Pack 828
By-Laws

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MISSION

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

The mission of Pack 828 is to provide a positive atmosphere where the Scouts will grow and develop. Our ultimate objectives are citizenship training, character development, out-of-doors skills and respect, and personal fitness. In Cub Scouting, a framework is provided with guidelines upon which we build. We build upon the framework by inserting fun and excitement into the learning process. Many times, the boys do not realize that they are learning anything; they are having too much fun to recognize it. That's when we know we are doing it right!

Cub Scout Pack 828 will operate under the rules and policies as set forth by the Boy Scouts of America (BSA) Charter and by-laws and the Pack by-laws provided herein. The Pack Committee will review and may suggest amendments to the bylaws to be adopted, amended, or interpreted as deemed necessary by the Executive Pack Committee.

BACKGROUND

The Program

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

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

Purposes

Cub Scouting has the following purposes:

Influence a boy's character development.

Develop habits and attitudes of good citizenship.

Encourage good sportsmanship and pride in growing strong in mind and body.

Improve understanding within the family.

Strengthen a boy's ability to get along with others.

Foster a sense of personal achievement by developing new interests and skills.

Provide fun and exciting new things to do.

Show a boy how to be helpful and do his best.

Prepare him to be a Boy Scout.

What is Cub Scouting?

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

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

Who Operates a Cub Scout Pack?

Like other phases of the Scouting program, Cub Scouting is made available to groups having similar interests and goals, which include professional organizations, and religious, educational, civic, fraternal, business, labor, and

citizens' groups. These "sponsors" are called Chartered Organizations. Each Organization appoints one of its members as a Chartered Organization Representative. The Organization, through the Committee, is responsible for leadership, the meeting place, and related materials for Pack Activities. The Chartered Organization for Cub Scout Pack 828 is Star TV and Appliance in Missouri City, Texas.

Activities

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

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

Outdoor Program

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

also provide resident camping experiences for Cub Scouts and Webelos Scouts.

Competitive Activities and Sports

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

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

Who Pays?

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

MEMBERSHIP

How to Join

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

Registration is the key to getting boys into Cub Scouting. The following are the procedures for joining Pack 828:

A Den Leader, or any Adult Leader, upon notification of intent by a prospective Cub Scout wanting to join Pack 828 will contact Membership Chair with the new prospective Scout information. The Membership Chair will contact the appropriate Den Leader to then contact the interested family to set up a visit to attend a Den or Pack meeting to assist the family in making an educated decision on membership.

The Den Leader (or any other assigned Leader or Pack Committee member) should:

Contact the Parents to discuss the Cub Scout program, Parent support and the needs of the Cub Scout.

Provide a BSA Application, Cub Scout FAQ, and Uniforming Guide. Upon return of the completed Pack Application, parent information sheet, Class 1 Medical form and signed family agreement, collect required registration fees.

Turn in the completed BSA Application and any other required forms to the Pack Committee Chair.

The Pack Committee Chair will:

Assign the boy to a Den.

Notify the gaining Den Leader.

Turn in the completed Pack Application and fees to the Treasurer for submission to the Council Office.

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

Inactive Membership

What would cause someone to be considered inactive?

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

The Den Leader deems it necessary to have a boy declared "inactive" to maintain discipline in the Den by misbehavior or inappropriate words or actions on part of the boy or the family members.

Three (3) consecutive Den Meeting absences, and a reasonable explanation is not offered.

A total of Six (6) Den Meeting absences (approx. 20%) without approval of the Den Leader.

Obvious lack of interest on the part of the Scout and/or Parents or a conflict with another extra curricular activity (i.e.. sports).

Family absence at two (2) consecutive Pack Meetings (approx. 20%). Family attendance at monthly Pack Meetings is an integral part of the Cub Scout experience. Failure to have family representation indicates a lack of interest on the part of the Scout and/or the Parents.

Failure to pay Dues or turn in money-raising opportunity monies in a timely fashion.

Inactivity Procedures

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

Contact the Parents of the Scout and present the situation(s) as documented by the Den Leader.

Attempt to resolve the situation(s) with the Parents.

Discuss the results of the conversation(s) with the Parents to the Pack Committee Chairperson and the Den Leader involved

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

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

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

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

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

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

Inactive Membership Status is the last resort in resolving any and all problems. Every effort will be made to help the Scout and his family meets the requirements in Pack 828. Refunds of any dues, registrations, etc. will not be made for inactive boys.

FINANCES

Pack Dues (Registration fees)

Pack Dues are subject to change on an annual basis depending on the condition of the Pack's Treasury and need for funding. This amount may be changed as needed by a vote of the Executive Committee. Examples of Pack 828 Dues expenditures could include, but are not limited to the following:

BSA Recharter fees

Boy's Life Subscription

Pack Insurance (via the BSA)

Registration and/or Training of all Leaders and members of the Core Committee

Pack Event Patches

Rank Awards

Sports and Academic Belt Loops

Other Special Awards and Patches

Pinewood Derby Car Kit

Subscription to Boy's Life Magazine is strongly recommended by BSA and mandatory by the Pack. Boy's Life Magazine gives the Scout motivation and desire to continue in Scouting. Subscriptions also help the Pack earn the 100% Boy's Life Award and Quality Unit Award. For this and other reasons, the Pack 828 registration automatically includes a subscription to Boy's Life by decision of the Executive Committee.

Pack Dues are paid at each initial registration into Pack 828 for all new Scouts. Pack Dues for returning Scouts must be paid by the date set by the Executive Committee. Any Scout who has not paid their Pack Dues by this date will be considered inactive by the Pack.

Registration entitles the member one (1) year membership in Pack 828. Because our Pack Charter Year begins in March, New Scouts will pay a

prorated portion of these fees as set by the Executive Committee to bring them through to the re-charter in February.

Pack Dues are not refundable. Access to the Pack bank account and Scout Store account will be limited to the Treasurer, Cubmaster, and Committee Chairperson. Requests for reimbursement need to be pre-approved by the Treasurer, Cubmaster, and Committee Chairperson and may require a vote of the Executive Committee. With approval, receipts for purchase will then be reimbursed appropriately and expeditiously. Checks made out to Pack 828 will be deposited into the account within (7) seven days. The Pack Checkbook must be balanced on a weekly basis. The treasury status will be presented at each Committee meeting.

Financial Aid

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

The identity of the boy and family will be kept confidential to all other parties.

The boy will be encouraged to participate in money-raising opportunities to help offset the dues that are being waived.

Specific time frames will be determined as to when the boy will be able to begin paying dues again.

If at least one parent is not actively involved in Pack 828, as stated above, and no effort is made by the Scout to participate in money-raising opportunities, then all financial aid will cease.

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

Money-raising Opportunities

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

Anyone involved with Cub Scout Pack 828 wishing to hold a money-raising opportunities for the benefit of the Pack or for a Den within the Pack, must first request permission from the Executive Committee. The request must also explain what the funds will be used for. A 2/3 vote of the Executive Committee is required to approve a fund-raiser. A non-scouting opportunity (Popcorn, Scout Fair) must be approved by Sam Houston Area Council. Any non-scouting opportunity cannot be done in the Class A uniform.

If the money-raising opportunity is for the benefit of a specific Den or Dens then the following additional requirements apply:

A written report on the amount of money earned and how it was disbursed will be presented to the Pack Committee at the first Pack Committee Meeting after the event.

A copy of the report will be available on request to the parent(s) of each boy who participated in the event.

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

Participation in money-raising opportunities is not mandatory, but is highly recommended to ALL Scouts in the Pack.

ADULT LEADERSHIP

What Is Leadership?

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

Adults volunteering to be Pack 828 Scouters, either as Pack Committee Members, or as Leaders working directly with the Dens, must fill out an Adult Registration Application. The Executive Committee, Chartered Organization Representative and District Scout Executive must approve this application. All leaders of the pack must be 21 year of age or older except for the following positions (where the minimum age is 18years or older):

- Assistant Cubmaster
- Assistant Den Leaders
- Assistant Webelos Leaders

Training

All persons volunteering for leadership positions, e.g.; Den Leader, Assistant Den Leader, Cubmaster, Assistant Cubmaster, or any other Committee Member, etc., ***must*** attend Leader training for their position within six months of assuming that position. These training records will be recorded and maintained by the Pack Trainer. All persons must complete Youth Protection Training before leading any activity. The Pack will pay for any required training (Youth Protection, New Leader Essentials, Cub Leader Specific, BALOO, Scoutmaster, Pow-Wow etc). Any training above and beyond that which is required (i.e. Wood Badge) is undertaken at the adult's decision and desire, and as such, they are responsible for all costs.

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

Leaders are responsible for setting a good example regarding the use and care of the Scout uniform. Leaders will wear uniforms to **ALL** Scout meetings and functions (or the class 'B' shirt if applicable). Leader uniforms are to be neat and clean; worn appropriately (tucked in and buttoned up); and with patches sewn on in a timely fashion when awarded. This example will help

to foster self respect in the boys and show them the importance of taking pride in their appearance and fostering a feeling of team spirit throughout the Pack.

Responsibilities

Leadership Responsibilities: All Leaders within Pack 828 are responsible for ensuring they portray the best role-model possible for each Cub Scout. In addition, all Leaders will ensure every opportunity is afforded to provide each Cub Scout with activities that promote the Cub Scout Promise, the Law of the Pack, and the Cub Scout Motto. Leaders will abide by the Pack bylaws and rules as set forth by BSA. Violation of these rules and bylaws will result in their dismissal from the Pack as determined by a 2/3 vote of the Executive Committee. Each Den MUST have a trained Leader and trained Assistant Leader. (2-deep leadership)

Pack Responsibilities: Pack 828 is responsible for providing the necessary recognition and awards to each Cub Scout as level towards rank, and rank achievement is accomplished. The Pack will also provide trophies and/or other rewards as necessary for special activities, e.g., Pinewood Derby, Pack as well as the Achievement books and neckerchief, finances permitting.

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

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

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

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

Parents will ensure that they and their son and families/guests follow all rules and guidelines as set forth by BSA and in the Pack 828 bylaws.

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

RANK CRITERIA

Tiger Cubs

Tiger Cub Dens are made up of first-grade or 7-year-old boys and their adult partners. Tiger Cubs are to have their adult partners with them at all times, in den meetings, pack meeting, pack outings and other such events. The Tiger Cub program is regarded just as any other Den in Cub Scouting. The Den will consist of a Den Leader and Assistant Den Leader. They will meet on a weekly basis, with one of those meetings being the monthly Pack Meeting. The Tiger Cub will work in the Tiger Handbook to fulfill the requirements of his rank. Upon completion of the achievements, he is awarded the Tiger badge. The Tiger Cub badge is for boys who have completed all 15 parts of the five achievements, that is, five family activities, five den activities, and five Go See It outings.

Making my family special

Where I live

Keeping myself healthy and safe

How I tell it

Let's go outdoors

Bobcat

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

Wolf

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

Feats of Skill

Your Flag

Keep Your Body Healthy

Know Your Home and Community

Tools for Fixing and Building

Start a Collection

Your Living World

Cooking and Eating

Be Safe at Home and on the Street

Family Fun

Duty to God

Making Choices

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

Bear

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

from the first group, three from the second group, and four from each of the third and fourth groups. The achievements are:

Ways We Worship

Emblems of Faith

What Makes America Special?

Tall Tales

Sharing Your World with Wildlife

Take Care of Your Planet

Law Enforcement Is a Big Job!

The Past Is Exciting and Important

What's Cooking?

Family Fun

Be Ready!

Family Outdoor Adventures

Saving Well, Spending Well

Ride Right

Games-Games-Games!

Building Muscles

Information, Please

Jot It Down

Shavings and Chips

Sawdust and Nails

Build a Model

Tying It All Up

Sports, Sports, Sports

Be a Leader

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

Webelos

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

Aquanaut

Artist

Athlete

Citizen

Communicator

Craftsman

Engineer

Family Member

Fitness

Forester

Geologist

Handyman

Naturalist

Outdoorsman

Readyman

Scholar

Scientist

Showman

Sportsman

Traveler

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

ADVANCEMENT

Advancement Program

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

Pack 828 understands the importance of advancement. Part of each boy's Pack Dues is used to purchase the advancements and awards that the Scouts

earn, and even more so with monies earned from money-raising opportunities.

In order to be eligible to receive an award, the Scout must be current on all dues (and money-raising opportunities monies etc.). In addition, the Scout must attend more than 50% of all meeting(den, pack, and field trips combined). All rank, religious and other special awards will usually be presented at Pack Meetings. One (1) Parent, at a minimum, must be present for the presentation of a rank advancement. Scouts are expected to wear uniforms for award presentations. Belt loops and other minor awards may be presented at Den Meetings.

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

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

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

Tiger Cub Scouts

Tiger Cub Belt Totems/Beads

Service Pins

Tiger Cub, BSA Patch (upon graduation)

Cub Scouts

Arrow of Light Badge

Award Cards

Bear Badge

Bobcat Badge

Gold and Silver Arrow Points

Instant Recognition Badge

Recruiter Strip

Religious Knots

Service Pins

Sport/Academic Belt Loops

Sport/Academic Letters

Sport/Academic Pins

Summertime Activity Award

Webelos Activity Pins

Webelos Badge

Webelos Colors

Whittling Chip

Wolf Badge

World Conservation Award

Leaders

Leadership Awards

Service Stars

Trained Badges

Sports Pins

ADDITIONAL PROGRAMS

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

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

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

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

UNIFORMS

Uniforms for Cub Scouts

Pack 828 requires the following uniform for all Scouts:

All Cub Scouts (Tiger, Wolf and Bear) wear the official uniform blue shirt, Tiger, Wolf or Bear neckerchief, slide (can be handmade), hat and the Cub Scout belt.

The orange Tiger Activity shirt is optional.

Webelos wear the official khaki uniform shirt with blue shoulder loops, the Webelos hat, neckerchief and slide (can be handmade) and the belt to match the uniform. Red brag vests are not a required part of the Class A uniform; however they are strongly suggested.

All boys may wear either dark blue jeans or dark blue pants (recommended is the navy blue uniform pant used by most schools). All Scouts *may* wear the official BSA olive pants/shorts and olive red-topped socks. If chosen, they must be worn together. It is against BSA policy to wear the olive socks without the olive pants/shorts and vice versa. NO CUT OFF SHORTS, SWEATPANTS, RUNNING OUTFITS, AND OTHER TORN OR SLOPPY APPAREL ETC., PLEASE! Take pride in your appearance.

