

**PACK 208**



**FAMILY  
HANDBOOK**



BOY SCOUTS OF AMERICA®

# THANK YOU FOR JOINING PACK 208...

On behalf of all of us, I want to thank you for choosing to participate in this grand adventure called Scouting. We have assembled this information to help you better understand Scouting and prepare you for the coming year's events. Please keep this resource handy and refer to it regularly. Stay in constant contact with your Den leader, committee members or other parents, and please subscribe to [ScoutingWire.org](http://ScoutingWire.org) for the latest information on the national scouting organization.

As an adult partner, you want your boy to grow up to be a person of worth; a self-reliant, dependable, and caring individual. Scouting has these same goals in mind for him. Since 1910, we have been weaving lifetime values into fun and educational activities designed to strengthen character, develop good citizenship and enhance physical fitness in youth.

These values help your boy make good decisions throughout his lifetime and give him confidence as he becomes an adult leader of tomorrow. Scouting provides your boy with a positive peer group as well as a program that is fun, adventurous and one that helps him to be prepared to shape his own future.

Cub Scouting is a family activity, and in today's hectic world there never seems to be enough time for that. Cub Scouting is a way we can make that time, help our boys learn something about the world in which they live, develop them into young men of character, and have fun at the same time. You are the most important person in a young man's life, and you are the most important part of Cub Scouting. Help us make your boy's experience with Cub Scouts positive, and he'll create memories and friendships that last a lifetime.

Sincerely,



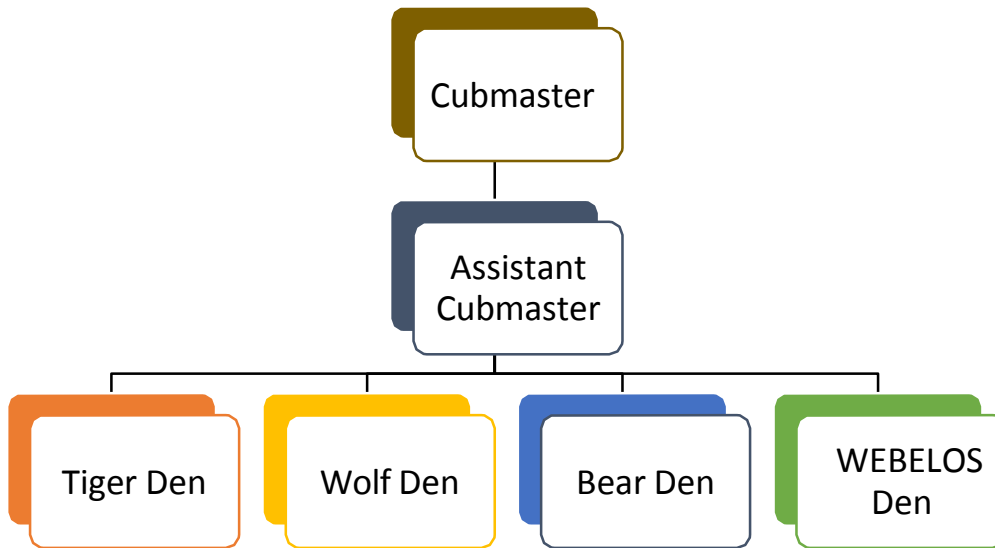
Erich Ebel, 2017-18 Cubmaster  
Pack 208, Pacific Harbors Council



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# BASIC PACK STRUCTURE



## Your boy is a member of a DEN

A Den has between 5 and 10 boys (8 is usually the maximum) of the same age who work together on age-appropriate activities. The Den Leader will work with the Den parents to set meeting times for the Den during the early fall. This information will be passed on to all Den parents and posted on the Pack's calendar. Den Leaders are responsible for coordinating Den activities; however, parents will be called upon to assist as needed. This may mean helping with a Den meeting or one of the other Den activities, gathering materials for a craft project or providing snacks. BSA Youth Protection Guidelines state that ***no Den meeting may take place without two-deep adult leadership***. This means one registered Scout volunteer and at least one other adult must be present at any Den activity. ***There are absolutely no exceptions to this rule***. The Den Leader is usually assisted by an Assistant Den Leader, and a Denner (a Cub Scout in the Den selected by the Den to help out for a month of meetings).

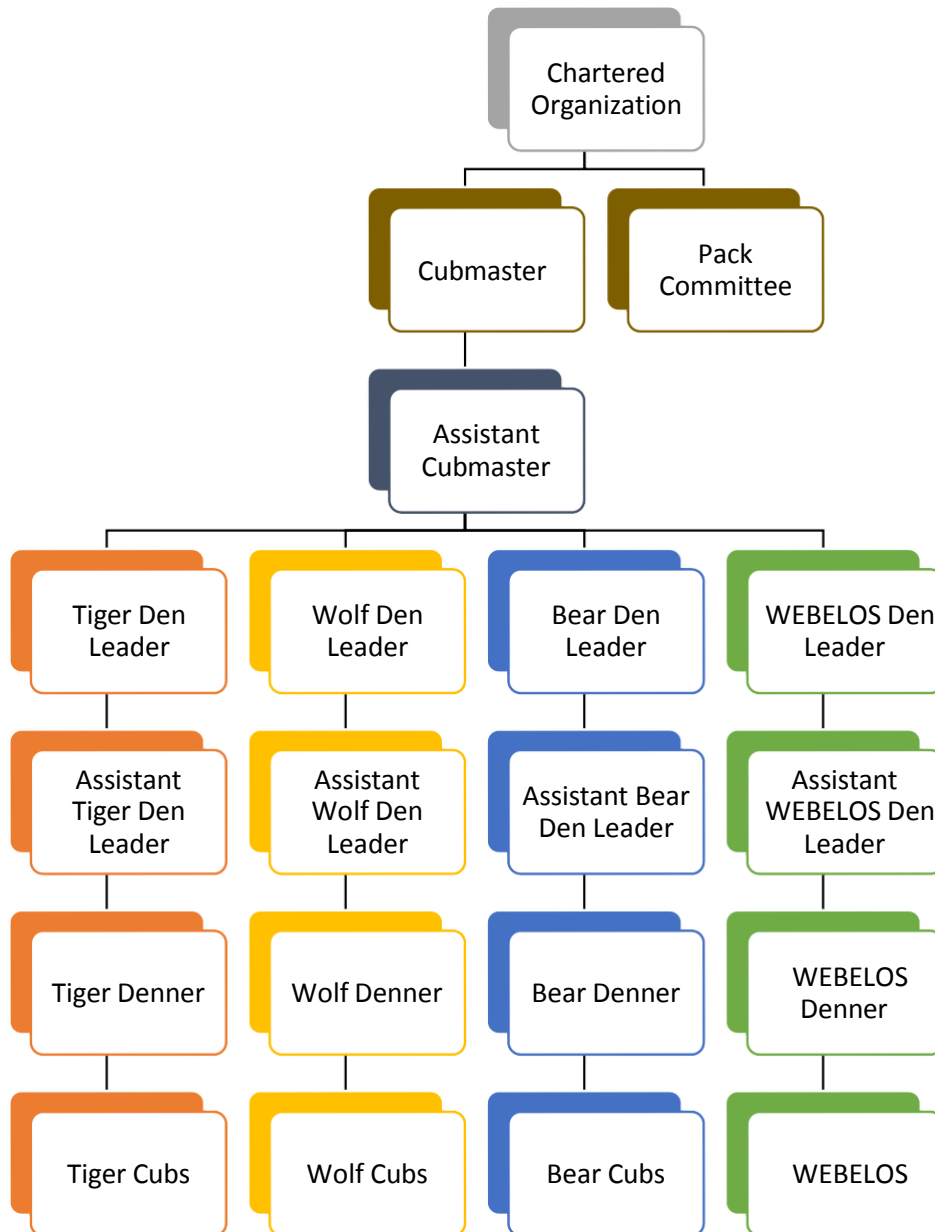
## Your boy's DEN is part of a PACK

The Pack is made up of several Dens. Smaller Packs (like ours) may have only one Den at each rank, while larger Packs may have several Dens at each rank. All of the Dens gather on the last Friday of the month for a Pack meeting (the exact schedule will be handed out early in the scouting/school year and published online). The Pack meeting is the climax of the month's weekly Den meetings and activities. There are usually games, skits, stunts, songs, ceremonies, and presentations of badges and awards that the boys earned that month. The award ceremonies are a very important part of Pack 208 meetings. Please make every effort to ensure your boy's attendance at these meetings. We do request that each scout have at least one parent (or other adult relative) in attendance.

