

Parent Handbook

Cub Scout Pack



Colonial Virginia Council
Boy Scouts of America
Williamsburg, Virginia

www.cubscoutpack103.org





Parent Handbook

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Williamsburg, Virginia



Welcome to Cub Scouts and Pack 103!

Welcome to Cub Scouting, part of the Boy Scouts of America (BSA). We are Pack 103 and we have approximately 75 boys and their families from Williamsburg and the local area that actively participate in our program. Founded in 1942, we have a very active Pack, and pride ourselves on having a program that focuses on the 12 core values of Cub Scouting with fun, respect, and family that influences the growth of the scouts into fine young citizens.

As with any program, you will get out of the program what you put into the program. We know there is a lot of information to absorb, so we have compiled the basic information you will need into this Handbook. We also have a website that will provide you with up-to-the-minute information regarding events, points of contact, and just about any other scouting information you might need.

We are glad you chose to join our Pack and look forward to watching your young scout grow and develop as an individual, as a family member, and as a citizen and leader in the community. Now let's have some fun!

Website: <http://www.cubscoutpack103.org>

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Background

In 1916, Sir Robert Baden-Powell introduced the "Wolf Cub" program for younger boys. This program soon found its way to numerous communities in the Americas. There were also other 'younger boy' organizations such as the "Little Lodge" of the "Woodcraft Indians," the "Boy Pioneers," and the "Boy Rangers." Some BSA Boy Scout Troops were also sponsoring unofficial "Junior Troops" and "Cadet Corps." Finally, after 20 years of Boy Scouting in America, "Cubbing" was introduced! What has followed has been nothing short of phenomenal! Boasting over 50,000,000 members since its inception, no program in history has had the far ranging impact on American youth than Cubbing and Cub Scouting have!

Baden-Powell, the founder of Scouting, based Cub Scouting on one of the stories in Rudyard Kipling's *Jungle Book*. It was called "Mowgli's Brothers." We know it as "The Story of Akela and Mowgli." A copy of part of the story is in the Wolf Cub Scout Book. The story is continued in the Bear Cub Scout Book. A part of the story is also in the Cub Scout Leader Book.

Cub Scouting has drawn upon the adventure and lore of the Native American, just as Seton's Native American lore influenced Boy Scouting; but a strong influence from Kipling's *Jungle Book* still remains. The words "Law of the Pack," "Akela," "Baloo", "Wolf Cub," "den," and "pack" all come from the *Jungle Book*. The gold and silver arrows, Webelos, and Arrow of Light are taken from our Native American heritage.

Boy Scouts of America was incorporated to provide a program for community organizations that offers effective character, citizenship, and personal fitness training for youth. Specifically, the BSA endeavors to develop American citizens who are physically, mentally, and emotionally fit; have a high degree of self-reliance as evidenced in such qualities as initiative, courage, and resourcefulness; have personal values based on religious concepts; have the desire and skills to help others; understand the principles of the American social, economic, and governmental systems; are knowledgeable about and take pride in their American heritage and understand our nation's role in the world; have a keen respect for the basic rights of all people; and are prepared to participate in and give leadership to American society.

Cub Scouting is a year-round family program designed for boys who are in the first grade through fifth grade (or 6-10 years of age). Parents, leaders, and organizations work together to achieve the purposes of Cub Scouting. Currently, Cub Scouting is the largest of the BSA's three membership divisions. (The others are [Boy Scouting](#) and [Venturing](#).)

In Cub Scouts, you will have numerous opportunities to share meaningful conversations with your son on these and other important life topics.

Cub Scouting's 12 Core Values:

- | | |
|-----------------------|----------------------|
| 1. Citizenship | 7. Honesty |
| 2. Compassion | 8. Perseverance |
| 3. Cooperation | 9. Positive Attitude |
| 4. Courage | 10. Resourcefulness |
| 5. Faith | 11. Respect |
| 6. Health and fitness | 12. Responsibility |

Organization

Each scout starts as a member of a Den, but is a part of a much larger network of scouts that will support their growth and development throughout their scouting adventures. Members who join Cub Scout Pack 103 and are assigned to a Den based upon their grade in school which defines which rank they will work towards (a few packs assign by age). Pack 103 works on a school calendar year beginning and ending on the last day of our public school system in mid-June with main activities beginning in September. The **Den typically meets at least twice a month** and is usually a group of six to ten boys. The den allows boys to get to know each other better and engage in activities that would be difficult in a larger group. Each Den is lead by a Den Leader who may be assisted by an Assistant Den Leader and/or a Boy Scout Den Chief. The den also provides leadership opportunities for the boys as they elect "denners" or help to teach each other. Den Leaders are trained parent volunteers.

Den meeting activities are planned around the monthly theme and include games, handicrafts, hikes and other outdoor fun, practicing skits and stunts in preparation for the next Pack meeting and taking part in simple ceremonies and songs. Sometimes work on advancement requirements is included, but most of that work is accomplished by the boys with their parents (see details on the Webelos rank for an exception). The Den Leaders may ask for special help occasionally from parents (helping with a meeting, sharing a special skill, or just providing a snack for the boys). Parents are required to attend each meeting if their Cub Scout is a Tiger Cub.

