

#DISCOVERYOURPATH

# IDEAL YEAR OF SCOUTING

## Pack Planning Guidebook

### HOW TO USE THIS GUIDE

Every great project starts with a **GREAT PLAN**. The same goes for Scouting. By following our proven Ideal Year of Scouting plan, you can expect to see:

- A stronger program for your Cubs at less personal cost to you
- Greater family involvement
- More Cubs camping and outdoor experiences
- Improved retention
- More pack funds with less time spent fundraising
- A simpler, easier and more enjoyable Scouting program!



# PROGRAM PLANNING

## PLANNING & BUDGET

The first step on the Ideal Year of Scouting path helps you develop an annual program plan, a budget to go along with that plan, and a fundraising plan to reach your program goals.

The result is a well-managed, well-financed Scouting pack that spends time Scouting and not raising money.

## START HERE



## DEVELOPING YOUR PROGRAM:

**Brainstorm:** Hold a brainstorming session with youth and make a list of activities. Include a wide range of activities like field trips and service projects. We recommend that all registered leaders and engaged families attend a planning session in late Spring to create the list.

**Evaluate:** The unit committee evaluates each suggestion and goes back to the unit with an “approved” list.

**Vote:** From that “approved” list, have youth vote on their first, second, and third choices. The activities receiving the most votes should be put into your program plan.

**Finalize:** Put the program plan to paper and into your unit calendar. Be sure to be transparent and share your plan with all families in the pack.

## FUNDING YOUR PROGRAM:

So you’ve got a great program plan in place but now how are you going to pay for it? **To get started download the Pack Budget Planner at: [www.grandcanyonbsa.org/ideal-year-of-scouting](http://www.grandcanyonbsa.org/ideal-year-of-scouting)**

## 4 STEPS FOR A FUNDRAISING CAMPAIGN

1. Establish an annual plan and budget using the Pack Budget Planner.
2. Determine the expenses from all activities, advancements, camping and training your pack wants to do per Scout, then decide how much popcorn and camp cards your pack must sell to cover those expenses.
3. Set a pack fundraising sales goal and break down to a per-Scout-goal based on your budget.
4. Put together exciting popcorn and camp cards kickoff. The Grand Canyon Council’s Popcorn Kickoff for youth will take place late August - take advantage of this planned event! Communicate sales goals and share prize program details. Offer additional incentives for Scouts to sell.

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# PAY YOUR WAY

## ANNUAL PRODUCT SALES

Hard work is a value that Scouting teaches and selling popcorn and Camp Cards are great opportunities for Scouts to learn the importance of earning their own way.

## POPCORN SALE

Selling popcorn helps pay for Scouting expenses like going to summer camp. But it's not just about selling, it's also about promoting Scouting! We're excited to partner with Trail's End Popcorn to deliver an unbeatable sale opportunity for our Scouts, who average \$200 an hour in storefront sales.

From the Trail's End app you can manage every transaction digitally to a robust Rewards program. We have the resources to make your sale better than ever!

## THE TRAIL'S END APP

Save time managing your popcorn sale with the Trail's End app

- Report real-time storefront and Online sales
- Track inventory by Scout
- Cash and credit card friendly

Get the latest popcorn resources, including sales guides and best practices at: [www.grandcanyonbsa.org/popcorn](http://www.grandcanyonbsa.org/popcorn)

## CAMP CARDS

Fund your Scouting adventures and beyond with our Camp Card fundraiser. Our new and improved Camp Card fundraiser is a great way to quickly and easily off-set Scouting costs like paying for summer camp and yearly membership dues.