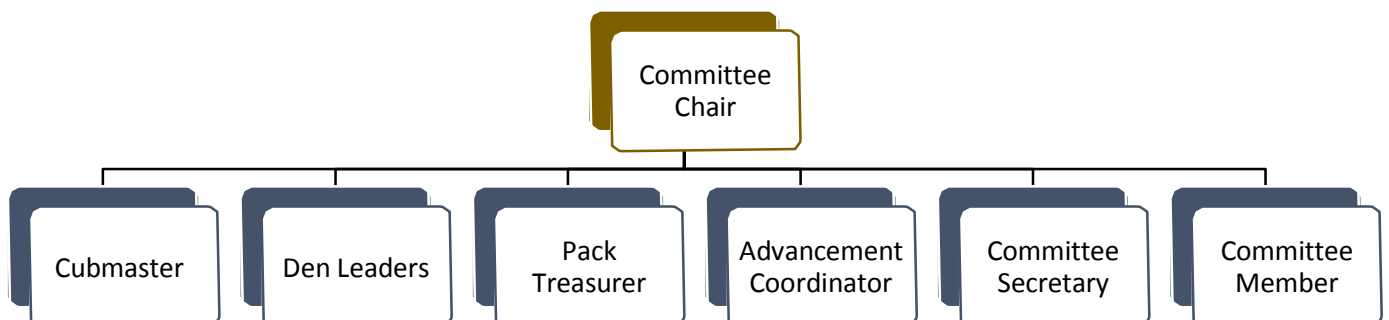
## The PACK is run by the PACK COMMITTEE

The Pack Committee is made up of a group of qualified adults appointed by the Chartered Organization to administer the Pack. Usually the committee members (as with other leadership positions) are parents of boys in the Pack. The Committee meets monthly and is led by a Committee Chairman and the Cubmaster. The Pack Committee's responsibilities are to run the day-to-day operations of the Pack, which can include planning meetings and outings, selecting leaders, performing record keeping, and managing the Pack's finances. Non-committee members are ALWAYS invited to attend!

# PACK WITH DEN STRUCTURE



# PACK COMMITTEE STRUCTURE



# SCOUTING ORGANIZATION STRUCTURE

## The PACK is sponsored by the CHARTERED ORGANIZATION

Boy Scouts of America (BSA) does not directly own or run any of its member units. Instead, the units are run by Chartered Organizations, such as schools, parent-school associations, religious organizations, service clubs, and other groups interested in the development of youth. Pack 208's Chartered Organization is **Olympia Elks Lodge #186**. The Chartered Organization approves leaders, provides a meeting place and operates the Pack within the guidelines and policies of the Chartered Organization and the BSA. The Chartered Organization selects a Chartered Organization Representative who serves as a liaison between the Pack and the Chartered Organization.

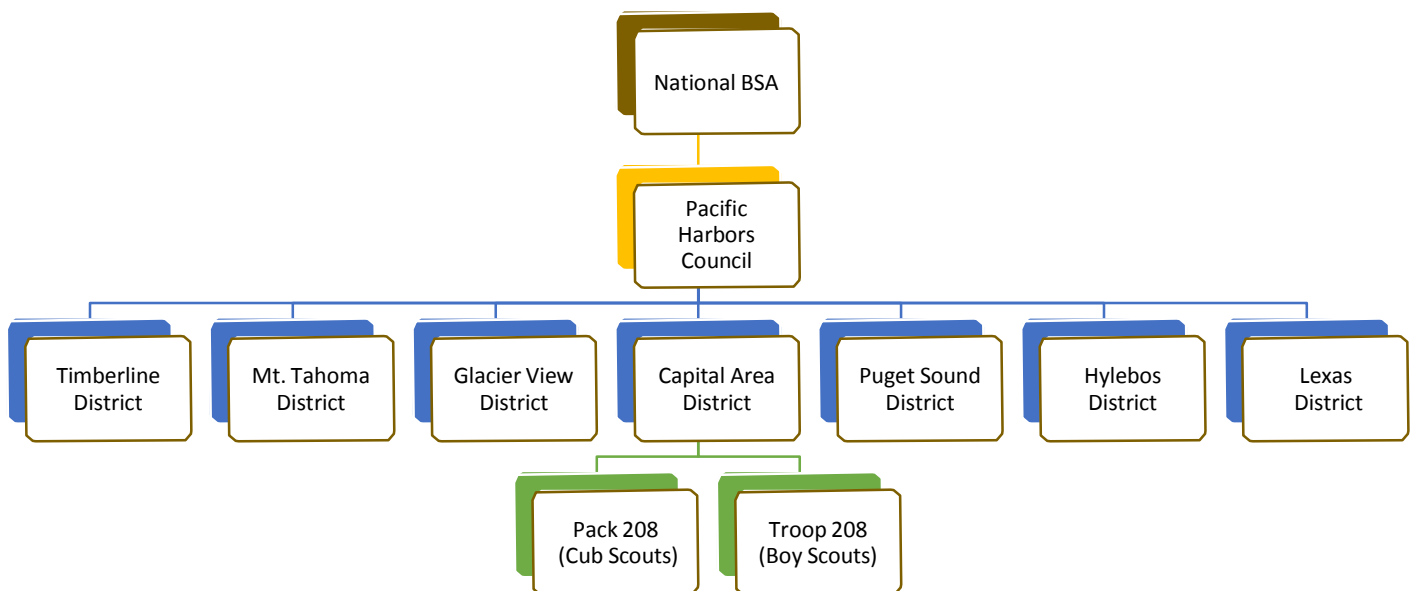
## The PACK is part of a DISTRICT

Pack 208 (technically, we're Pack 9208) is part of the Capital Area District, which serves the Olympia, Lacey and Tumwater areas as well as Yelm, Shelton and other nearby communities. The District program is run by our District Scout Executive (working out of the Tumwater Service Center). At the District level there is another committee staffed by volunteers and led by a District Commissioner. This group of dedicated volunteers most definitely helps our Pack to grow.

## The DISTRICT is part of a COUNCIL

The Capital Area District is part of the Pacific Harbors Council. The Creighton Service Center in Tacoma is the base of operations for the Council. There is also a national scout store within the Tacoma Service Center, which is open Monday-Saturday for your shopping convenience. You can find the address and hours of operation on page 10 of this handbook.

## Finally, the COUNCIL is part of the BOY SCOUTS OF AMERICA national organization





# CUB SCOUT BASICS

## The PURPOSES of Cub Scouting

The Cub Scouting program has **10 Purposes** related to the overall mission of the Boy Scouts of America – to build character, learn citizenship and develop personal fitness:

1. **Character Development**
2. **Spiritual Growth**
3. **Good Citizenship**
4. **Sportsmanship and Fitness**
5. **Family Understanding**
6. **Respectful Relationships**
7. **Personal Achievement**
8. **Friendly Service**
9. **Fun and Adventure**
10. **Preparation for Boy Scouts**

Every Cub Scouting activity should help fulfill one of these purposes. Not everything in Cub Scouting has to be serious – far from it! Silly songs, energetic games and yummy snacks all have their place in the program.

## The METHODS of Cub Scouting

To accomplish its Purposes and achieve the overall goals of building character, learning citizenship and developing personal fitness, Cub Scouting uses **7 Methods**:

1. **Living the Ideals** – Cub Scouting's values are embedded in the Scout Oath, the Scout Law, the Cub Scout motto, and the Cub Scout sign, handshake, and salute. These practices help establish and reinforce the program's values in boys and the leaders who guide them.
2. **Belonging to a Den** – The Den is the place where Cub Scouting starts. In the Den, Cub Scouts develop new skills and interests, they practice sportsmanship and good citizenship, and they learn to do their best, not just for themselves but for the Den as well.
3. **Using Advancement** – Recognition is important to boys. The advancement plan provides fun for the boys, gives them a sense of personal achievement as they earn badges, and strengthens family understanding as adult family members and their Den leader work with boys on advancement projects.
4. **Involving Family and Home** – Whether a Cub Scout lives with two parents or one, a foster family, or other relatives, his family is an important part of Cub Scouting. Parents and adult family members provide leadership and support for Cub Scouting and help ensure that boys have a good experience in the program.
5. **Participating in Activities** – Cub Scouts participate in a huge array of activities, including games, projects, skits, stunts, songs, outdoor activities, trips and service projects. Besides being fun, these activities offer opportunities for growth, achievement, and family involvement.
6. **Serving Home and Neighborhood** – Cub Scouting focuses on the home and neighborhood. It helps boys strengthen connections to their local communities, which in turn support the boys' growth and development.
7. **Wearing the Uniform** – Cub Scout uniforms serve a dual purpose, demonstrating membership in the group (everyone is dressed alike) and individual achievement (boys wear the badges they've earned). Wearing the uniform to meetings and activities also encourages a neat appearance, a sense of belonging, and good behavior.

## The IDEALS of Cub Scouting

The Cub Scout **Motto**, the Scout **Oath** and the Scout **Law** are ideals that are related to everything a Cub Scout does. These ideals are not tests to be passed in order to qualify for induction; they are principles that boys incorporate into everyday life.

### The Cub Scout MOTTO

*“Do your best.”*

### The Scout OATH

*“On my honor I will do my best, to do my duty to God and my country and to obey the Scout Law;  
To help other people at all times; To keep myself physically strong, mentally awake and morally straight.”*

Saying “On my honor” is like saying “I promise.” It means that you will do your best to do what the Scout Oath says. The Scout Oath has three promises. Let’s look at what they mean:

**To do my duty to God and my country and to obey the Scout Law...** A duty is something you are expected to do. At home, you might be expected to make up your bed or take out the trash. You also have duties to God and to your country. You do your duty to God by following the teachings of your family and religious leaders. You do your duty to your country by being a good citizen and obeying the law. You also promise to live by the 12 points of the Scout Law.

**To help other people at all times...** Many people need help. A friendly smile and a helping hand make life easier for others. By helping other people, you are doing a good turn and making our world a better place.

**To keep myself physically strong, mentally awake, and morally straight...** The last part of the Scout Oath is about taking care of yourself. You stay physically strong when you eat the right foods and get plenty of exercise. You stay mentally awake when you work hard in school, learn all you can, and ask questions. You stay morally straight when you do the right thing and live your life with honesty.

### The Scout LAW

*“A Scout is trustworthy, loyal, helpful, friendly, courteous, kind,  
obedient, cheerful, thrifty, brave, clean, and reverent.”*

The Scout Law has 12 points. Each is a goal for every Scout. He does his best to live up to the Law every day.

A Scout is **TRUSTWORTHY** means he tells the truth and keeps his promises. People can depend on him.

A Scout is **LOYAL** means he is true to his family, friends, Scout leaders, school, and country.

A Scout is **HELPFUL** means he volunteers to help others without expecting a reward.

A Scout is **FRIENDLY** means he is a friend to everyone, even people who are very different from him.

A Scout is **COURTEOUS** means he is polite to everyone and always uses good manners.

A Scout is **KIND** means he treats others as he wants to be treated.

A Scout is **OBEDIENT** means he follows the rules of his family, school and Pack, and the laws of his country.

A Scout is **CHEERFUL** means he looks for the bright side of life. He cheerfully does tasks that come his way.

A Scout is **THRIFTY** means he works to pay his way. He uses time, property and natural resources wisely.

A Scout is **BRAVE** means he can face danger even if he is afraid. He stands for what is right even if others laugh at him.

A Scout is **CLEAN** means he keeps his body and mind fit. He helps keep his home and community clean.

A Scout is **REVERENT** means he is reverent toward God, faithful in religious duties and respects the beliefs of others.

## Ears Up! (The CUB SCOUT SIGN)

This is a universal sign used across all of Cub Scouting to indicate a Scout is ready to listen. When a Scout sees an adult leader making the sign, he must remain quiet and also make the sign until all present are silent and listening. The two fingers stand for the two strongest themes in the Scout Oath: Obey Scout Law and Help Other People. The sign is meant to resemble the alert ears of a wolf, ready to listen to the adult leader.

The sign is made by holding up two separated fingers (like a peace sign). The Scout will make the sign with his right hand, holding his arm straight up (no bend in the elbow). The sign is also made when reciting the Scout Oath and the Scout Law.

## The Cub Scout SALUTE

The Cub Scout Salute begins by making the Cub Scout Sign with the right hand, then closing the two fingers together. The two fingers are then placed on the outer point of the Scout's right eyebrow (if not wearing a hat) or on the right side of the brim of a hat, if worn. The Cub Scout's right upper arm should be 90-degrees perpendicular to his body (horizontal to the ground). The Scout's forearm should be bent at the elbow to make the salute, and the wrist should be stiff and straight. The Scout Salute is meant to show respect to the flags of our country, our state and the scouting organization.

Usually, the salute is rendered upon the command, "**Scout Salute!**" and held in place until the command, "**Two!**" is given.

## The Cub Scout Handshake

Arguably the most difficult to master for new Scouts, the Cub Scout Handshake is usually given and received when the boy is formally receiving awards and recognition. When shaking hands, put the first two fingers of the right hand along the inside of the other person's wrist. Grasp with the remaining fingers. This means that you are brothers in Cub Scouting and that you both help others and obey the Scout Law.



# CUB SCOUT UNIFORM

Wearing a uniform gives youth and adult members a sense of identification and commitment to the goals of character development, citizenship training and personal fitness. The awards displayed on the uniform mark significant milestones in every Scout and leader's progress in achieving these goals and successfully practicing Scouting's ideals.

The official "Class A" uniforms should be worn to all Den and Pack events (unless otherwise specified), and may be worn to school, church or any family function. The uniform may also be worn while participating in a Pack money-earning project if approved by the local council. For Pack 208, official Cub Scout pants or shorts are optional...it's okay to wear jeans or other shorts instead. There are three types of "Class A" uniforms:

- The **Cub Scout uniform** consists of a blue Cub Scout shirt, Cub Scout hat, Cub Scout belt with Den-appropriate buckle, Cub Scout Den neckerchief and Cub Scout Den slide (handmade slides are also acceptable).
- The **WEBELOS uniform** consists of a khaki Boy Scout shirt (with blue shoulder epaulets), Webelos hat, Webelos belt with Webelos buckle, Webelos neckerchief and Webelos slide (handmade slides are also acceptable).
- The **Adult uniform** consists of a khaki Boy Scout shirt (with blue shoulder epaulets) but female leaders may wear the yellow Cub Leader shirt.



The Boy Scouts of America has always been a uniformed body. There are many reasons for this. One reason stands out above all the rest. We wear the uniform because it is a means of identifying ourselves openly with the principles to which we are committed – character development, citizenship training, physical and mental fitness.

The fact that youth and adult members of Scouting wear a uniform doesn't mean that we're all alike. We come from different ethnic and racial backgrounds. We have our own religious beliefs and political views. We are each individuals with our own family traditions and loyalties. So the uniform is not intended to hide our individuality. But it is a way we give each other strength and support. It is a bond that ties us together in spite of our differences. It is a way of making visible our commitment to a belief in God, loyalty to country and to helping other people.

The Scouting movement is built on positive values. As we wear the uniform, we are openly identifying ourselves with those values where everyone can see us. We stand together – not alone – in encouraging others to live by those same principles. Boys and adults alike should take pride in belonging to such a movement and wear the uniform as it is intended.

## Where to get UNIFORMS

Free, used uniforms can be obtained from the UNIFORM BANK, which is located inside the **Beehive Bookstore** in Edgewood, WA. It is open Saturdays from 10 a.m. to 2 p.m. and both parent and scout must be there. Because it is a free service run by a volunteer, availability and quantity of all materials are subject to change at any time. The address is Beehive Books & More, 10213 24th St E., Edgewood, WA 98372. The phone number is 253-927-4483.

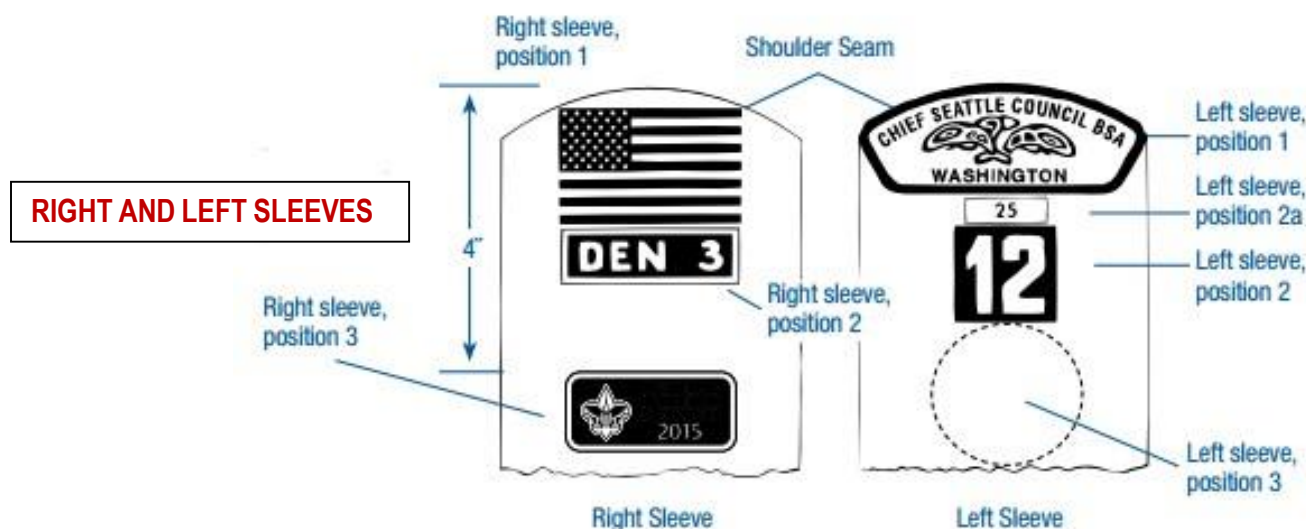
Local uniforms can be purchased at either the **Tumwater Scout Store** or the **Tacoma Scout Store**. The Tumwater store is located at 1760 Barnes Boulevard Southwest, Tumwater, WA 98512. It is open Monday through Thursday from 10 a.m. to 7 p.m. and closed those days from 2 p.m. to 3 p.m. The phone number is 360-357-3331. The Tacoma store is located at 4802 South 19th Street, Tacoma, WA 98405. It is open Monday through Friday from 9 a.m. to 6 p.m. and Saturday from 10 a.m. to 3 p.m. The phone number is 253-682-2215.

Online uniform purchases can be made either through the official **Boy Scouts of America** online retail outlet, [www.scoutstuff.org](http://www.scoutstuff.org), or through any number of third-party sites such as [www.amazon.com](http://www.amazon.com) or [www.ebay.com](http://www.ebay.com).

You can also speak with other Pack parents who may have a boy who has outgrown his uniform.

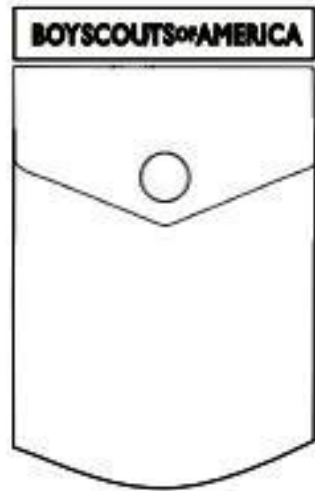
## Setting up the “CLASS A” uniform

The basic Cub Scout uniform will have only a few patches on it to begin with. These are:

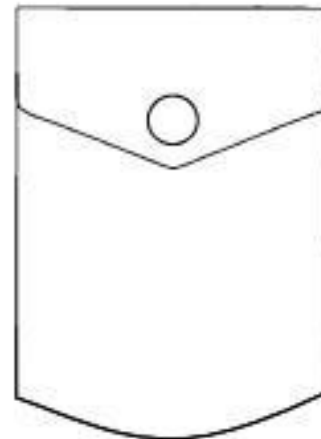




**RIGHT AND LEFT POCKETS**

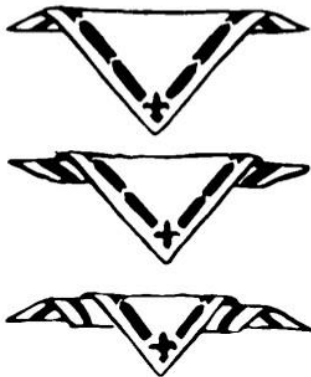


RIGHT POCKET

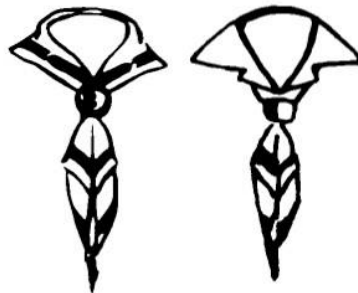


LEFT POCKET

How to Wear the Neckerchief



a. Fold long edge over several flat folds to about 6 inches from tip of neckerchief. A tight fold prevents gathering around the neck and is more efficient than rolling or twirling.



b. The unit has a choice of wearing the neckerchief over the collar (with the collar tucked in) or under the collar.



c. Draw neckerchief slide over ends and adjust to fit snugly.

Please ensure that your boy's uniform is neat and tidy before beginning any Scout activity, whether a Den meeting, Pack meeting or other outing. **The neckerchief is worn symmetrically under the collar, the top button of the shirt is open and the neckerchief slide is drawn up to it, the shirt is clean and free of excessive wrinkles and is worn tucked into pants or shorts.** Keep the uniform clean and in good repair. Do not wear non-BSA badges, awards or insignia on the Cub Scout uniform or make any alterations to them.

## The “CLASS B” uniforms

In general, every Cub Scout should wear his “Class A” uniform to all Cub Scouting activities, including Den and Pack meetings, unit outings and any activities done with members of the Den or Pack. When playing sports, going to camp or participating in other physical activities, a Pack may opt to have the Cub Scouts wear an alternate “Class B” uniform, such as an activity shirt. Den and Pack leaders will provide advance notice of any occasion when the boys should wear anything other than the complete uniform. Any time you are uncertain about uniform regulations, ask the Den Leader for guidance.



## ADVANCEMENT IN RANK

Besides showing that you are a member of the Cub Scouts, your uniform gives you a place to display your personal achievements and those of your Den and Pack. Badges of rank, award emblems, special recognitions, and the medals you win at Cub Scout activities can be sewn or pinned onto your uniform.

### The Advancement Trail

On the advancement trail, a Cub Scout progresses from rank to rank, learning new skills as he goes. Each of the ranks and awards in Cub Scouting has its own requirements. As you advance through the ranks, the requirements get more challenging, to match the new skills and abilities you learn as you get older. Visit [CubScouts.org](http://CubScouts.org) for more info.

### Bobcat

No matter what age or grade a boy joins Cub Scouting, he must earn his Bobcat badge before he can advance to the rank of Tiger, Wolf, Bear, or Webelos. A boy must complete the Bobcat requirements, which include:

- Learn and say the Cub Scout motto, the Scout Oath, and the Scout Law and tell what they mean;
- Show the Cub Scout sign, salute, and handshake and tell what they mean; and
- With your parent or guardian complete the exercises in the pamphlet *How to Protect Your Children from Child Abuse: A Parent's Guide*.



## Tiger

The Tiger rank is for boys who are in first grade or are age 7. To earn the Tiger badge, a boy must complete six required adventures with his Den or family and one elective adventure of his Den or family's choosing. As the boy completes each adventure, he will receive the adventure loop for that adventure, which he can wear on his belt. When the boy has completed the seven required adventures, he can receive the Tiger badge. The Tiger badge is given to the boy's adult partner at a Pack meeting. Then, during a grand ceremony, the adult gives the badge to the boy.



After he has earned the Tiger badge, a Tiger Scout can work on the remaining 12 Tiger electives until he finishes first grade (or turn 8 years old). When he completes an elective adventure, he receives an additional adventure loop for his belt.

## Wolf

The Wolf rank is for boys who have finished first grade (or who are 8 years old). To earn the Wolf badge, a boy must complete six required adventures and one elective adventure. His parent or guardian and Den leader approves each requirement by signing his book, and the boy receives an adventure loop for each adventure. When the boy has met all requirements, the Wolf badge is presented to his parent or guardian at the next Pack meeting. During an impressive ceremony, the parent or guardian then presents the badge to the boy.



After he has earned the Wolf badge, a Wolf Scout can work on the remaining 12 Wolf electives until he finishes second grade (or turns 9 years old). He can choose elective adventures that may show him new hobbies and teach him skills that will be useful during his Boy Scout years. When he completes an elective adventure, he receives an additional adventure loop to wear on his belt.

## Bear

The Bear rank is for boys who have finished second grade (or who are 9 years old). To earn the Bear badge, a boy must complete six required adventures and one elective adventure. His parent or guardian and Den leader approves each requirement by signing his book, and the boy receives an adventure loop for each adventure. When the boy has met all requirements, the Bear badge is presented to his parent or guardian at the next Pack meeting. During an impressive ceremony, the parent or guardian then presents the badge to the boy.



After he has earned the Bear badge, a Bear Scout can work on the remaining 12 Bear electives until he finishes third grade (or turn 10 years old). He can choose elective adventures that may show him new hobbies and teach him skills that will be useful during his Boy Scout years. When he completes an elective adventure, he receives an additional adventure loop to wear on his belt.

## WEBELOS

WEBELOS Dens are for boys who have completed third grade (or reached age 10). WEBELOS Scouts get to work on the five required Webelos adventures and choose two of the 18 elective adventures that are shared by the Webelos and Arrow of Light ranks.

When a boy has done the requirements for an adventure, the WEBELOS Den leader, rather than a parent, approves most of the adventures. For each adventure a boy completes, he receives a pin to



wear on the WEBELOS colors or on his hat. After completing seven adventures, including five required adventures and two elective adventures, a Scout can receive the WEBELOS badge.



After he has earned the WEBELOS badge, a WEBELOS Scout can work on the remaining 18 shared Webelos and Arrow of Light electives until he finishes fourth grade (or turns 11 years old). He can choose elective adventures that may show him new hobbies and teach him skills that will be useful during his Boy Scout years. When he completes an elective adventure, he receives an additional adventure loop to wear on his belt.

### Arrow of Light

The highest rank in Cub Scouting is the Arrow of Light. Earning this rank prepares a WEBELOS Scout to become a Boy Scout. Scouts must complete four required adventures and three elective adventures to earn the Arrow of Light rank. For each adventure a boy completes, he receives a pin to wear on the Webelos colors or on his hat.



The Arrow of Light badge is the only Cub Scout badge that can be worn on the Boy Scout uniform when a boy graduates into a troop. Adult leaders who earned the Arrow of Light rank when they were young may also show their achievement by wearing a special square knot on their adult uniform.



### Cub Scout Adventures

Cub Scouts have the opportunity to earn both required and elective recognition devices as they work toward their ranks. They also can earn recognition for additional elective adventures they choose to complete beyond those required for their rank. Tiger, Wolf, and Bear Scouts earn adventure loops to be worn on their belt, and Webelos Scouts earn pins they can wear on their Webelos colors or Webelos cap.

Adventure loops and pins are a great way to help fulfill the aims of Scouting—build character, develop citizenship, and encourage mental and physical fitness. Through a variety of subjects, you can stretch your mind and abilities by exploring the wonders of science, learning about the world, and expanding skills in new area.

This is a chance to try something new, do your best, and earn recognition all at the same time. For more information about the adventure loops and pins, see [CubScouts.org](http://CubScouts.org).

**These are examples of adventure loops and pins for:**

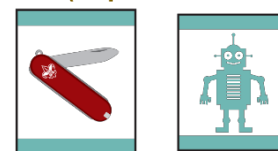
#### Tigers (required & elective)



#### Wolves (required & elective)



#### Bears (required & elective)



#### Webelos required adventure pins



#### Arrow of Light pins



#### Webelos elective adventure pins



# AWARDS AND RECOGNITION

Besides the Advancement Trail awards and the Adventure Loops and Pins, Cub Scouts may earn other individual awards. Here are just a few of the many awards and patches your Scout can earn, and visit [www.Scouting.org](http://www.Scouting.org) to find more:

## Cub Scout Outdoor Activity Award

Tiger, Wolf, Bear, and Webelos Scouts may earn the Cub Scout Outdoor Activity Award. This award recognizes the Scout for taking part in outdoor recreation and conservation projects. In many cases, you can earn this award while doing other Scouting activities.



## Religious Emblems

To encourage members to grow stronger in their faith, many religious groups have programs for young people to earn a religious emblem. The BSA approves of these programs and allows the religious emblems to be worn on the official uniform. For a list of emblems programs, and a list of awards provided by each faith or religious group, visit [www.scouting.org](http://www.scouting.org).

## Cub Scout World Conservation Award

The World Conservation Award for Cub Scouts provides an opportunity for individual Wolf, Bear, and Webelos Scouts to “think globally” and “act locally” to preserve and improve our environment. This program is designed to make youth aware that all nations are closely related through natural resources, and that we are interdependent with our world environment.



Requirements for this award must be completed *in addition to* any similar requirements completed for rank. This award may not be earned by Tigers.

## STEM/Nova Awards

The Nova awards for Cub Scouts are for Wolf, Bear and Webelos Scouts who are interested in learning more about science, technology, engineering, and mathematics. These awards may not be earned by Tiger Scouts. For their first Nova awards, Scouts have the opportunity to earn the Nova award patch, followed by three more  $\pi$  pin-on devices. The patch and the three devices represent each of the four STEM topics. The Supernova awards have more challenging requirements and recognize more in-depth achievement in STEM related activities.



## Emergency Preparedness Award

"Emergency preparedness" means being ready for all kinds of emergencies. It means you're ready and able to help in times of trouble to save lives and property and to help a community—or even a nation—get back to normal after a disaster happens. To encourage Scouts of all ages to be prepared for emergencies, the BSA has approved an Emergency Preparedness Award program for all ages. To learn more about the requirements and to download an application, visit [www.scouting.org](http://www.scouting.org).



## Medals

Scouts who compete in derbies, field days, regattas, and other competitive events can win medals to wear on their uniform.



## Segments and Achievement Vests

Many times, after the boys of Pack 208 complete an activity – such as a hike, a campout or a visit to a museum – participants will be awarded a “segment” patch. While not part of the official Scout uniform, these patches are highly coveted and many boys want to show them off at Pack meetings or other group events.

For that purpose, many adults purchase or make achievement vests and affix the segments and other non-uniform patches and pins to that. Pack 208 allows and encourages the use of brag vests at any time EXCEPT during a uniform inspection.

Because they are not part of the official uniform, segments can be affixed to other articles besides vests. You may see “achievement jackets,” “achievement hoodies” or “achievement sashes.” It’s entirely up to you and your Scout!



# WHAT'S EXPECTED OF YOU (AND US)

## Our responsibilities to the boys

All Cub Scout leaders have certain responsibilities to the boys in Cub Scouts. Each leader should:

- Respect boys' rights as individuals and treat them as such. In addition to common-sense approaches this means that all parents/guardians should have reviewed *How to Protect Your Children from Child Abuse: A Parent's Guide*, and all youth leaders must have taken the BSA's Youth Protection training.

- See that boys find the excitement, fun and adventure that they expected when they joined Cub Scouting.
- Provide enthusiasm, encouragement and praise for boys' efforts and achievements.
- Develop among the boys a feeling of togetherness and team spirit that gives them security and pride.
- Provide opportunities for boys to experience new dimensions in their world.

