nashua Parks& Rec Dept.

May 2012 – Theme: Responsibility

5/1/12 – Den Meetings – Broad Street School - DLs

*5/2/12 – Den Leader Meeting – TBD - CM*

5/5/12 – Chuckwagon - District

5/4-6/12- Spring Camporee - District

*5/6/12 – Committee Meeting (June Planning) – TBD - CC*

5/8/12 – Den Meetings – Broad Street School - DLs

*5/9/12 – Roundtable – LDS Church on Concord St – District*

5/12/12 – Hike-A-Thon – District

5/15/12 – Den Meetings – Broad Street School - DLs

5/16/12 – Arrow of Light Banquet - District

5/18/12 – Pack Meeting – NFGA - CM

5/28/12 – Memorial Day Parade – Main St Nashua - TBD

TBD – Family Campout – NFGA - TBD

June 2012 – Theme: Health and Fitness

*6/3/12 – Committee Meeting (Summer Planning) – TBD - CC*

6/5/12 – Den Meetings – Broad Street School - DLs

*6/6/12 – Den Leader Meeting – TBD - CM*

6/12/12 – Den Meetings – Broad Street School - DLs

*6/13/12 – Roundtable – LDS Church on Concord St – District*

6/16/12 – Pack Meeting / Crossover Ceremony /BBQ – NFGA - CM

6/19/12 – Den Meetings – Broad Street School - DLs

TBD – Family Campout – NFGA - TBD

TBD – Tiger Fun Day - District

July 2012 – Theme: Courage

*7/1/12 – Committee Meeting (Summer Planning) – Garbos Household - CC*

7/4/12 – Independence Day Parade – Main St Nashua - TBD

7/8-12/12 - Summer Camp – Camp Carpenter, Manchester NH -TBD

TBD – Family Campout – NFGA - TBD

TBD – Raingutter Regatta – TBD - TBD

August 2012 – Theme: Compassion

*8/5/12 – Committee Meeting (Annual Planning) – TBD - CC*

*8/8/12 – Roundtable – LDS Church on Concord St – District*

*8/19/12 – Committee Meeting (Annual Planning) – TBD - CC*

TBD – Family Campout – NFGA - TBD

TBD – Family Hike – Pack Monadnock, Peterborough NH - TBD

**Budget:**

See attached spreadsheet. Some ballpark numbers from it are:

- Total Budget for the year – \$3775
- Fundraising Goal Per Scout – \$275

**Policy notes:**

Standard Schedule: The Pack will continue its routine meeting structure similar to last year,

- Pack Meetings are the third Friday of every month at the NFGA clubhouse at 7PM. Exceptions may be made for special occasions such as the Crossover BBQ. Focus is on announcements, Advancements and Awards, and having a bit of fun to celebrate the Scouts.
- Den Meetings are on the first, second, and usually third Tuesday of every month at Broad Street Elementary at 6:30PM. However, each Den may schedule as necessary for whatever best works for its leaders and families. Focus is on the Scouting Program in the Scouts' Handbooks.
- Committee Meetings are on the first Sunday of every month at 2PM, and will rotate through member households. Focus is on business items to keep the Pack running, particularly event planning.
- Direct-Contact Leader Meetings are on the first Wednesday of every month at 7PM, and will rotate through leader households. Focus is on keeping the Dens in good running order, leveraging opportunities where Dens may be able to share/overlap activities, and planning the monthly Pack Meeting.

Expenses: The Treasurer must give approval for all expenditures, and should do so in keeping with the budget and decisions made by the Pack Committee.

- Estimates in advance should be provided whenever possible, and as early as possible (should be part of the planning process well ahead of time for all events).
- Receipts afterwards are a *must*.
- While many expenditures are obvious "green light" items (Advancements at the Scout Shop, food purchases for fundraisers, etc) you are better off not making assumptions as you risk not being reimbursed.
- When purchasing on the Pack's behalf, remember to *do your best* to minimize costs.

Fundraising: Our goal is to cover as much of the Pack's budgetary needs as possible through the Popcorn Sale.

- Any shortfalls will be addressed with additional fundraising events as needed, for example selling food at NFGA events, candy bar sales, pancake breakfasts, etc.
- Parents and Scouts are expected to help with these efforts – it is the only way we can keep registration costs low, and also provides the families with Scout Account money for their own use. Remember "A Scout is Thrifty" and should help pay his own way.
- The true costs of the Scouting Program should be made clear to every parent early on so they understand. If a family is unwilling to participate in fundraising, they are welcome to exclude themselves by paying directly (the roughly \$300 it costs per Scout for the year minus the \$45 we collect for registration would be \$255).

Scout Accounts: To ensure that both the Pack and its individual members benefit from fundraising efforts, monies earned will be split evenly between the Pack (covering the Annual Budget) and the participating Scout (set aside in their Scout Account) whenever possible.

- Events that may call for Adults only will still make their Scout eligible for a share.
- The exception is events that are already structured in specific ways (for Hike-A-Thon, for example, the majority goes to the Scout, a portion goes to Council, and the Pack keeps nothing).
- This applies only to the NET money earned after costs/commissions are accounted for (for example with Popcorn, we split the 35% that comes to the Pack, not the rest which goes to Council and Trail's End, the manufacturer).
- Scout Account money should be used for Scouting purposes (paying for activities or Summer Camp, registration fees, uniforms and books, or other camping/scouting paraphernalia), but ultimately it belongs to the Scout. If and when a Scout leaves the Pack, their Scout Account balance will be forwarded to their new Unit (if a transfer/graduation) or turned over to their parent of record.

Record Keeping: The primary tool for tracking key data in the Pack is Packmaster.

- Packmaster should be kept up to date with the help of all leaders, particularly Den Leaders, Advancements Chair, and Membership Chair. Not every has to use it directly, but we should help each other where needed and make sure the information is being entered.
- Internet Advancements should be used when possible. Internet Rechartering is a requirement. Both of these depend on accurate records and are facilitated by using Packmaster.
- The Secretary should take meeting minutes at Committee Meetings and email them within the week, preferably sooner.
- Information not readily kept in Packmaster should be maintained by the relevant leader (for example, training cards by the Pack Trainer, financial data by the Treasurer, attendance info by Den Leaders) but shared with the rest of the leadership team wherever it is relevant to do so. Physical copies of important records, or any outdated paperwork for archival, should end up in the Pack filing cabinet at NFGA.

Parent Communications: Every effort should be made to keep Scout families informed of Pack activities and interested in participating.

- Each family's contact information should be reviewed at least annually to make sure we have the correct address/phone number/email address and to determine what contact method they prefer. Email is easy, but we should not assume it is the best solution for everyone.
- Similar to Meeting Minutes, Newsletters should be sent out monthly by email within a week of the Committee Meeting (to ensure the latest information), and via physical mail where families do not use email. Also have printed copies at the Pack meeting. Sending physical newsletters to disconnected families periodically and following up with a phone call is also advised.
- Each Den Meeting should start with a short Business session to announce Pack and Den updates, and to solicit signups and volunteers. Parents should be encouraged to stay for this session if not for the whole Den Meeting. A short memo of what the Den is up to, including any important notices from the Pack Committee, should be handed out or emailed after each meeting. Remember, the Den Leader is the main point of contact with the Scout families.

- We will create a Facebook Page and a Pictures section on the Pack website. However, both will be moderated and secured as much as reasonably possible. Remember that in the event a Youth has an online presence that their parent or guardian *must* be included on all communications.

Pack Events: The Pack should strike a balance where we have an active and exciting Scouting Program, while not making it a costly or overwhelming experience.

- There should be at least one event a month in addition to regular Pack/Den Meetings. Weather permitting, outdoor events are encouraged.
- All outdoor events should be planned with a raindate or alternate activity (campouts at NFGA could easily become campins inside the Clubhouse, for example).
- Preference is for free or low cost events rather than events where we must ask for an extra fee. The Pack Budget will cover what it reasonably can, and any further costs should be announced to Scout families before they sign up.
- The exception to the above is that we plan one major sleepover trip each year which usually costs about \$50. We rotate usually every few years between the Museum of Science, Battleship Cove, and similar places.
- The Pack should plan for 1-2 significant Service Projects each year.
- All events should have a designated contact person to head up planning and answer questions. That does not strictly mean they must be present. Events should be spread around the Pack Leadership and possibly even Scout parents so that no one or few people get burned out.
- Tour Permits for any trip outside of Arrowhead District are a must. Any event involving potential risk must also have a Tour Permit (for example a strenuous hike, anything involving swimming, etc). Simple go-see-it trips or nature walks do not generally require Tour Permits. The rule of thumb is – if you want BSA Insurance to be active, file a Tour Permit!

Den Events: Dens may get together for additional activities outside the regular Den Meetings as well.

- These are good opportunities for go-see-it type events related to the monthly themes and achievement activities they are working on, and where it would be too challenging to herd the entire Pack.
- Dens should try to budget for such events with the Dues they collect. If a Den needs additional resources – leaders included – these should be requested from the Pack Committee.
- Dens can and should plan Service Projects as well, albeit perhaps at a smaller scale. These should be coordinated with the Pack Committee – there may be opportunities for community outreach, additional Advancements (see Rudyard Kipling Award), and also should be entered in the Good Turn for America website.

Uniforms: The Pack should encourage wearing proper Scouting attire at all times – whether Class A Uniform, Class B T-Shirt, or other attire as directed.

- At Pack Meetings, everyone (Youth and Leaders) should be in complete Class A Uniforms. Class A Uniform consists of the BSA Blue or Tan Scout Uniform Shirt with proper insignia, clean blue jeans, Cub Scout Belt, appropriate neckerchief per Rank, appropriate baseball cap per Rank, and either the appropriate neckerchief clasp per Rank or an alternate slide *made* or *earned* by the Scout or Leader (for example the black & green bead slides presented at last year's graduation).

- At Den Meetings, Leaders should be in complete Class A Uniforms. Scouts are encouraged to be in full Class A Uniforms as often as possible, at least one Den Meeting every month, excepting where directed by the Den Leader (for example when messy craft activities are planned). Den Leaders have permission to set an alternate uniform policy for their Den.
- Scheduled Uniform Inspections will be conducted periodically at Den Meetings, with prior notice, especially prior to the Blue & Gold Banquet and the Crossover Ceremony. Both Youth and Adults will be inspected.
- At Pack outings and events, Scouts and Leaders should wear either Class A Uniforms or Class B T-Shirts as announced for that event. Typically Class B T-shirts will be worn for outdoor activities.
- The Pack requests that families turn in unused Uniform items for reuse by other members of the Pack. Families may choose to keep them for posterity, but if not, this goes a long way to helping others keep the costs down. Any family looking for Uniform items and concerned about costs should ask what is available - usually neckerchiefs, slides, and a few caps.