ALL NEW SCOUTS:	Start by earning the rank of Bobcat
First Graders:	Tiger Cubs
Second Graders:	Wolf Cubs
Third Graders:	Bear Cubs
Fourth Graders:	WeBeLoS
Fifth Graders:	Arrow of Light (transition to Boy Scouts in March)

In addition to den meetings, all of the **Dens meet together monthly as a Pack** to receive awards, recognition, and advancement. Because of the size of Pack 103, many awards are recognized in den meetings. The Pack meeting is the climax of the month's den meetings and activities. It gives the dens something to look forward to and work toward. This is a chance to recognize the boys, their parents, and their leaders. In addition to its regular meetings, the Pack sponsors certain special projects. These include community projects (e.g., a Thanksgiving Food Drive for the needy), outdoor activities (e.g., field trips, family campouts, etc.), fund raising activities (e.g., fall popcorn sales), and fun competitions (e.g., Pinewood Derby). Each Pack is lead by a Cubmaster. The Cubmaster (aka 'Akela') is an adult volunteer who serves as master of ceremonies at all Pack activities and is assisted meetings and leads Pack activities of all kinds. The Cubmaster will have an Assistant Cubmaster (aka 'Baloo') to help at these functions.

Our Pack, along with other Cub Scout Packs and Boy Scout Troops in Williamsburg, James City County and upper York County, make up the First Colony District. The First Colony District is one of five districts that form the Colonial Virginia Council (#595), which is responsible for all Scouting on the Peninsula (Williamsburg, James City County, York County, Hampton and Newport News), Gloucester, and areas south of the James River (Smithfield, Isle of Wight County, and Suffolk). The Council is the immediate subset of the national Boy Scouts of America organization. The Council office (and Scout Shop) is located at 11721 Jefferson Ave, Newport News, VA 23606 (near Oyster Point).

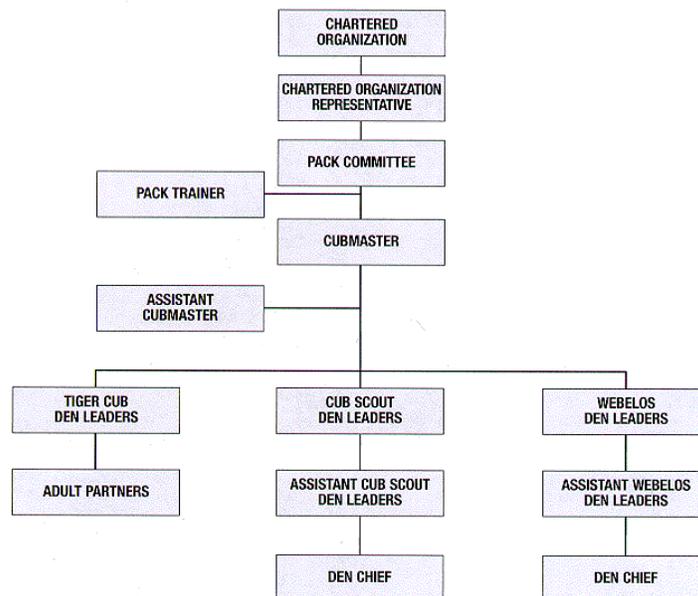
There are two other organizations that help the Pack run smoothly: the Charter Organization and the Pack Committee.

Since 1949, the Charter Organization for Pack 103 has been Williamsburg United Methodist Church. They provide us with a safe place to hold our meetings as well as the administrative structure for ownership of all pack equipment, insurance, and sponsorship. The liaison between the Pack and the Charter Organization is through the Charter Organization Representative (COR), who is a registered adult leader with Boy Scouts of America appointed by the Charter Organization.

The **Pack Committee meets monthly** consists of parents and leaders and serves as the steering group. The Pack Committee meets monthly (typically on the second Wednesday of the month at 7:00 pm) and meetings are open to any interested parent. The Pack Committee takes care of the administrative needs of the pack such as record keeping, finance, leadership recruitment, and registration. Pack leadership positions may be held by women or men. It is organized and chaired by the Pack Committee Chairperson. The committee consists of at least three people and is responsible for:

- Carrying out the policies and regulations of the Boy Scouts of America.
- Setting the Pack policies in accordance with BSA and the Charter Organization.
- Recommending the leadership to the charter organization for final approval.
- Finding a meeting place.
- Coordinating the Pack program.
- Providing encouragement to leaders in carrying out the Pack program.
- Maintaining the finances and fundraising coordination for the Pack.
- Maintaining Pack property (officially owned by the Charter Organization).
- Assisting with the annual Pack charter renewal.
- Ensuring quality adult leadership by making sure that the leadership is recruited and trained.
- Coordinating between the Pack and other scouting units.

PACK ORGANIZATION CHART



Parents Role

You may participate at any level of effort that you wish to enjoy scouting with your son. While Den Leaders are the volunteer adults who do the majority of the work and who have the most fun, there are numerous other roles in the Pack. Den Leaders.

Parents play an important role in the Pack. Since all the leaders in Pack-103 are volunteers and have many other obligations, it takes everyone to help out at one time or another. We understand that parents have other obligations and may feel they are too busy to take on any additional duties, but we depend on parents to help provide the good program we have. We require every parent to help the Pack in some capacity with our activities. All parents/adults should become trained in Youth Protection and participate in 'This is Scouting' Training (available on-line) as a minimum introduction to scouting. This will make the Den Leader's job easier and increase the boys' enjoyment. Please remember, Cub Scouting is a family activity, and Den/Pack meetings are a great place for family involvement. The following is a brief list of roles that any adult can play to assist the pack:

Charter Organization Representative	Liaison between the Pack and the Charter Organization (appointed by the Charter Organization)
Pack Commissioner	Scouter who is a member of District and Council commissions and assists with coordination with other scout units and councils
Pack Committee Chairperson	Oversees the pack committee who runs the business of the pack "behind the scenes"
Cubmaster	aka 'Akela' leads and organizes all pack activities
Assistant Cubmaster	aka 'Baloo' assists the Cubmaster
Pack Trainer	Organizes and maintains training records of adult leaders
Pack Secretary	Keeps notes of pack committee
Pack Treasurer	Oversees pack finances
Pack Membership and Recharter	Oversees membership paperwork and annual recharter effort
Popcorn Kernel	Organizes our main fundraising effort in the fall.
Quartermaster	Maintains and transports pack equipment to activities
Camp Coordinator	Organizes pack activities including camping trips
Advancement Coordinator	Coordinates with Den Leaders for obtaining awards and badges
Hiking Coordinator	Organizes monthly hikes and maintains hiking records
Webmaster	Maintains pack internet website
Den Leader	Plans and organizes Den meetings, keeps track of the boys' advancements, and attend Committee meetings.
Assistant Den Leader	Assists the Den Leader

Note that all of the above listed roles are registered adult leaders whose annual membership fee is paid by the Pack. Any adult may be registered with BSA, but associated fees are their responsibility.

Quick Start Checklist for Parents/Adult Partners

We know there is a lot of information to try to take in all at once, so we have created a high-level Quick Start checklist to get you started. As you catch on, you can add in other events, awards, training that interest you.

Complete?	Checklist Items
	Register
	Get Scout Handbook for your boy's rank (review)
	Get uniform, sew patches (refer to Uniform Section)
	Read the Parent Guide at the beginning of the Scout Handbook (part of Youth Protection)
	Visit Pack website and review the Pack activities calendar
	Take Youth Protection Training online (notify Pack Trainer or Den Leader when complete)
	Obtain password and logon to ScoutTrack.com to track your scout's achievements
	Work with your Scout to sign off achievements and requirements in the Scout Handbook
	Talk w/ Den Leader to volunteer to lead a den meeting or activity
	Talk w/ Den Leader to support at least one activity for the Pack (ie. Blue and Gold Banquet, Christmas Party, Pinewood Derby, fishing trip, baseball game, etc.)
	Attend Den Meetings with your scout
	Work with Den Leader to ensure your scout's achievements are properly recorded
	Attend monthly Pack Meetings with your scout
	Attend monthly Pack Committee meetings
	Help your Cub Scout sell some popcorn, turn in money or leftover popcorn by deadline
	Volunteer for a pack leadership position (i.e. Camp Director, Trainer, PopCorn Kernel, etc.)
	Have your scout attend Cub Scout Day Camp (usually in June after school ends)
	Attend District Roundtables (held on the 1 st Thursday of every month at 7pm at the Church)

Meetings

Many Cub Scout activities happen right in the Den and Pack meetings. The most important are the Den meetings and the monthly Pack meetings. As a Pack, we strive to keep our families informed of upcoming activities at the pack, district, and council level. We maintain a website and Den Leaders provide emails on a regular basis with the latest and greatest details to ensure you stay informed. Please note that the dates and times below are “Typical” and subject to periodic changes to best accommodate the activity and the participants.

DEN MEETINGS:

- When:** Typically twice a month (time and day of the week determined by parents and Den Leader), 60-90 minutes duration unless specified otherwise
- Where:** Williamsburg United Methodist Church facilities or where approved by Pack Committee.
- Why:** The boys will work on meeting their rank’s achievements and elective activities in the Scout Handbook. All the achievements cannot be accomplished at the Den meetings. Some of the achievements will need to be completed at home and require family involvement. Please review the requirements in your son’s Handbook and help him complete the requirements needed for his rank.
- Who:** The Den Leader is responsible for these meetings and materials. Parents are encouraged to volunteer their help with the den meetings, and to run an occasional meeting. At least two adults are required to be present at all times. Please remember that Cub Scouting is a family activity. Parents are required to attend for Tiger Cub Dens.

PACK MEETINGS: (check schedule for exact time and places)

- When:** Once a month; typically the third Friday of the month, from 7:00 - 8:00pm
- Where:** Williamsburg United Methodist Church fellowship hall, unless otherwise specified
- Why:** The boys will be recognized for advancements, awards, and achievements. The scouts will have time to be silly and have fun as they showcase their talents through skits, songs, and crafts.
- Who:** The Cubmaster is responsible for hosting this meeting. Parents, scouts, leaders, and families are encouraged to attend as a means of showing support and recognition of the hard work performed by the boys.

COMMITTEE MEETINGS:

- When:** Once a month; typically the first Wednesday of the month, from 7:00 - 8:30pm
- Where:** Williamsburg United Methodist Church room 179, unless otherwise specified.
- Why:** The Committee discusses organizational matters, future events, and exchanges ideas on various aspects of the Pack.
- Who:** The Committee Chairperson is responsible for hosting this meeting. Parents should attend at least two meetings during the year to learn about and assist with Pack business as Committee members.

