

Pack 199 Bylaws

Three Harbors Council

1. General Policies
2. Scout Law
3. Pack Adult Volunteers
4. Fees and Dues
5. Religion
6. Pack Committee

1. General Policies

- a) We welcome all children into Scouting regardless of sex, race, choice of religion or ethnic or national origin. We encourage our members to embrace the high ideals of the Scouting movement and work to gain all that Scouting has to offer. The adult leadership of our Pack will make every effort to assist the children in becoming honorable citizens.
- b) It is our goal to help our Scouts understand the Scout Oath and Scout Law and to grow into better Scouts
- c) It is the policy of the Pack and Scouting to involve parents and families in the program. **Parents are invited to, and encouraged to, participate in all Pack activities and join our Pack's adult leadership so that a quality program can be provided to our children. Parents or Adult Partners of a Lion and Tiger Scouts are required to participate in all den and Pack activities with their child. A Parent or Guardian from each family is required to participate or volunteer in the Pack Scouting Organization.** Siblings, or non-Scout children, are welcome at all Scouting events but they must be supervised by an adult unless indicated
- d) All regular meetings are held at St. Michael's Episcopal Church. Lion, Tiger, Wolf, Bear, and Webelos den meetings are Monday nights each week from 6:30 - 7:30pm unless stated by Pack Leader. Pack meetings are held the last Monday of the month 6:30-7:45pm. Pack outings will be held throughout the year with events, dates and time TBA. Scouts and parents are encouraged to participate in 100% of all activities to get the full benefits of the Scouting programs. Parents and Scouts are encouraged to use our website for meeting and event updates. Our website can be found at bit.ly/Pack199 or ScoutManager.com
- e) All Den and Pack meetings will begin promptly at the scheduled time. This benefits everyone and instills the value of time in Scouts.
- f) Pack 199 will follow the inclement weather plan and days off schedule of the Racine Unified School District for cancellations, any other cancellations will be determined by your Den Leader. Please check the website for further information.
- g) The Scout uniform (Class A) is the required attire of the Scouts BSA. The Uniform should be worn at all Den and Pack functions unless otherwise specified by your Den Leader or Cubmaster. Patches will be affixed in the appropriate places always, unless excepted by the Pack. The uniform will be tucked in to clean solid color pants/jeans or short. **No sweatpants, gym shorts or sagging pants please.** The neckerchief will be rolled and tucked under the shirt collar. Belts are mandatory. Please refer to your Scout handbook for correct patch locations and proper dress for a Scout. A Class B uniform is acceptable only when approved by your Den Leader or Cubmaster for certain functions. Please see your Den Leader or Cubmaster for further information. We feel that if everyone practices uniformity that it will lead to teamwork on all levels of Scouting.
- h) The Pack must have a current Pack 199 information sheet and medical forms on each Scout. These forms will be updated annually. All medical forms will be confidential and secured by the Cub Master and Assistant Cubmaster.
- i) Committee meetings are held at St. Michael's Episcopal Church the first Monday of every month at 6:30 unless otherwise stated. These meetings are open to all parents and are recommended, as this is where your Scouts direction in Scouting is planned. **Committee meetings are expected to be attended by Committee members and are strongly recommended for all other Adults.**

- j) **Two-deep Leadership is required at all times. At no time, is any Scout to be left alone with a single Den Leader or Parent who is not that Scout's parent or adult guardian. All Pack/Den Leaders are required to take Youth Protection Training every year.**
- k) The Pack will provide a well-planned, year-round program of activities that meets the aims of Scouting, and more specifically, the purposes of Cub Scouting. The Pack will endeavor to provide trained, qualified and enthusiastic leadership for all Den and Pack meetings and activities.

2. Scout Laws

- a) As Scouts, we must conduct ourselves with honor, integrity, and respect always. Profanity, lewdness, rudeness and inappropriate behavior such as – theft, bullying, vandalism, destructiveness, and violence will not be tolerated. Discipline ranges from verbal reprimand to expulsion from the Pack at the Pack Committee discretion. Conduct becoming of a Scout and demonstrating Scout values will quickly be recognized and rewarded.
- b) Phones will be put on silent for all meetings.
- c) **Alcohol, drugs, firearms, tobacco products, e-vape cigarettes, electronics, or unapproved toys are not allowed at any Scouting event. These items will be confiscated and held by Den Leaders. They will be returned to the parents at the end of an event. Unlawful items or activities will be reported to Law Enforcement. Violations of the above listed may result in suspension from Pack activities or expulsion from the Pack as determined by the Pack Committee.**
- d) **Any Scout that has earned their Whittling Chit can carry a pocket knife as long as they follow appropriate guidelines and must have the card on them and required to present it if asked.**
- e) Possession of illegal substances will result in immediate expulsion from the Pack without exception.
- f) Wisconsin law prohibits the use of tobacco or e-vape cigarettes by persons under the age of 18. Pack 199 policy does not allow the use of tobacco or e-vape cigarettes within sight or smell of the Scouts on ANY Pack activity, including meetings, outings, and service projects. This policy will communicate to our young people that we are a group that promotes health and wellness in our body, spirit and mind.