A Camp Card costs only \$10 and is packed full of great deals from retailers like Big 5 Sporting Goods, Dicks Sporting Goods and more! Selling Camp Cards is easy and risk free and Scouts will keep 50% commission from every card they sell! Download our sales guide, tracking sheets, best practices and more today at:

[www.grandcanyonbsa.org/camp-cards](http://www.grandcanyonbsa.org/camp-cards)

*Next year custom Camp Cards may be developed, work with your District Executive to help secure local deals for your card!*

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**DICKS**  
\*Excludes sales tax, CRV, Gift Cards, alcohol and food/dairy products. \$50 purchase must be made in a single transaction. No accumulation of regular sales. Valid at U.S. Smart & Final stores only. Not redeemable for cash. Limit one coupon per customer. Void where prohibited by law. Not valid with any other coupon offer. Coupon must be presented at time of purchase.  
Valid March 1 - December 31, 2022

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Call for reservation 623-266-4147

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**15% OFF RETAIL**  
\*Excludes footwear, electronics, home decor, and other items. Coupon must be presented at time of purchase.

**FREE BATH WITH 2+ NIGHT STAY**

**BUY ONE "Del Taco" Taco, Get One FREE**

**REGULAR PRICED ITEMS 15% OFF**

**PURCHASE 2 HOURS FOR THE PRICE OF 1**

**FREE BOWLING GAME & SHOW RENTAL W/ PURCHASE OF SAME**

**\$5.00 OFF \$25 OR MORE**

# MEMBERSHIP

## GROWING CUB SCOUTING

The next step on your path to the Ideal Year of Scouting is recruitment. Recruiting new families is essential to ensure the longevity of any Cub Scout Pack.

All packs should strive for an increase in Cub Scout membership annually should follow the council plan located at:

[www.grandcanyonbsa.org/membership/](http://www.grandcanyonbsa.org/membership/)

## RETENTION BEST PRACTICES

While recruiting new youth is essential, it is just as critical to retain current Scouts. The Scouting program transforms lives and the longer a Scout is in the program, the more impact it will have on their life. Most high performing packs recharter +80% of eligible families each year.

Use the following tips to strengthen your retention efforts.

- Attend a Grand Canyon Council summer camp. Studies show Scouts that attend camp are more likely to stay involved in the program.
- Every new Scout should advance in rank, earning at least Bobcat within their first 30 days of joining.
- Adult leadership in your pack should build an active relationship with the family of each Scout. Have conversations on a regular basis to discuss a Cub's Scouting journey.
- Host a Back to Pack: The "Back to the Pack" concept is an effort to get all returning Cub Scouts and their parents reengaged before recharter and recruitment begins, filling both dens and leadership vacancies.

## WEBELOS TO SCOUT TRANSITION

The Scouting journey doesn't end for a Scout after earning their Arrow of Light, it's just beginning! It should be the goal of every pack to graduate every Webelos Scout into a Troop. Here are 4 tips to help this goal become a reality.

1. Develop a working relationship with the leadership of a Scout troop or troops in the community.
2. Work with troop leaders to secure den chiefs for each Webelos den and Cub Scout den. Today for them to serve all of next academic year.
3. Work with troop leaders to plan and conduct Webelos overnight activities.
4. Work with troop leaders to plan visits to troop meetings.

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# PROGRAM

## CUB SCOUT PROGRAMMING

Program is everything from the outdoors to advancement. Exciting programs are why youth join and stay in Scouting! It's our job as leaders to make sure there's adventure at every turn of their Scouting journey.

## ADVANCEMENT

Recognition is important to Cub Scouts! The Cub Scout advancement plan provides fun for Scouts, gives them a sense of personal achievement as they earn badges, and strengthens family understanding as adult family members work with Scouts on advancement projects. Advancement also keeps Cubs in Scouting longer. Make sure every new Scout earns Bobcat within their first 30 days of joining.

## CAMPING

Camping is an integral part of the Cub Scout program. Whether it's a weekend overnight or a week-long Day Camp, Cub Scouts who go camping stay in Scouting longer. Packs should encourage all of their Scouts to participate in Day Camp and/or Cub Scout Resident Camp each summer.