DISTRICT ROUNDTABLE MEETINGS:

- When:** Usually once a month; typically the first Thursday of the month, from 7:00 - 8:30pm
- Where:** Williamsburg United Methodist Church basement fellowship hall
- Why:** All of the Packs in the District exchange information/announcements that affect the whole district.
- Who:** The District Chairperson is responsible for hosting this meeting. Parents may attend to learn about Scouting events/activities, plans, and information that might benefit our Pack.

Activities

Cub Scouting means "doing." Everything in Cub Scouting is designed to have the boys doing things. Activities are used to achieve the aims of Scouting—citizenship training, character development, and personal fitness. Below are some of highlights of our favorite activities.

Camping

We participate in overnight family camping, day camps, and resident camps. During family camps we focus on awards, achievements, and fun for 1-2 nights. Day camps are sponsored by the District and provide a week long agenda of age-appropriate programs packed with theme-oriented action that brings Tiger Cubs, Cub Scouts, and WEBELOS Scouts into a world of imagination during the day (not overnight). Resident camps are usually 3-5 day and night experiences (typically at a Boy Scout reservation) in which the Scouts camp within a developed theme of adventure and excitement. Webelos Scouts may also camp with their den or with local Boy Scout troops. Camping programs combine fun and excitement with doing one's best, getting along with others, and developing an appreciation for ecology and the world of the outdoors.

GOD AND COUNTRY

Religious Emblems Program



A Scout is reverent toward God. He is faithful in his religious duties and respects the convictions of others in matters of custom and religion. The religious emblems program provides an opportunity for the boys to earn an award they can wear throughout their scouting career. The religious emblems programs are programs created by the various religious groups to encourage youth to grow stronger in their faith. The religious groups—not the Boy Scouts of America—have created the religious emblems programs themselves. The Boy Scouts of America has approved of these programs and allows the recognition to be worn on the official uniform, but each religious organization develops and administers its own program. Additional information for most faiths can be found at www.praypub.org.

World Conservation Award

The purpose of this award is to teach the boys to appreciate and preserve their environment. This can usually be accomplished by combining a few electives with many of the Pack outdoor activities. Requirements vary by rank.



Leave No Trace



Today, use of designated wilderness areas has increased from 4 million people in 1964, to 7 million people in 1974, to 15 million in 1984, 21 million in 1994, and over 30 million expected users in 2009. That's a 750 percent increase in 30 years! As cities grow and populations encroach upon woodlands and recreation areas, we must do more than just pick up the litter and extinguish campfires. We must learn how to maintain the integrity and character of the outdoors for all living things. Leave No Trace is not simply a program for visiting the backcountry, it is an attitude and a way of life.

Hiking Stick and Medallions

Approximately every month (usually the day after the pack meeting), Pack 103 sponsors a hike on one of the numerous trails in and around the Williamsburg area. Hikes are open to the whole family and help promote physical fitness and an appreciation of the outdoors. Each hike is approximately 1.5 miles long with a few hikes that may continue for a longer distance. Each Cub Scout who participates in at least 3 designated hikes will earn a Hiking Stick (earned once in their scouting career). Den hikes also count towards this award. In addition to the hiking stick, Cub Scouts in Pack 103 can also earn a medallion that can be mounted on their hiking stick for their rank based upon participation as follows:

- Tigers at least 5 hikes
- Wolf at least 6 hikes
- Bear at least 7 hikes
- Webelos at least 8 hikes*



To count towards a hiking stick or medallion, hikes must be Pack or Den hikes, completed during the period in which the Cub Scout is earning their rank (June – May), and while a member of Pack 103. (*The exception is Webelos which have approximately 16 months to earn while they are Webelos and Arrow of Light). Hiking Sticks are awarded throughout the year upon completion of the first 3 hikes but medallions are only awarded at the year-end pack picnic in June.

Event Patches

Many District and Council events have a unique event patch earned by a scout's participation. Many other patches and pins are available at the Scout Shop or other outlets and may be given out and paid for by the Pack for participation in various scouting events. Only one "temporary" patch may be worn on the right uniform pocket. Patches can be worn on a red "brag" vest or jacket, sewn on a blanket, or saved in plastic sports card holder sheets as keepsakes of Cub Scouting. These patches are usually included as part of the price of admission or earned by participation (i.e. popcorn, scout show ticket sales, etc.). They include:

- Cub Scout Day Camp
- Museum Camping
- Tiger Fun Day
- Webelos Resident Camp
- Scout Show
- Popcorn Sales
- Pinewood Derby
- Space Derby
- Raingutter Regatta
- Christmas Parade



Ranks & Advancements

The Cub Scout advancement plan outlined in the Scout Handbooks provides fun and challenging activities for the boys, gives them a sense of personal achievement as they earn badges, and strengthens family understanding as adult family members work with boys on advancement projects. The Scout Handbooks will guide you through the requirements and electives available for the scouts to progress through the year. Pack 103 also uses an internet-based program at www.ScoutTrack.com to aid in tracking advancements.

ScoutTrack.com supports Pack Leaders, Advancements Coordinators, Den Leaders, Cubmasters, Parents and Scouts. Each user has special capabilities based on their needs and responsibilities within the Pack. Everyone has their own userid and password so ScoutTrack.com can identify them and present the appropriate capabilities and information. The system also is used to broadcast reminder e-mails which is our most powerful communications tool.