Except for the Tigers orange shirts or Pack 828 Activity Shirt, all shirts should have the SHAC Council patch, Pack 828 numerals, WOSM Patch and Den Numeral. Webelos Dens may substitute the Den numeral with a patrol patch.

All registered members of Cub Scout Pack 828 are strongly encouraged to dress in the full uniform as prescribed by the BSA. The "Class B Pack 828 T-shirt" or other Scouting T-shirts are also authorized when wearing of the uniform shirt would not be practical. Scouting T-shirts do not, however, take the place of the official Scout uniform.

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

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

Uniforms for Leaders

Pack 828 requires the following uniform for all Leaders:

Official khaki uniform shirt with blue shoulder loops, optional olive pants or shorts (male or female)

Official yellow uniform shirt with dark blue pants or shorts (for female leaders).

All shirts should have the SHAC Council patch, Pack 828 numerals, WOSM Patch, the corresponding leadership role patch (e.g. Den Leader, Cubmaster, etc.) and the Trained patch. In addition, Den Leaders should also wear their Den number patch or their Webelos Patrol patch.

Pack 828 may choose to provide each registered Leader with the appropriate leadership patch at no cost to the Leader.

DISCIPLINE

Behavior Rules

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

Don't interrupt others

No nasty jokes

No punching or kicking, keep hands and feet to yourself

Listen to Akela and don't talk back

No cussing

Don't stick your tongue out or spit

Don't bring toys or games of any kind to Den or Pack meetings or outings

No talking disrespectfully about other people

Disciplinary Action

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

1. Parents are to maintain discipline of their children, families and guests when involved in any Scouting activity at any location. The Den or Pack leader will give a warning. The Den or Pack Leader may use a "time-out" for whatever time the den or pack leader deems necessary (2 minutes, 5 minutes, etc).
2. The Den Leader, Cubmaster, or the Assistant Cubmaster will first counsel the Cub Scout (or family). If the behavior problems continue, the Parents will be contacted and the Cub Scout will be required to leave the activity. An early departure, due to behavioral problems, constitutes an absence for the full activity. Any and all achievement/award credit that the Scout may have earned while the Scout was at the activity prior to removal will be lost.
3. Cub Scouts that have been removed from three (3) Scouting activities due to behavior will be placed into Inactive Membership Status procedures. If the situation(s) cannot be resolved, the Pack Committee may permanently remove the Scout from the Pack.
4. Any Cub Scout who willfully damages, steals, loses, or destroys Pack, Den, personal or public property (including money-raising opportunities items and collected monies) is responsible for any and all costs of repair or replacement. Depending on the circumstances of such in incident, the Scout may be permanently removed from the Pack as well.
5. A Scout can also be placed into Inactive Membership Status procedures if their family and/or guests violate any of the BSA rules & regulations or Pack 828 Bylaws.
6. Leaders and Committee members are also Scouts, and as such are bound by the same rules, bylaws and disciplinary actions.

General Guidelines and Common Sense Rules

When participating in a Scout activity such as a Den or Pack meeting, or any other type of outing, trip, campout etc., the Pack expects the Scouts and their families to act as if they are on School grounds. Even when out on a campout, everyone must conduct themselves within the guidelines of the BSA's Guide to Safe Scouting, the Pack 828 Bylaws and with some basic

common sense and respect for others around you. As a reminder, the following items are prohibited on Pack 828 outings:

- Alcohol
- Drugs
- Tobacco (Smokers MUST NOT smoke around or in front of Scouts. Move to a designated area only)
- Dogs/Pets (Having a dog at a campout is a liability for the Pack, the School, and BSA.)
- 5th wheels, pop-up trailers, motorhomes, scooters, skates or skate boards, etc.
- Generators
- Firearms
- Sheathed Knives
- Liquid or Chemical Fuels. Use battery-operated lanterns for lighting in tents.
- Riding in the bed of a pickup is strictly forbidden. All passengers should be seated inside the cab of the vehicle and wearing seat belts.
- The taking of prescription medication is the responsibility of the individual taking the medication and/or that individual's parent or guardian. A Scout leader, after obtaining all the necessary information, can agree to accept the responsibility of making sure a Scout takes the necessary medication at the appropriate time, but BSA policy does not mandate nor necessarily encourage the Scout leader to do so. If a Scout it taking medication, the Medication Form must be completed and brought.
- Bicycles are allowed with proper safety helmet.
- Religious theory or other subjects pertaining to religion or theology are the individual right of every Scout and their family and not to be the focus of debate, discussion or activity.
- No scout is allowed to be out-of-sight of his den leader/adult chaperone or in the hallways unless chaperoned by 2 adults at all times.

DEN REQUIREMENTS

Dens

Pack 828 shall consist of as many Dens as needed, provided that there is a sufficient amount of adult leadership. Each Den MUST have a trained Den Leader and Assistant Den Leader (2-deep leadership). It is recommended that the Dens be comprised of approximately eight (8) to ten (10) Scouts. The Den Leader holds the final decision on the number of boys placed in his/her Den. The Den Leader may limit the number of boys in the Den to less than 8 or accept more than 10 with Cubmaster and Committee Chairperson approval. When additional Dens are needed, the Cubmaster will consult with the Pack Committee for assistance in recruiting additional leadership.

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

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

Den Policies

Dens meetings must be at least one (1) hour in length. Dens should meet at least once a week (one of those meetings will be a Pack meeting) except during the set holidays, breaks, and summer vacation. The Executive Committee may also add other non-meeting exceptions to the calendar as deemed necessary. The Den Leader shall determine the place, day and time of meetings. Pack 828 has a "two-deep leadership" policy. It is required that at least one (1) Registered Leader ALWAYS be present at all Den Meetings and/or activities. This can be a Den Leader or Assistant Den Leader. In the event that either the Den Leader or Assistant Den Leader cannot be present, one of the Parents will be expected to volunteer to stay in support of the present Registered Leader (the Cubmaster and Committee Chair are required to be notified 48hrs in advance). If neither of the trained Leaders can be present, then either another Leader will have to substitute or the meeting/activity be cancelled for that Den. The Den Leader is to be in charge of all den meetings. The Den Leaser is responsible for signing off on

individual rank books and recording progress toward rank badges. The Den Leader is responsible for notifying the Advancement chair of any awards that need to be presented by the Pack Committee meeting for that month.

Den Dues

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

- Arts/Crafts
- Den Campouts / outings
- Special awards or patches specific to the Den (ex: custom designed patrol patches)
- Den flag
- Refreshments
- Parental recognition
- Uniforms

Den Outings/Field Trips

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

- A Local Tour Permit is required from Council, if the designation is outside the Sam Houston Area Council (SHAC) region or is overnight.

- Secure proper transportation for trip either by car pool or individual driver. All vehicles must be covered by a liability insurance policy. The amount of this coverage must meet or exceed Texas insurance requirements. It is recommended that the coverage limits be ($50,000/$100,000/$50,000). Any vehicle carrying ten (10) or more passengers is required to have coverage limits of $100,000/$500,000/$100,000 or $500,000 single limit. In case of rented vehicle, the requirement of coverage limits can be met by combining limits of personal coverage of the driver with coverage carried by the owner of the rented vehicle.
- Make sure that drivers for field trips have submitted proper paperwork to SHAC and have seat belts for EACH PERSON (scout or adult) in their car.
- Maintain a minimum 5:1 ratio for Scouts to adults on all trips.
- Maintain two-deep leadership on all trips (2 registered adult leaders or 1 adult leader & 1 parent present at all times)
- Ranking senior registered adult leader is in charge on all field trips.

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

Camping

The following policies are directly from the BSA's *Guide to Safe Scouting* and will apply to Cub Scout Pack 828:

The Boy Scouts of America has established the following guidelines for its members' participation in camping activities:

Overnight camping by Tiger, Wolf, and Bear Cub Scout Dens as Dens is not approved and certificates of liability insurance will not be provided by the Boy Scouts of America.

Tiger Cubs may participate in boy-parent excursions, day camps, Pack overnighters, or Council-organized family camping. SHAC Camps such as Bovay or CubWorld are examples of Council-organized family camping.

Wolf and Bear Cub Scouts and Webelos Scouts may participate in a resident overnight camping program operating under BSA National Camp School trained leadership and managed by the Council.

A Webelos Scout may participate in overnight Den camping when supervised by his parent or guardian. It is essential that each Webelos Scout be under the supervision of an adult. Joint Webelos Den - Troop campouts including the parents of the Webelos Scouts are encouraged to strengthen ties between the Pack and Troop. Den Leaders, Pack Leaders, and parents are expected to accompany the boys on approved trips.

Family camping: an outdoor camping experience, other than resident camping, that involves Cub Scouting, Boy Scouting, or Venturing program elements in overnight settings with two or more family members, including at least one BSA member of that family. Parents are responsible for the supervision of their children, and Youth Protection guidelines apply.

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

Council-Organized Family Camp

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

supervision of a parent or guardian. In all cases, each youth participant is responsible to a specific adult.

Overnight activities involving more than one Pack must be approved by the Council. Council-organized family camps must be conducted in accordance with established standards as given in National Standards for Council-Organized Family Camping, No. 13-408.

Pack Overnighters

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

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

Scouts are expected to supply their own camping gear and equipment (tents, sleeping bags, mess kit, etc.). An orientation meeting should be held no more than 2 weeks and no less than 3 days before each campout. Any scout and adult partner (regardless of rank) who wish to attend the campout must attend the preceding orientation meeting unless the Cubmaster has been notified prior to the meeting of extenuating circumstances. The Cubmaster must be present on all Pack overnighters.

GameBoy's and other video games are not permitted at the campsite. The purpose of going camping is to get away from those devices.

Pack Field Trips

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

- A Local Tour Permit is required from Council, if the designation is outside the Sam Houston Area Council (SHAC) region or is overnight.
- Secure proper transportation for trip either by car pool or individual driver. All vehicles must be covered by a liability insurance policy. The amount of this coverage must meet or exceed Texas insurance requirements. It is recommended that the coverage limits be ($50,000/$100,000/$50,000). Any vehicle carrying ten (10) or more passengers is required to have coverage limits of $100,000/$500,000/$100,000 or $500,000 single limit. In case of rented vehicle, the requirement of coverage limits can be met by combining limits of personal coverage of the driver with coverage carried by the owner of the rented vehicle.
- Make sure that drivers for field trips have submitted proper paperwork to SHAC and have seat belts for EACH PERSON (scout or adult) in their car.
- Maintain a minimum 5:1 ratio for Scouts to adults on all trips.
- Maintain two-deep leadership on all trips (2 registered adult leaders or 1 adult leader & 1 parent present at all times)
- Ranking senior registered adult leader is in charge on all field trips.

Pack Requirements

Pack Meetings

Pack 828 usually meets on the last Monday of each month in the Cafeteria/Auditorium of Austin Parkway Elementary School. The school is located on the corner of Austin Parkway and Crosslakes Blvd roads. The meeting time starts at 7:00PM and can run until approximately 8pm. The

date, time and place of the Pack Meeting is subject to change occasionally due to holidays, school schedules or special events.

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

Families are encouraged to attend, however children not in Pack 828 are the responsibility of their adult chaperone.

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

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

The Cubmaster is to be in charge of all Pack Meetings. Should the Cubmaster be indisposed, the Assistant Cubmaster is to be in charge. If the Assistant Cubmaster is indisposed, the Den Leader with the most years of Service or the Pack Committee Chair will be in charge.

Pack Committee

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

- Chartered Organization Representative
- Executive Committee Officers
- Den Leaders
- Assistant Den Leaders
- Pack Trainer
- Advancement Chair
- Public Relations Chair

- Any other Committee positions as deemed necessary by the Committee

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

All of the pack leadership is voluntary. No one is paid for their services, except by the smiles of Happy Cub Scouts. The strength of our pack, the good program enjoyed by you and your son, is directly related to the support you are able to provide to the pack. We have volunteer job that require weekly, monthly , quarterly and "from time to time" service. Every family is expected to have a minimum of one adult leader to help lead our pack.

Executive Pack Committee

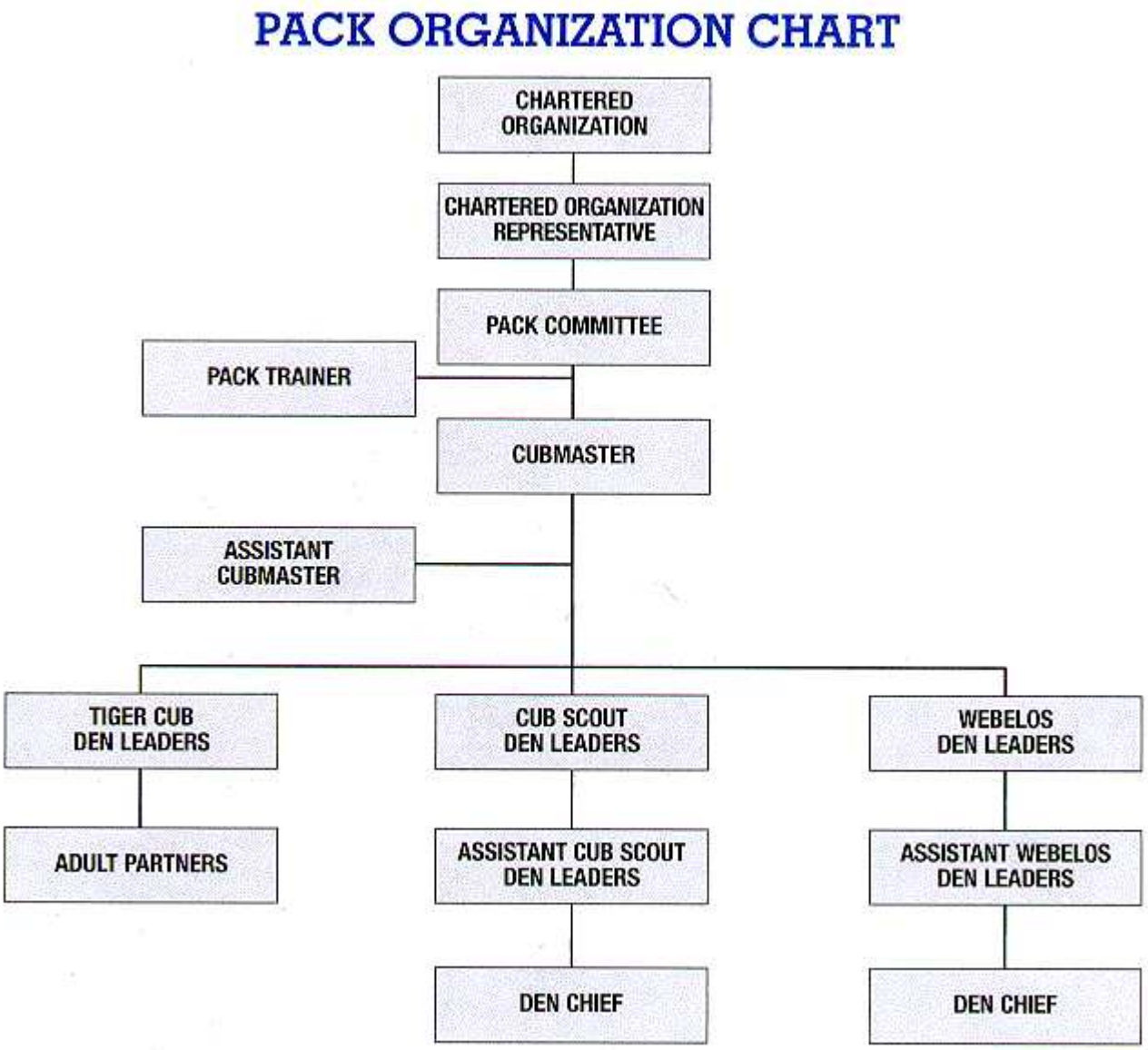
The Executive Pack Committee shall consist of the following member positions, all of which have voting authority and will be held by Registered and Trained Adult Leaders or Scouters and be known as the Executive Committee:

- Cubmaster
- Committee Chairperson
- Assistant Cubmaster
- Treasurer
- Secretary
- Outdoor Chairperson

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

Pack Committee Meetings

All subordinate Committee positions, such as the Treasurer, Secretary, Outdoor Chairperson, Pack Trainer, Public Relations Chairperson, etc... will report to and be administrated by the Committee Chairperson.



The Pack Committee Chairperson will hold a Pack Committee/Leaders meeting with the members of his/her Committee deemed necessary to conduct Pack business on the 2nd Monday of each month. Pack business will be dealt with and more so to discuss how to run the Den and Pack meetings. Planning Pack and Den activities, ceremonies, advancement and other

Den/Pack related items are to be handled in these meetings along with any Scout or parental issues that may arise.

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

Emergency Pack Committee or Leader's Meetings will be called only when business matters must be voted upon in a timely manner. To enforce the matter/activity at hand, an emergency meeting needs the approval of the Cubmaster or Committee Chairperson and at least two (2) additional Executive Committee members. In the absence of the Pack Secretary, the members present must insure that a record of the meeting is made and included in Pack 808 files.

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

Activity Calendar Planning Meeting

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

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

Pack Funds

The Pack Treasurer is responsible for the management of finances for the pack. If funds are available, the pack will try to provide:

- Neckerchiefs and slides
- Activity Book
- Pinewood Derby car
- Basic and required Adult Training costs

Pack funds are not to be used to benefit one Scout in the pack above the others (i.e. individual embellishments on Pinewood Derby cars)

Adult leaders are responsible for keeping receipts of purchases that have been made for the pack and submitting them to the Pack Treasurer for reimbursement.

Scout Shack purchases for the Pack are to be made only by the Cubmaster, Pack Committee Chair, Treasurer, Advancement Chair or a designee by the Pack Committee Chair.

A financial report of the pack funds is available on request from the Pack Treasurer by any Scout family in Pack 828, Pack Leader of Pack 828, Tomahawk District Personnel or SHAC Council Member.

For any money-earning opportunity in which the Pack retains some profit, a portion of that profit will be credit toward each Scout's account in relationship to the amount that Scout sells. These funds will be used to offset his scouting activities (dues, campouts etc.). There is NO INTEREST earned in this account. If a Scout decides to LEAVE the pack for any reason, including crossing over into Boy Scouts, the funds in his account will go back to the pack's account. This is NOT a savings account for the boy. It is PACK FUNDS being used to help families with the costs of scouting.

PARENTS PART IN SCOUTING

Parents must understand, before their son joins Pack 828, that Cub Scouting is a program for them to use *with* their son. The program is family-based and *will not succeed* without participation on the part of both the Scout and his Parents. If our Pack is to be successful, each family must share in the administration of the Cub Scout program. Cub Scouts is not daycare for children to be dropped off at each week by their parents.

General Requirements

By signing up their son into Pack 828, Parents agree to do their best to:

- Bring your son to every possible Pack/Den meeting and other Scout activities. Transportation to and from all activities is the responsibility of the individual Scout and his family.
- Pack 828 recognizes that parents of Scouts in the Wolf, Bear and Webelos ranks may leave their children at the meeting unattended. However, Pack 828 is not a day-care center. Any parent arriving more than 15minutes after the scheduled ending time will be charge a $5.00 lateness fine per every 10minutes. Parents should always check with the Scout's den leader at each and every meeting upon drop-off to ensure a prompt and efficient pickup.
- Help when needed by the Pack or Den
- Have the family represented by, at the least, one (1) Parent at every Pack Meeting.
- Bring the entire family to Pack Meetings, when possible (responsibility of control of Cub Scout's siblings or guests resides with the Parents).
- Actively participate in Den and Pack activities, to include money-raising opportunities.
- Assist at the Pack Meetings by showing the proper courtesy to our Scouts by maintaining quiet.
- Help the Pack achieve the goals set each year.
- Assist Den Leader(s) when called upon.
- Before leaving the area for leave, vacation or leave of absence, send notice to their son's Den Leader stating the dates he will be absent from the area.
- See that the Scout has the opportunity to earn his Den Dues and that he meets this obligation regularly.
- Remind the Scout to bring all necessary items to Meetings, to include his Cub Scout book and uniform.
- If the family is to move out of the area, notify the Cubmaster and Den Leader in advance in order to get transfer of registration and verification of rank advancement for presentation to the new Unit Leader at the new location.
- Parent or adult chaperones of Scouts are required to remain at all activities if the Scout has ADHD, or other physical or behavioral disabilities.

- At the very beginning of all Cub Scout handbooks, there is a forward pertaining to Youth Protection. All parents are required to read and be familiar with the contents.

RE-CHARTERING

The Charter Year for Pack 828 extends from the first of March to the twenty-eighth of February of a given calendar year. Funds collected with registration are used to pay all re-charter fees. Prior to the December Pack Meeting, each Cub Scout and Scouter who intends to continue affiliation with, and participation in, Pack 828 must formally declare that intention. This helps the Pack keep accurate records in membership and also assists in the application of the proper fees. This may be done by notifying the Den Leader, Cubmaster or Pack Committee. Those individuals who do not declare the intent to continue will be dropped from the re-charter listings. Once dropped from the Pack Charter, a new Pack Application or Adult Registration Application must be submitted with the appropriate fees to reinstate membership.

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

ACTIVITIES

Pack Activities

Pack Activities include, but are not limited to:

- Pack Pinewood Derby
- Blue and Gold Banquet
- Family Campouts
- Money-raising opportunities
- Parades
- Holiday Parties

During the summer months (June, July and August), Pack 828 does not have formal Pack Meetings. The Pack Meetings are replaced with monthly activities/events, which help the Scout earn the Summertime Activities Award. The Summertime Activity Awards are earned by having the Scout

attend at least three of the Summertime Activities planned for that summer. Events can include family campouts, field trips to local points of interest, cookouts, sporting participation events, and hikes.

District Activities

District Activities include, but are not limited to:

- District Pinewood Derby
- Camporees
- Summer Day Camp
- Parent-Son Weekends
- Tiger Day
- Cub-bor-Ree

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

Council Activities

Council Activities include, but are not limited to:

- Scouting for Food
- Scout-o-Rama
- Council sponsored campouts/day camps
- Council Pinewood Derby
- Scout Fair

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

PACK-TO-PACK SCOUT OR LEADER TRANSFER

- Any scout transferring into Pack 828 from another pack must provide one or all of the following:
    - Transfer paperwork from the previous pack
    - Name and phone number of Cubmaster of previous pack
- Any Scout transferring into Pack 828 and providing the above information shall not be charged a registration fee, but a transfer fee.
- Should a Scout find reason to transfer to another pack during the current charter year, for whatever reason, (providing the Scout leaves the pack in good standing), the will receive the appropriate transfer paperwork.
- Any Leader transferring from Pack 828 to another pack is free to call the Cubmaster or Committee Chair for letters of reference.

GRIEVANCES

- Grievances can be presented at any time, by any Scout, parent or member of the pack leadership to the Pack Committee Chairman.
- Every effort must be made to result the grievance within the pack by pack leadership before contacting either the Unit or District Commissioner or District Executive.
- For Grievances against any one Scout or group of Scouts, their families or den leader, the point of contact will be the Pack Committee Chairperson.
- For Grievances against the Cubmaster or Pack Committee, the point of Contact will be the Chartered Organization Representative.

MICELLEANOUS

Changes to the Bylaws

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

- Only members of the Pack Committee may submit amendments.
- Amendments must be submitted in writing.
- The Cubmaster and Committee Chairperson must review the amendment.
- Only registered Executive Committee Members may vote on Bylaw amendments.
- Passage of the Amendment will require a 2/3 majority of all voting members present.
- Proxy votes may be accepted with Cubmaster and Committee Chair approval.
- The Chartered Organization has the final approval on these bylaws and amendments.

Initial construction of the bylaws, November 2004.

Presented and approved by the Chartered Organization, on _____, _____, 2005.