## FAMILY RESIDENT CAMP

Cub Scout Resident Camp is a 3-day overnight summer program for Cub Scouts and their families to enjoy together as they explore a range of activities in Scouting and enjoy a long weekend outdoors! Based out of our ranch in the mountains by Payson, activities include: shooting sports such as BBs and archery, horseback riding, crafts, nature skills, fitness, and conservation! Food and programs are provided by the camp, families only need to bring their clothes and tent. Cubs may attend with a parent/guardian, their whole family, as a den, or with the whole pack! Camp details, including dates, location, and fees can be found at: [www.r-cscoutranch.org/](http://www.r-cscoutranch.org/)

## OUTDOOR ACTIVITIES

Cub Scout Packs should aim to hold 5 outdoor activities a year. Some examples can include: rockets, archery, or even your own Pinewood Derby. Be creative with your outdoor activities.

## DEN LEADER RESOURCES

So, You're A new Den Leader. Welcome to the fun and adventure of Cub Scouts. Your time volunteering as a Den Leader will be both rewarding and fun.

Now, you may be asking yourself. "What Did I Get Myself Into?!?" Don't worry, you're not alone and we're here to help! In fact, hundreds of thousands of adults just like you have done this before. So, we're going to use their knowledge and some tips and tricks so you don't have to "re-invent the wheel" as you plan for your den meetings.

We've created a New Den Leader resource web page complete with an overview video.

Leaders are encouraged to attend Roundtable meeting monthly to enhance their program. Roundtable provides unit leaders with the skills and information they need.

Visit: [www.grandcanyonbsa.org/new-den-leader](http://www.grandcanyonbsa.org/new-den-leader) to help you get started!

# PACK & DEN MEETINGS

## IMPORTANCE OF MEETINGS

Cub Scouts meet weekly and Den Meetings are like stepping-stones: each week a Cub progresses a little further toward the next rank, learning skills as they go.

Monthly pack meetings are like milestones that mark achievements along the Cub Scout trail and celebrate accomplishments along the way.

Boring or unorganized meetings are the number one reason Cub Scouts drop out of Scouting! Don't fall into the trap of the same old routine.

## DEN LEADER EXPERIENCE

Gone are the days of juggling den leaders guides and other hard-copy resources. Now it's all in Scoutbook! Scoutbook makes planning your year, preparing for meetings and tracking advancement much easier -- And right at your fingertips!

- Create Meeting Plans
- Update your Den's Calendar
- Access Online Den Leader resources

Learn more at:

[www.scouting.org/landing/den-leader-experience/](http://www.scouting.org/landing/den-leader-experience/)

## TIPS TO MAKE MEETINGS WORK

**Plan Your Meetings in Advance:** Plan your meetings ahead of time with emphasis on the flow of activities.

**Code of Conduct:** Establish rules that each meeting will follow.

**Ceremonies:** Ceremonies are important for marking the beginning and end of each meeting. They are also a time for reinforcing the aims and purposes of Scouting and bringing them together.

**Immediate Recognition:** Using immediate recognition is a method of encouragement along the advancement trail. Congratulate them for their efforts.

**Treats:** Youth love goodies! Simple nutritious refreshments add a finishing touch.

## VOLUNTEER LEADERSHIP

Ensuring adequate volunteer support is the final step in the Ideal Year of Scouting.

Scouting relies on its dedicated volunteers to promote its mission of preparing young people to make ethical and moral choices over their lifetime by instilling in them the values of the Scout Oath and Scout Law.

## LEADERSHIP RECRUITMENT

Your pack could always use more volunteer help, right? But before you recruit a new leader, it's important to know what you need. Use the Pack Succession Planning Worksheet to find out what volunteer positions are vacant. You should also plan your succession strategy to make sure you identify future leaders now instead of later.

New recruits will also want to know their responsibilities and your expectations for them. Ask your pack families what volunteer positions they would like to fill. Use the New Parent Survey to help identify potential volunteers. Download New-Parent Survey at: [www.grandcanyonbsa.org/ideal-year-of-scouting](http://www.grandcanyonbsa.org/ideal-year-of-scouting)

## TRAINED LEADERSHIP

Every Scout deserves a trained leader. A trained leader is knowledgeable and more confident in the role being performed. Trained leaders exhibit a knowledge and confidence that is picked up by people around them.

Trained leaders impact the quality of programs, leader tenure, youth tenure, safety, and a whole lot more. A trained leader is better prepared to make the Scouting program all it can be!