Many times, some of the Scouts' requirements will be completed through school or other programs. This should NOT be hard work, is NOT a competition, and should encourage the boys to ***“Do Your Best”***. Advancement toward ranks should be a natural progression as the boys grow and experience life and emphasize learning by doing. For the program to work properly and effectively, please let your son do the work – don't do it for him.



Bobcat. The Bobcat rank must be earned by all boys who join Cub Scouting. The Tigers will earn the Bobcat rank enroute to earning their Tiger badge. If a boy joins Scouting after his Tiger Cub year, he must earn this rank BEFORE he can earn the Wolf, Bear, or Webelos ranks. This badge provides the scout with the eight basic fundamentals (ie. Scout handshake, Law of the Pack, Cub Scout Promise, etc.) that all scouts must know to work together as a Den and a Pack.

Tiger Cub. The Tiger Cub program is for first grade (or age 6) boys and their adult partners (requires 1-to-1 participation). There are five Tiger Cub achievement areas in the Scout Handbook. The Tiger Cub, with his adult partner, completes the requirements within these areas to earn the Tiger Cub Badge. This is a simple program to introduce the boys to scouting, and bring the boys from the self-centered and self-focused idea that everything revolves around them to an understanding of family and community.





Wolf. The Wolf rank is for boys in the second grade (or age 7). To earn the Wolf badge, a Wolf Cub must pass twelve achievements involving simple physical and mental skills. Once these requirements are met, he is then able to complete any 10 elective projects of the more than 100 choices in the Wolf Handbook and earn a Gold Arrow point, and a Silver Arrow point for every 10 additional electives he completes.

Bear. The Bear rank is for boys in the third grade (or age 8). There are 24 Bear achievements in four categories. The Bear Cub must complete 12 of these to earn the Bear badge. These requirements are somewhat more difficult and challenging than those for Wolf rank. Once these requirements are met, they are then able to participate in additional achievements and again earn a Gold Arrow point and one or more Silver Arrow points.



WEBELOS (WE'll BE LOyal Scouts). WEBELOS is a two-year program for boys in the fourth and fifth grades (or age 9-10). WEBELOS don't do achievements and electives as other boys in Cub Scouting; they work on *activity badges*. The emphasis is on having fewer Cub Scouting activities to do at home and more to do with the den. Once they complete the requirements for the WEBELOS badge, the boys (Arrow of Light) will earn the Compass Point Emblem and four Metal Compass Points by completing additional activity badges.

This is the first step in his transition from Cub Scouts to Boy Scouts. As he completes the WEBELOS requirements, he will become familiar with the Boy Scout requirements and earn the highest Cub Scout recognition - the **Arrow of Light Award**. The Arrow of Light has been called the "Eagle Scout" of Cub Scouting. This is the only Cub Scout award that may be worn on a uniform as a Boy Scout or as an Adult Scout Leader.



Scout Expenses

The Scouts, their parents, the Pack, the Chartered Organization, and the community are responsible for supporting Cub Scouting. Packs obtain income by working on approved money-earning projects such as popcorn sales, car washes, spaghetti dinners, aluminum recycling, etc. Pack 103's principal funding raising project is the annual popcorn drive which funds the majority of the pack's activities (volunteer training, campouts, Christmas party and Spring Picnic, Blue & Gold banquet, ice cream social, etc.), uniform items (Class B shirts and hats), equipment (camping and ceremonial) and awards (badges, beltloops, & pins). The Pack will establish our selected fund-raising activities and schedules throughout the year. This information will be posted on our website and made available at the meetings. The community, including parents, supports Cub Scouting through the United Way, Friends of Scouting enrollment, bequests, and special contributions to our local BSA Council. This financial support provides leadership training opportunities, outdoor programs, Bayport Scout Reservation, council service centers and other facilities, and professional services for units.

Registration: Dues are \$60 per calendar year. The dues include annual BSA registration and funds for the Pack to use during the year for awards and activities. Cub Scouts may also register for a subscription to Boy's Life magazine for an additional \$12 per year. The year is based on our BSA charter which follows the calendar year (January to December). If a boy enters Cub Scouts mid-year, he will pay the pro-rated portion of the annual dues (see table below) that will carry him through December of the scout year. Since most boys join in the beginning of the school year (September), and we begin the annual recharter process in October, new scouts are asked to pay the prorated dues as well as the annual dues for the following year.

Prorated Dues

Jan	\$60.00 (full annual dues)		July	\$30.00
Feb	\$55.00		Aug	\$25.00
Mar	\$50.00		Sept	\$20.00
Apr	\$45.00		Oct	\$15.00
May	\$40.00		Nov	\$10.00
June	\$35.00		Dec	\$5.00

For Arrow of Light who will cross over to Boy Scouts in March, the full annual dues are paid during recharter and membership is transferred to the Boy Scout troop automatically. Boy Scout troops may also have other dues structures for equipment and such that is not part of transferred registration. Registered Cub Scouts transferring to Pack 103 from other packs are asked to pay a one-time transfer fee of \$10.00 to aid in the cost of the Class B uniform t-shirt and the Pack 103 hat.

Uniform: The scout purchases the basic uniform items (see later section on uniforms); the Pack purchases the rank, achievement, and recognition awards. We also have a Pack Closet with items that other scouts have outgrown or no longer need. Please contact the Quartermaster to determine what is available.

Pinewood Derby: The Pack will provide each Cub Scout a Pinewood Derby kit (typically handed out at the Pack meeting in December). Any Pinewood Derby car accessories are purchased by the Scout.

Camping Supplies: Do not feel obligated to run out and buy all camping supplies. The Pack has some supplies that you can borrow – you can purchase what you need as you camp more. Please contact the Quartermaster to check what is available.

Beltloops and Pins: It is technically possible for boys to complete requirements for beltloops and pins multiple times during their Cub Scout career. However, it is Pack 103's policy that the Pack only furnishes a beltloop or pin for the first time it is earned. If the parent feels it is important for the boy to wear multiple beltloops and pins, they may purchase them at the Scout Store.

Activity Fees: Some Pack activities require participants to pay a fee to help cover the expense of the event, such as Spring and Fall Camp-outs and the annual bowling party. Typically, the fee is \$5 - \$15 per participant. The Winter Camp-In is typically more expensive due to the fees charged by the venue.

Fundraising and Scholarships

Fundraising pays the expenses of the pack's major activities (Volunteer training, Ice Cream Social, Christmas Party, Blue & Gold Dinner, Pinewood Derby, Spring and Fall Campout, and Spring Picnic), Equipment, Class B Uniform T-shirt and Pack 103 hat, and the rank/achievement awards for the Cub Scouts. *The annual Colonial Virginia Council Popcorn sale (August to October) is the pack's principal fundraising activity.* The council provides the pack a percentage of the total sales. Each scout is given the opportunity to sell popcorn to raise money for the pack and earn prizes. Our goal is 100% participation in this annual event. The quality of the activities we can offer the scouts is directly related to this annual fundraiser.

Scouts and their families work really hard to sell popcorn to support our Pack. A way to say "thank you" is to have Scout accounts within our Pack. If a Scout sells a certain amount of popcorn, an account is set up within our Pack for that Scout to pay for ANY Scouting event including Council sponsored events. Council events, especially camps can be pricey and some Scouts may require financial assistance to attend. Council offers scholarships with a standard financial commitment that the Scout pays for 25%, the Pack pays for 25% and the Council pays 50%. To receive scholarships, Scouts must participate in the annual popcorn sales. Scholarships applications must be reviewed and recommended by the Pack (this is accomplished in confidence by a committee consisting of the Committee Chair, Cubmaster and Assistant Cubmaster). Pack 103's policy is that to be eligible for scholarship and receive the Pack's recommendation (and if they meet other qualifying criteria established by Council) and if funds are available within a Scout's popcorn account, those funds must be used completely to pay first for the Scouts portion (25%), then for the Pack portion (25%), and finally for the Council's portion (50%), as listed in priority order until the account is depleted.

Transfers from Other Packs

Transfer Application: In the event a scout is transferring from another Pack, it is the responsibility of the parents to supply a transfer application complete with the BSA Id. The BSA Id is very important as it enables the scout's achievements earned with the previous Pack to be transferred along with his membership to Pack 103. The BSA Transfer Application can be obtained from any Pack 103 Leader.

Transfer Fee: Please see the Scout Expenses section for fee information. If the scout is not registered with BSA for the current calendar year, Pack 103 will collect the BSA Registration Fee so as to be able to register the scout with Colonial Virginia Council.

Achievements: All achievements registered with BSA by the previous Pack will transfer with the scout to Pack 103 when the BSA Transfer Application is processed by Colonia Virginia Council.

Uniforms

The Cub Scout uniform identifies the organization within our community. We want our scouts to wear it properly and proudly. Pack 103 has two approved uniforms for each member of the pack and are known as “Class A” and Class B”. Class B uniforms can be used during den and pack outings, such as hiking and camping (where the boys are likely to get dirty). Class A uniforms are used during pack and den meetings or whenever a scout is representing Pack 103 at civic or Council events. In either case, a scout should always present a neat appearance, with shirts tucked in and caps on straight.

Pack 103 provides caps and Class B t-shirts when a boy joins. The cap and T-shirt may be purchased from the Pack afterwards should the scout outgrow or lose these items (contact the Treasurer for current pricing). They are not available from the Scout Store or on-line as they are specific to Pack 103. The Class A uniforms can be purchased at the Scout Store located at 11721 Jefferson Ave, Newport News, VA 23606 (near Oyster Point) or ordered on-line at www.scoutstuff.org. The staff in the Scout Store can help you pick out the right items and below is a list by rank. Sometimes it is easier to ask or look at another scout in the Pack to be sure the patches are properly placed on the uniform. Note that Webelos may choose to continue to wear the Blue Cub Scout uniform or buy the Tan/Olive Boy Scout uniform. This choice is helpful for growing scouts or scouts with younger brothers. The Tan/Olive Boy Scout uniform is required when bridging to Boy Scouts.

All Ranks

Class B

- Pack 103 Hat (provided upon joining)
- Pack 103 T-shirt (provided upon joining)
- Navy Blue pants (jeans) or Navy Blue shorts (no cut-offs) or Olive pants/shorts for adults
- Closed toed shoes or boots (no sandals, or ‘Cross’)

Tiger Uniforms

Class A

- Pack 103 Hat (provided upon joining)
- Tiger Cub Handbook
- Orange Tiger Neckerchief
- Tiger Neckerchief slide
- Tiger Brass Belt Buckle
- Blue Cub Scout Shirt
 - World Crest Patch
 - American Flag Patch (sold on shirt)
 - Den Number Strip
 - Colonial Virginia Council Patch
 - 70 Year (in 2012) Veteran Unit Bar*
 - 1, 0, & 3 Unit Number Patches*
- Blue Cub Scout belt



- Navy Blue pants (jeans) or Navy Blue shorts (no cut-offs)
- Navy Blue socks
- Closed toed shoes or boots (no sandals, or ‘Crocs’)

Wolf Uniforms

Class A

- Pack 103 Hat (provided upon joining)
- Wolf Cub Handbook
- Yellow Wolf Neckerchief
- Wolf Neckerchief slide
- Cub Scout Brass Belt Buckle
- Blue Cub Scout Shirt
 - World Crest Patch
 - American Flag Patch (sold on shirt)
 - Den Number Strip
 - Colonial Virginia Council Patch
 - 70 Year (in 2012) Veteran Unit Bar*
 - 1, 0, & 3 Unit Number Patches*
- Blue Cub Scout belt
- Navy Blue pants (jeans) or Navy Blue shorts (no cut-offs)
- Navy Blue socks
- Closed toed shoes or boots (no sandals, or ‘Crocs’)

Bear Uniforms

Class A

- Pack 103 Hat (provided upon joining)
- Bear Cub Handbook
- Lt. Blue Bear Neckerchief
- Bear Neckerchief slide
- Cub Scout Brass Belt Buckle
- Blue Cub Scout Shirt
 - World Crest Patch
 - American Flag Patch (sold on shirt)
 - Den Number Strip
 - Colonial Virginia Council Patch
 - 70 Year (in 2012) Veteran Unit Bar*
 - 1, 0, & 3 Unit Number Patches*
- Blue Cub Scout belt
- Navy Blue pants (jeans) or Navy Blue shorts (no cut-offs)
- Navy Blue socks
- Closed toed shoes or boots (no sandals, or ‘Crocs’)

Webelos Uniforms (Blue Version)

Class A

- Pack 103 Hat (provided upon joining)

- Webelos Scout Handbook
- Plaid Webelos Neckerchief
- Webelos Neckerchief slide
- Webelos Brass Belt Buckle
- Blue Cub Scout Shirt
 - World Crest Patch
 - American Flag Patch (sold on shirt)
 - Den Number Strip
 - Colonial Virginia Council Patch
 - 70 Year (in 2012) Veteran Unit Bar*
 - 1, 0, & 3 Unit Number Patches*
 - Webelos Colors (Webelos name plate with color ribbons)
- Blue Cub Scout belt
- Navy Blue pants (jeans) or Navy Blue shorts (no cut-offs)
- Navy Blue socks
- Closed toed shoes or boots (no sandals, or ‘Crocs’)

Webelos Uniforms (Tan Version)

Class A

- Pack 103 Hat (provided upon joining)
- Webelos Scout Handbook
- Plaid Webelos Neckerchief
- Webelos Neckerchief slide
- Tan Boy Scout Shirt
 - World Crest Patch
 - American Flag Patch (sold on shirt)
 - Den Number Strip
 - Colonial Virginia Council Patch
 - 70 Year (in 2012) Veteran Unit Bar*
 - 1, 0, & 3 Unit Number Patches*
 - Webelos Colors (Webelos name plate with color ribbons)
 - Blue Epaulettes (shoulder loops)
- Blue Cub Scout belt with earned beltloops or Olive Boy Scout belt (beltloops will not fit on wider olive belts)
- Webelos Brass Belt Buckle (if using blue belt)
- Olive pants or Olive shorts
- Olive socks
- Closed toed shoes or boots (no sandals, or ‘Crocs’)

Adult Leader Uniforms

Class A

- Pack 103 Hat (provided upon joining)
- Dark Blue Leader Neckerchief or Bolo tie
- Leaders Neckerchief slide
- Tan Boy Scout Shirt
 - World Crest Patch
 - American Flag Patch (sold on shirt)
 - Den Number Strip (if a den leader or assistant den leader)
 - Colonial Virginia Council Patch
 - 70 Year (in 2012) Veteran Unit Bar*
 - 1, 0, & 3 Unit Number Patches*
 - Blue Epaulettes (shoulder loops)
- Olive Boy Scout belt
- Olive pants or Olive shorts
- Olive socks
- Closed toed shoes or boots (no sandals, or ‘Crocs’)

*Note that Pack 103 has a limited number of pre-made custom Unit Number and Veteran Bar combined patches. Check with the advancement coordinator for pricing and availability.

Training

A good Pack is one with trained leaders, parents, and youth. The following are the key training courses that parents should participate in:

- Youth Protection^{1,2,3}
- This is Scouting (replaces New Leader Essentials)^{1,2}

If you decide you want to be a leader, then you may be required to take additional training:

- Leader Specific Training^{1,2}
- Cub Scout Fast Start^{1,2}
- Weather Hazards^{1,2}
- BALOO
- OWL
- Health and Safety
- Safe Swim Defense²
- Trek Safely²
- Safety Afloat²
- Climb on Safely²
- Leave No Trace
- University of Scouting

¹ Required for all leaders

² Course available online at <http://myscouting.scouting.org>

³Required for all Tiger Parents and recommended for all parents.

Rules

To be sure everyone is safe, we have established a core set of rules that each scout, sibling, and parent must follow. Some are based upon BSA regulations for scout safety, others are meant to ensure respect to our Chartered Organization for the use of their facilities, and the rest are simply common sense and good manners that we expect from our your scouts.

1. All Scouts must be escorted to and from the Den's meeting place (room). There will be no dropping off or picking up in front of the building. This is a safety rule and will be closely enforced. Also, please be prompt when bringing and picking up your son from the meeting.
2. Respect the meeting place and follow the "Leave No Trace" guidelines.
 - Scouts should not use the equipment (toys/schools supplies, etc) or other items in the meeting place unless authorized by the Den leader.
 - Every scout will work with the other scouts in their Den to leave the meeting place as clean as, or cleaner than, how it started.
3. Scouts must implement the Buddy System at all times. Scouts must remain in their meeting place for the duration of the meeting. The only reason a scout should leave the room is for an "emergency" trip to the restroom - and that should be with a buddy.
 - Do not send a scout back in to get something while you wait in the car.
 - Do not leave the scout unattended in the car while you run back in to get something.
 - Do not send your child to the restroom - that doesn't count for being a buddy.
 - Do not stop to talk and allow your child to walked down the hall and out to the car.
 - Do not leave your scout when only one adult is present.
4. No electronic games/devices at scouting events. The purpose of the program is to encourage the scouts to interact with others; games/devices are counterproductive to that goal.

Pack 103 Code of Conduct

<u>Scouts</u>	<u>Parents</u>
<ul style="list-style-type: none"> • Be on time. • Wear the Scout uniform properly, as shown in each Scout handbook. • When the Scout Sign is up, only adult leaders speak · • Follow Akela's instructions and help others to follow them. • Take pride in yourself, your Pack, your community and your country. • Most Den and Pack meetings are held at the Williamsburg United Methodist Church, our charter organization, and Scouts should behave with reverence while in the building · • DO YOUR BEST 	<p>PARENTAL LEADERSHIP: Cub Scouting is based on parent/son participation. The success of Pack 103's Scouting program is based entirely on our parents - no parent involvement, no activities. Parents are expected to contribute in these ways:</p> <ul style="list-style-type: none"> • Accompany your Cub Scout to Pack and Den activities • Help organize one special event each year (e.g., Pinewood Derby, Christmas party, Blue and Gold Banquet) • Help plan and run one Den meeting program a year • Read your Scout's handbook and work with your Scout on activities not covered in Den meetings. Cub Scouting is an opportunity for parents and Scouts to spend time learning and doing things together. • Track you Scout's progress on ScoutTrack.com. • Assist in maintaining order during any Pack or Den function PACK

Discipline Process

Being a Cub Scout is a privilege, not a right. Pack discipline is meant to ensure the safety and best interest of all our Cub Scouts. Discipline at Pack and Den events is at the discretion of the Scout leaders in accordance with the following guidelines:

- Failure to obey a rule will result in the following action:
 - *First warning:* A verbal instruction
 - *Second warning:* A time-out or removal from an activity. In the case of dangerous behavior, a Scout leader may choose to proceed directly to this warning
 - *Third warning:* Parents will be asked to remove a Scout for the remainder of the activity.
- In the case of repetitive behavior, Den leaders may require parents to participate more directly with their Scout in Den functions.
- Den leaders have the right to exclude a Cub Scout from their Den for reasons of continuing misconduct. The situation will be reviewed by the Pack Committee and the Cub Scout's parents. In extreme cases the Scout may be dismissed from the Pack.
- Non-Scout siblings are welcome at many Pack 103 functions, but parents are responsible for the conduct of their non-Scout children at all times. Parents may be asked to remove disruptive children from these events.

- No Scout or adult in attendance at a Cub Scout function is permitted to use alcohol or illegal drugs. Any Scout or adult in violation of this rule will be suspended for 30 days, pending an expulsion review by the Pack Committee. Adult tobacco use is strongly discouraged at Pack functions; if tobacco must be used, it should be a minimum of 100 yards from the Scouting program and should be outside the view of the Scouts or members of the public.

Oath, Law, Motto

Cub 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.

Cub Scout Law:

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

Cub Scout Motto:

Do your best.

Terminology

Blue and Gold: The colors of Cub Scouting. Blue stands for truth and spirituality, steadfast loyalty, and the sky above. Gold stands for warm sunlight, good cheer, and happiness. Blue and Gold also can represent a banquet held in February of each year to celebrate the anniversary of the founding of Boy Scouts of America.

Bridging: The advancement ceremony where Arrow of Light Scouts cross over to a Boy Scout Troop.

WEBELOS: **WE'll BE LOyal Scouts** – refers to older Cub Scouts (grades 4-5).

Akela: from 'The Jungle Book' by Rudyard Kipling refers to any adult leader (including a Scout's parent) but also refers specifically to the Cubmaster

Den: the smallest unit in Cub Scouting consisting of six to ten boys of the same grade.

Pack: A group of Dens led by the Cubmaster (and Assistant) and overseen by a Pack Committee.

District: A loose organization of local Cub Scout Pack, Boy Scout Troops, Explorer Posts, and Venturers.

Council: The largest organization consisting of several districts. Pack 103 is a member of the Colonial Virginia Council (#595)

WUMC: Williamsburg United Methodist Church, our Charter Organization.