## Den Leader Responsibilities

In addition to the leader's general responsibility to the boys in Cub Scouting, the Den Leader has certain other leadership responsibilities that may be summarized as follows:

- Work directly with other Den and Pack leaders to ensure that their Den is an active and successful part of the Pack.
- Plan, prepare for and conduct Den meetings with the Assistant Den Leader and adult partners (if applicable).
- Attend the Pack Leaders' meetings.
- Lead the Den at the monthly Pack activity.
- Ensure the transition of their Cub Scouts to a Den of the next rank (or to a Boy Scout Troop if Webelos) at the end of the year.



## Family Involvement Is Important

Cub Scouts need good Pack leaders. They also need family support. Cub Scouting is a family program. Families can be involved by:

- Working with their Cub Scout on advancement at home
- Providing ways for their Cub Scout to earn money for Den dues and/or
- Supporting Pack fundraising efforts
- Attending monthly Pack meetings and/or parent planning meetings
- Helping at Den meetings when needed (or just come to spend quality time)



Leaders understand that it is the responsibility of the parents and family to teach their children. Family involvement should be encouraged throughout a Cub Scout's advancement.

## Help your Scout by volunteering

There are many volunteer opportunities within Pack 208. Volunteer opportunities can include Pack Committee positions, leader positions and specific program volunteers – such as fundraising, Pinewood Derby and Scouting for Food to name a few. Have a special skill or interest? Ask about how to share it with your boy's Den or the Pack!

Parents in our Pack sign up to lead at least one activity each year. They also assist their Den Leader in planning and running a number of Den meetings throughout the year. Anyone wishing to volunteer can contact his or her Den Leader or any member of the Pack Committee. We greatly value our volunteers, as do our Scouts!



## Pack Finances

It is the desire of the leadership of Pack 208 to provide all parents opportunities to lessen (or completely eliminate) the out-of-pocket costs of Scouting for each family through participating in Pack fundraisers. We, your Pack committee members, realize the economic difficulties many of our Pack members are currently facing and will not ever single out a family for their inability to contribute financially to the Pack. **Please don't hesitate to talk with a committee member in complete confidence if you think you may have difficulties paying dues or participating in fundraising efforts.**

The conservative cost of a year in Pack 208 is broken down as follows:

Registration	\$25
Boy's Life	\$12
Handbook, Neckerchief, Slide	\$30
Leader registration and training	\$20
Pinewood Derby	\$15
Blue and Gold	\$13
Advancement	\$25
Den Program	\$35
<b>Expected Family Contribution Per Boy = \$175</b>	

**New families** to the Pack (joining in June through October) are asked for a \$50 registration fee upon joining the Pack with the remaining \$125 to be paid through dues and/or fundraising, preferably by December the 1<sup>st</sup>. Families joining later in the year (after fundraisers are finished) will be asked to pay the \$50 registration fee and then \$15 per month dues thru June.

**Transferring Families** will be asked to pay the \$15 a month through June with no registration fee.

**Existing families** will be required to pay a deposit of \$50 for Pack registration and Re-charter expenses by the end of September. If the Scout does not have enough in his ISA to pay the balance of the dues in September, the remaining \$125 in dues may be deferred to early December when popcorn receipts have been deposited with the Pack. This is because it is assumed most families will meet their financial contribution by participating in the popcorn sale. Approximately \$650 in gross popcorn sales, will cover the cost of a boy's \$175 in annual dues, after a 20% share is contributed to the Pack's general fund. It is expected that **all** families will participate in the popcorn fundraiser, to help fund the Pack's annual budget. Families joining after the popcorn sale may have the opportunity to raise funds through participation in an alternate fundraiser.

**Benefits of Fund Raising** After a boys' annual dues have been paid, any additional earnings from the popcorn sale or other fund raisers are deposited in the Scout's individual account. Individual Scout accounts can be used to pay for nearly anything Scout related (camps, trips, gear, etc.). Please ask the Cubmaster, Committee Chair, or Treasurer how to access the funds in your Scout account. Any Scout Account not closed or transferred to another Scout Unit, will be transferred to Pack 208's General Fund after six months of no participation by, or communication with a departing Scout.

**The Pack** will pick up the cost of the seven advancement required adventure loops and pins, while additional elective adventure loops and pins will be a family responsibility (or deducted from the individual Scout account). The Pack will also cover the cost of the annual rank badge, the parent pin that goes with it and the rank advancement card.

# MEETINGS

## Den Meetings

The Den is the place the boys learn the Purposes of Cub Scouting. Dens usually meet 4 times a month: 2 Den meetings where boys meet in the traditional setting and complete parts of the requirements, one Den field trip per month to go see something related to an achievement (or just to go have fun as a group), and one Pack meeting where all the Dens meet together.

For each badge of rank, Cub Scouts 2015-2016 is represented by a series of Den meeting plans (two Den meetings per month) designed to be used in conjunction with the youth handbooks. The Den meetings are designed to satisfy badge of rank requirements in 15 to 18 Den meetings, which will typically allow completion by mid-February. After completing the badge of rank, the Den continues to meet for the remainder of the school year, working on electives, sports and academic activity belt loops and pins, and the many other supplemental programs that the Cub Scout program provides. They will work on their rank level requirements out of their Cub Scout book, go on outings, hikes, etc. Each Den is responsible for hosting a Pack Meeting and may need to practice a ceremony, skit or game at the Den level prior to the meeting they will host. The Den is an excellent way for the boys to experience new things and socialize with their peers.



## Pack Meetings

The Pack meeting is the culmination of a month's worth of Den activities of all the Dens. This is the time during the month when all the Cub Scouts gather at one time. Dens will participate in the Pack meeting by way of ceremonies, games, skits, award recognition, or other activities. Boys will receive their advancement badges and other recognition items, such as patches for camp participation, Cub Scout Academics and Sports belt loops and pins, and other awards. Every boy has a chance to be individually recognized. Families are encouraged to come and have fun, too.

Pack meetings will usually be held the second Friday of each month. See Calendar for exact times and locations.

## Monthly Host

Each month a Den is scheduled to host the Pack Meeting. This Den is also responsible for hosting activities that occur during their month. Parents within the Den should meet and discuss what is needed prior to their month. Attending the Committee Meeting the month prior will help parents understand what is needed of them. We appreciate the help of our Dens and our parents in making our meetings and events a success!

## Tagalongs

We realize that many of our families have other children in addition to the boys who are members of the Pack. Pack 208 is a family-friendly environment and we welcome your other children to "tagalong" to meetings and outings with the following conditions:

- Tagalongs must be supervised by one parent at all times, unless prior arrangements are made because the parent is actively leading the scout meeting.
- We try to bring an activity (watching a video, craft projects, etc) to each scheduled Den/Pack meeting, but feel free to bring whatever your child needs to make them happy.
- There will occasionally be situations where Tagalongs are not welcome at an activity, usually due to safety or space restrictions, and this will be announced ahead of time.
- Because Tiger cubs require one parent actively participating with their scout, Tiger family Tagalongs require a second adult to be present to supervise the tagalong.
- If you have any questions regarding our tagalong policy, do not hesitate to ask a committee member.



## **FUNDRAISING**

### **Popcorn – The BIGGEST Fundraising Event of the Year**

Popcorn sales are very important to the Pack and the boys. It is how we fund many of the activities and it is a good way to raise money to pay your annual dues and put some extra money in your boy's Individual Scout Account. It is expected that we will all participate.

**Families that do not participate will be asked to contribute a \$50 opt-out fee to the Pack to balance the average money raised by families that do sell popcorn.**

For those of you who are new to Scouting or have questions, there is a designated "Popcorn Kernel" and "Assistant Popcorn Kernel" who are ready to answer any questions you may have. This year it is Committee Chair JanAi Lundquist, and she can be reached at 360-789-6769.



If we are able to collectively reach the \$40,000.00 sales goal that earns us a 45% share for our Scouts and Pack, in comparison to the 34% which is the return for sale up to the \$39,999.

Most of our sales will likely come from coordinated storefront sales. Permissions and coordination's are being made from several different stores to sell corn on specific dates beginning around August 18th and lasting through September. Each storefront sale day will be divided into two-hour shifts that will be staffed by one Cub Scout (and his parent).

In addition to storefront sales, you are encouraged to go door-to-door selling in your neighborhood. "Show and sell" sales are a great way to sell popcorn right away. You will receive a disbursement of popcorn after the bulk order of popcorn arrives. If you sell your allotment and want more to sell, you need only turn in the money and request further supplies.

Finally, you can also sell popcorn by taking orders for future delivery, sometime in early November. It is important that you collect money for any pre-order sales. Please don't hesitate to ask questions regarding this essential fundraising activity.

## Other Fundraising Opportunities

### Camp Cards

The Camp Card Program is a product sale of plastic cards with discount offers. The program is designed to create a diverse, year-round fundraising strategy to support local units and strengthen council programs. Since 2007, the Camp Card program has been received with great enthusiasm from Scout leaders at all levels of the organization.



### Flower Bulbs

Last year, the Pack participated in a flower bulb sale fundraiser with moderate success. There will likely be other opportunities to earn revenue for the Pack and bolster the Individual Scout Accounts as the year goes on.



## SPECIAL EVENTS

### Camp

There are various camps offered throughout the year that are not necessarily noted on the schedule, as the dates have not yet been determined. Some camps are overnight, some camps are rank-specific. Example of the camps that will be offered: **Pal & Me, Webelos Winter Camp, Resident & Day Camps**. Look for info throughout the year!



### Training

Training is offered throughout the year to leaders – new and returning. Some training is required, other are optional. Because the Boy Scouts require two-deep leadership, (meaning two or more trained leaders at Cub Scout activities), it is recommended that parents in the Den/Pack also take advantage of certain training that is offered – such as BALOO and Youth Protection. **Effective 6/1/2010--Youth Protection training is required for all BSA registered volunteers, regardless of their position. Training must be repeated every 2 years.**

## Websites

We try very hard to keep to the planned program but circumstances do not always make that possible, so it is very important that you attend Pack meetings as well as check the Pack's website. You can review the most current information on our Pack's page at [www.scoutmanager.com](http://www.scoutmanager.com) or view our public recruiting page at [www.join208.org](http://www.join208.org). Be sure to check the Pack calendar frequently so your son does not miss out. We need your support to make communication happen.

## Pinewood Derby and Blue and Gold Banquet

The two biggest events of our scouting year happen in January and February. In January we will participate in the Pinewood Derby where each Scout makes his own wooden car to race against his peers. The Blue and Gold Banquet in February is a celebration of scouting where the boys and their families share a great meal, receive earned awards, loops and pins, and participate in a variety of fun games. To pull off events like these takes many hands, stay tuned for ways you can help.



## Scouting for Food

Each March, Pack 208 participates in the National Scouting for Food day sponsored by our Council and Boy Scouts of America. The Scouting for Food-National Good Turn, first conducted in 1988, is a nationwide food collection effort and is BSA's response to the "unacceptable" hunger in our society. A week prior to Scouting for Food Day, Scouts deliver food pick-up bags to an assigned area. On Scouting for Food Day, the rest of the Scouts pick-up food in an assigned area and deliver to pre-selected local food banks.

## Friends of Scouting

The Council, just like its units, needs money to operate. Although it gets some from the National Council, some from the United Way, and some from the Popcorn Sale, the majority of the money that the Council needs to operate comes from the Friends of Scouting (FOS) appeal. Every year during the winter, a volunteer from the District will ask for people in the community who think that Scouting is worthwhile (parents of Scouts, business and community leaders, businesses and other organizations) to help support it's program. Contributions are totally voluntary, and a donation in any amount is welcome and greatly appreciated. Each year, our local Council (Pacific Harbors Council), provides unit service, administration, training, outdoor and camping facilities, and quality program activities in the continuing effort to serve more boys. **If our Pack reaches our financial goal, we can obtain advancements free of charge for the remainder of the year, plus discounts on camps and other council events.** This is an excellent opportunity to support Cub Scouts and your local Pack.

## Boys Life Magazine

Many generations of boys have looked forward to receiving their monthly issue of Boys' Life. It is part of the scouting tradition. Our Pack factors the subscription cost into our annual budget and renews each year at re-charter time. If you are a new scout, please allow 2 months to receive your first issue. If you aren't receiving Boys' Life, please contact a committee member and we will look into it for you.

**BOYS' LIFE**  
THE BOY SCOUTS' MAGAZINE  
THE OUT-OF-DOORS ADVENTURE MAGAZINE FOR BOYS

# CONTACT INFORMATION

## Committee Members

Your Den Leader is your main contact to the administration of our Pack, but you should feel free to contact any member of the committee for information on any Scout activity. Our committee members currently are:

POSITION	NAME	PHONE	EMAIL
Committee Chair	JanAi Lundquist	360-789-6769	missjanai@gmail.com
Cubmaster	Erich Ebel	360-480-6691	erich.ebel@outlook.com
Assistant Cubmaster	Craig Milam	360-584-6541	craig.d.milam@gmail.com
Treasurer	Tammy Patterson	808-629-9475	tmzyf600@yahoo.com
Advancements	Mark Bock	425-943-1256	bock.m.craftsman@gmail.com
Secretary	Tina Obeng	201-214-7585	eobeng2012@comcast.net
Tiger Den Leader (Den 4)			
Asst. Tiger Den Leader			
Wolf Den Leader (Den 4)	Tammy Patterson	808-629-9475	tmzyf600@yahoo.com
Asst. Wolf Den Leader			
Bear Den Leader (Den 3)			
Asst. Bear Den Leader			
Webelos I Den Leader	Mark Bock	425-943-1256	bock.m.craftsman@gmail.com
Asst. Webelos I Den Leader			
Webelos II Den Leader	Craig Milam	360-915-9553	craig.d.milam@gmail.com
Asst. Webelos Den Leader			

**IMPORTANT FINAL NOTE:** If you do nothing else, please visit [www.scoutmanager.com](http://www.scoutmanager.com) on a regular basis. Learn how to navigate its links and locate its resources. Pack 208's progress is planned, charted and tracked at ScoutManager, and there you can find your boy's achievements, get the latest Pack information from the calendar and find contact information and permission sheets. [www.Scoutmanager.com](http://www.Scoutmanager.com) is THE best resource for success in your first year of Scouting...USE IT OFTEN!



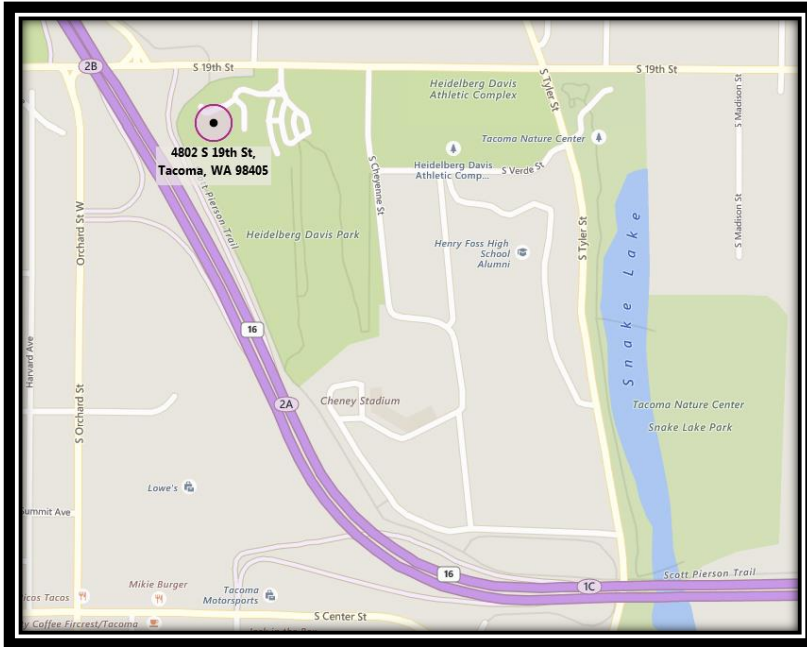
*“The Boy Scouts of America has contributed greatly to the character training of our youth. What a greater nation this would be if the principles of Scouting could be woven more closely into our daily lives. The Boy Scouts of America is making a vital contribution to the character building of our boys and young men. Let us work together to make the program of the Boy Scouts available to every American boy.”*

*- Harry S. Truman, 33rd President of the United States*



# SERVICE CENTERS

Pacific Harbors Council has two service centers to meet your needs:



**Creighton Scout Service Center**  
4802 South 19th Street  
Tacoma, WA 98405  
**Program Desk Hours:**

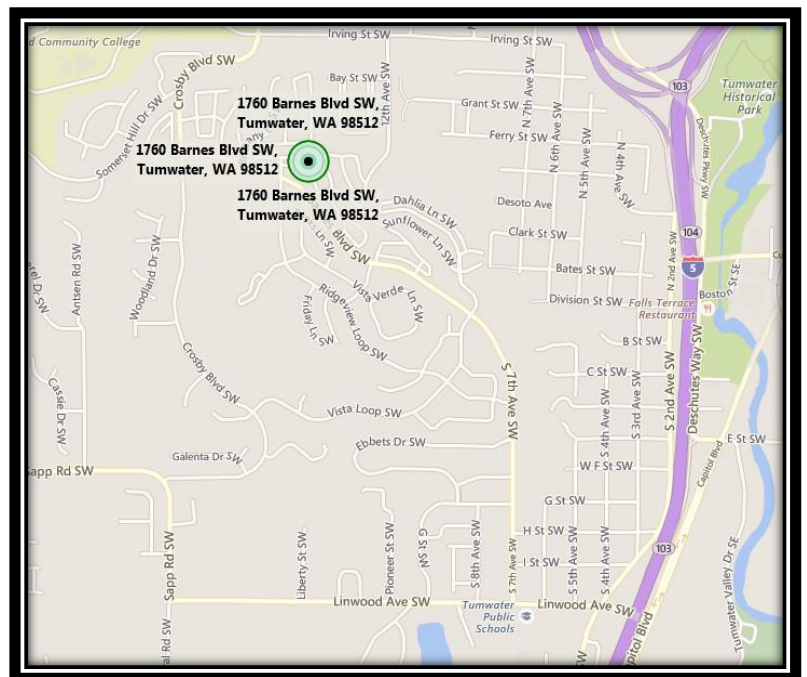
Monday - Friday: 9am - 5pm  
Program Desk: 253-682-2217

**Tacoma Scout Store Hours:** Monday - Friday: 9am - 6pm and Saturday: 10am - 3pm  
Store Phone: 253-682-2215

**Tumwater Service and Training Center** 1760 Barnes Boulevard Southwest Tumwater, WA 98512  
Monday - Thursday:

10am - 7 pm \*Closed 2pm - 3pm

Office Number: 360-357-3331



**Talent Release Form**

I hereby assign and grant to Cub Scout Pack 9208, Lacey, Washington, of the Boy Scouts of America the right and permission to use and publish the photographs/film/videotapes/electronic representations and/or sound recordings made of me or my children for the dates shown below by the Cub Scout Pack 9208 and the Boy Scouts of America, and I hereby release Cub Scout Pack 9208 and the Boy Scouts of America from any and all liability from such use and publication.

I hereby authorize the reproduction, sale, copyright, exhibit, broadcast, electronic storage and/or distribution of said photographs/film/videotapes/electronic representations and/or sound recordings with [ ] without [ ] limitation at the discretion of Cub Scout Pack 9208 and the Boy Scouts of America and I specifically waive any right to any compensation I may have for any of the foregoing.

Failure to return this form will be considered consent to use any and all photographs/film/videotapes/electronic representations and/or sound recordings.

This form is valid for the duration of the undersigned parent's involvement with Pack 9208.

Limitations: \_\_\_\_\_  
\_\_\_\_\_

**PLEASE PRINT CLEARLY**

Name: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

# Code of Conduct

## Cub Scout Pack 208

Pack 208 has established the following Code of Conduct to provide Scouts, Parents, and Adult Leaders with a framework of expectations and disciplinary actions for all members of the Pack. This Code of Conduct will help ensure a common language and understanding for behavioral expectations, and consequences, allowing us to create an atmosphere conducive to fun, safety, and the values of Scouting.

### Expectations

#### **Cub Scouts and Tiger Cubs**

- Always be on time.
- Call your Den Leader if you will be unable to attend.
- Wear a proper uniform.
- Listen and pay attention.
- In response to "wolf ears" signal, silently return the sign.
- Respect one another and your leader.
- Keep hands and feet to yourselves.
- Don't take anything from anyone else without asking.
- Show respect for your surroundings, indoors and out.
- Always follow Akela.
- Always DO YOUR BEST!

#### **Parents**

- Assist your son in learning the Code of Conduct.
- Work with Den and Pack Leaders as requested.
- Act as role models, demonstrate proper behaviors.
- Pay attention, and in response to the "wolf ears" signal, silently return the sign.
- Parents are responsible for the conduct of their non-scout children during Pack activities.
- Parents may be asked to remove disruptive children.
- Cub Scouting is a program based on parent (or guardian) and son participation. It is the policy of Pack 208 that an adult family member accompanies the Scout on all Pack activities, including Pack Meetings. Parents will also be asked to participate in Den level activities from time to time.
- No use of alcohol, tobacco products, or illegal drugs is permitted while at Scout functions.

#### **Adult Leaders**

- BE PREPARED AND ON TIME (i.e. EARLY!)**
- Treat all Cub Scouts and Tiger Cubs as individuals, respecting their unique needs and capabilities.
- Act as a role model, demonstrate proper behaviors.
- Wear your uniform at all scouting events.
- Assume responsibility for the safety, well-being, and behavior of your charges at all times.
- Follow BSA rules regarding discipline and other matters.

### Respect

We strive to provide our Scouts with a fun, safe and enjoyable experience. Our Adult Leaders donate many hours of their free time to achieve this goal. All Adult Leaders should be given your respect. Directions given by Adult Leaders must be obeyed for the good of all Scouts. Failure to do so may result in parental notification and possibly dismissal from that Scouting function.

Members of Pack 208 are expected to respect each other. Any behavior that injures, demeans, or offends other members of the Pack is not acceptable and will not be tolerated.

### Discipline

Participation in any Scouting activity by a Scout, Parent, or Adult Leader, will be conducted in a manner that upholds the principals, standards, and ideals of the Boy Scout of America as set forth in the Cub Scout Promise and Law.

Behavior that is cause for disciplinary action includes, but is not limited to, the following:

- Not following the Cubmaster's or Leader's directions.
- Significantly unsafe actions which may endanger himself or others.
- Exploring physical hazards (lakes, creeks, etc.) without permission and supervision.
- Leaving designated areas without the Cubmaster's or Leader's permission.
- Use of cursing or foul language.
- Excessively unruly, loud, disrespectful, or disruptive behavior.
- Physical or verbal hazing or harassment of others.

Discipline at Den meetings is at the discretion of the Den Leader(s) in accordance with the following guidelines:

- Failure to obey a rule will result in a warning followed by time out or removal from the activity.
- In cases of harmful or repetitive misbehavior, the parent may be called to pick up the Scout.
- At the Den Leader's discretion, parents may be required to attend Den functions with their Scout. (This does not apply to Tiger Cubs where parental involvement in all Den and Pack functions is required).
- Den Leaders have the right to exclude a Scout from their Den for reasons of conduct. The situation will be reviewed by the Pack Committee and, in extreme cases, and after consultation with the Pacific Harbors Council, a Scout may be dismissed from the Pack for reasons of misconduct.
- Den Meetings are for Scouts, their Parents, and Adult Leaders. Attendance by siblings is at the discretion of the Den Leader.

All Scouts, Parents, and Adult Leaders are participants in Pack 208 and are representatives of their community, family, and local Scouting Council. Therefore, all Scouts, Parents, and Adult Leaders are asked to sign this Code of Conduct as a condition for participation.

We want each Scout to be responsible for their own behavior, and only when necessary will the procedure be invoked to send a Scout home from their Den or Pack meeting or activity.

Scout Signature: \_\_\_\_\_

Parent Signature: \_\_\_\_\_

Date: \_\_\_\_\_