3. Pack Adult Volunteers

- a) One parent or guardian per family required to attend Lion and Tiger Den meetings
- b) Volunteer for 3 Scouting events or activities per year
- c) Attend a minimum of 3 Committee meetings.
- d) It is the parents' responsibility to get information from the Den Leaders.
- e) All Pack leaders must complete Youth Protection Training within 2 weeks of application acceptance. New Leader Essentials training is recommended. Leaders recertify their training annually or as recommended and provide current updated information to the Pack Trainer.
- f) It is recommended that all Scout leaders have a copy of The Guide to Safe Scouting on hand, whether in hard copy or electronic form, and to understand the guidelines in the manual so they can provide a safe environment for the kids.
- g) All Den Leaders are expected to show up at least 15 minutes before the start of a meeting or activity to organize themselves, find out new information and to set a good example for the Scouts they are teaching. Den Leaders are also required to dress appropriately to set a good example for the children. This would be the approved Boy Scout Leader uniform shirt with appropriate patches. Pants are to be solid color or jeans. Shirts must be tucked in and clean.
- h) All awards and advancement requests must be given to the Advancement Chair no later than the Monday prior to the scheduled Pack meeting using the required forms. Late award requests will be honored at the next month's Pack meeting. The Cubmaster, Advancement Chair, or Treasurer will purchase all awards unless specific arrangements are made.

4. Fees and Dues

- a) All Scouts are required to register and pay annual dues at the time of sign up and at re-charter time. This money must be paid in full for the Scout to continue in the organization. in February
- b) There will be a monthly due of \$10 which to paid to Attendance Coordinator at the Pack meetings.
- c) If there are financial hardships, please talk with Cubmaster to make arrangements
- d) The Scout accounts can be replenished at any time with Attendance Coordinator
- e) Any extracurricular activities such as Admiral games, Wave games, etc. will be paid as the event becomes available for the Scouts.

- f) There will be a one-time fee of \$20 for the Scout and a one-time fee of \$10 for Adult Volunteer. This will cover the patches for the Den number, Pack number and a neckerchief for the appropriate Den.

5. Religion

- a) Pack 199 collectively subscribes to the BSA Declaration of Religious Principle. Registered adult volunteers are expected to execute the local program in a manner consistent with this Declaration.
- b) Declaration of Religious Principles. The Scouts: BSA maintains that no member can grow into the best kind of citizen without recognizing an obligation to God. In the first part of the Scout Oath or Promise the member declares 'On my honor I will do my best to do my duty to God and my country and to obey the Scout Law.' The recognition of God as the ruling power in the universe and the grateful acknowledgement of his favor and blessings are necessary to the best type of citizenship and are wholesome precepts in the education of growing members.

6. Pack Committee

- a) The Committee meets once a month or as needed, generally on the first Monday of the month, and is led by the Committee Chair. Parents are encouraged to volunteer on the Committee and attend regular planning meetings. If you have any ideas or know of opportunities for fun, please let us know. All parents are welcome and encouraged to attend and assist in the decision-making process, even if you are unable to join the Committee. Pack 199 recommends all parents or guardians to attend at least 3 Committee meeting during the year.
- b) Parents may also act as a function chairperson. These are one-time activities such as coordinating Pack participation in sales/fundraising events, Scouting for Food, Pinewood Derby, Blue & Gold Banquet, Pack graduation, and Day Camp.
- c) Non-registered positions are defined as: Friends of the Scouting Chair, Scout Fair Chair, Blue& Gold Chair, Popcorn Sales Chair and any other chairmanship created to help run the Pack that are not vital to the Pack's ability to function.
- d) **The Pack Committee Chair -- Membership on the Executive Committee; recruiting adults leadership to run the Pack with the Cubmasters; checks references for all adults submitting leadership applications with the assistance of the Cubmasters; developing the Pack program plan for presentation to unit leadership for approval and distributing plans to all parents upon approval; and assisting the Cubmasters whenever needed.**
- e) **Secretary -- presents written minutes of the previous meeting; taking minutes to present at the next meeting; chairing the Pack Committee meetings monthly**
- f) **Assistant Master -- Membership on the Executive Committee; attending the monthly District Roundtable and reporting back to the Pack Committee meeting; planning the monthly Pack meetings and develop the Pack program plan for presentation to Pack leadership and chairing the monthly Executive meetings in the absence of the Committee Chair whenever needed. Planning Advancement ceremonies and coordinating Webelos graduation with the Scout Troop, keeping abreast of the program changes. The Cubmasters will assign Cub Scouts to Dens. Recommendations from Den Leaders will be considered. Den assignments will not be modified without Cubmaster approval**
- g) **Pack Treasurer keeps track of the Pack's accounts, dues, fees and ledger. Makes a monthly financial statement for the Committee meeting.**
- h) **Awards/Advancement Chair meets with Den Leaders and Cubmasters to record Scout training completed, makes list of badges and awards needed for each monthly Pack meeting**
- i) **Pack Fundraising Chair -- suggest and coordinates fundraising events in accordance of BSA policies. Gathers votes for fundraising activities, completes applications, submits them to the District Scout executive, follows application until accepted, informs Pack leaders and Committee of acceptance. Coordinates purchase of supplies or material. Oversees collection of monies from activities, keeps records of receipts and expenses from events.**
- j) **Den Leaders and Assistant Leaders must be a registered Adult Leader in the Pack, lead the Dens and attend Pack Committee meetings and District Monthly Roundtables. They are responsible for the planning and running of the Den meetings and activities. They work with the Award/Advancement Chair about badges earned, rank progression and awards.**