## BACK TO PACK

The "Back to the Pack" concept is an effort to get all returning Cub Scouts and their parents reengaged, filling both dens and leadership vacancies.

In order to make sure that every Scout knows that the new year of Scouting is about to start and that every family is expected to play an active roll, it is recommended that each Pack hold a "Back to Pack" event.

[www.grandcanyonbsa.org/backtopack](http://www.grandcanyonbsa.org/backtopack)

# SERVICE PROJECTS

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## COMMUNITY SERVICE

Giving back is an essential part of the Scouting experience. Nothing your Scout unit can do raises more goodwill and community awareness more than a service project. These “good turns” are some of our best marketing tools and they send the message that Scouts are here and they’re making life better for others.

Service is one of the most important values we have in Scouting. The Scout Oath calls on us all to “help other people at all times.” The Scout Law says a Scout is Helpful, Friendly, Courteous, and Kind. These may be the most important ideals a young person takes away from their time in our program, no matter how long they stay in Scouting.

## SCOUTING FOR FOOD

As Scouts, most of us know how fortunate we are to have a warm meal every night — whether around the campfire or at the kitchen table. And we know that not everyone is so lucky. That’s what “Scouting for Food,” the annual food-collection drive, is all about.

Be on the lookout for sign-ups, collection details and more at:

[www.grandcanyonbsa.org/food/](http://www.grandcanyonbsa.org/food/)

## SAMPLE SERVICE PROJECTS

- Place American flags on graves for Memorial Day
- Participate in Scouting for Food
- Send cards to service men and women
- Plant trees
- Organize a “clean-up day”

## RECORDING SERVICE HOURS

Tracking service hours is now easier than ever! Simply enter service hours in the Activities module in Scoutbook.



# PACK BUDGET PLANNING



Program Expenses		Annual Cost per Scout/Unit	Number of Scouts / Adults	Total Unit Cost
Registration & Program Fee	# youth	\$122.00		\$0.00
Registration & Program Fee	# Adults	\$45.00		\$0.00
Charter Fee	Yearly flat fee	\$75.00		\$60.00
Boys' Life Subscription	1/household	\$12.00		\$0.00
Advancement	Ideally 100% of youth to earn belt loops, pins, activity badges, etc. x	\$18.00		\$0.00
Recognition	1 or each youth (Thank you's, Veteran Awards, etc.)	\$10.00		\$0.00
Special Events	Blue and Gold			\$0.00
	Pinewood Derby			\$0.00
	Webelos Graduation			\$0.00
	Other			\$0.00
Special Activities	<u>Location</u>			
	Field Trip A			\$0.00
	Field Trip B			\$0.00
	Field Trip C			\$0.00
	Field Trip D			\$0.00
Camp				
	Cub Scout Day Camp	Per youth		\$0.00
	Bear Camp	Per youth		\$0.00
	Webelos Camp	Per youth		\$0.00
	Cub Family Camp	For Cub and Parent		\$0.00
	Leader's fees			\$0.00
Program Materials	Ceremony supplies, den projects, camping items, etc.			\$0.00
Leader Basic Training				\$0.00
Reserve Fund	Registration Scholarships			\$0.00
Other Expenses	Contingency Funds			\$0.00
Total Budgeted Program Expenses				\$60.00
Income				
Annual Dues	(Monthly x's 9 to 12)			\$0.00
Surplus from prior year	(Beginning fund balance)			\$0.00
Other Income	(Parent payments, etc)			\$0.00
Income subtotal				\$0.00
Fundraising needed				(\$0.00)



# SUCCESSION PLANNING WORKSHEET



POSITION	CURRENT	NEXT	NEXT	COMMENT
CHARTER ORGANIZATION REPRESENTATIVE				
CUBMASTER				
ASSISTANT CUBMASTER				
ASSISTANT CUBMASTER				
COMMITTEE CHAIR				
SECRETARY				
TREASURER				
ADVANCEMENT				
MEMBERSHIP/ RECRUITING				
ACTIVITIES				
BLUE AND GOLD				
CAMPING				
POPCORN				

# MY PLANNING NOTES:

