

Pack #11 - BYLAWS

(September 2004)

Purpose:

The goal of Cub Scout Pack 11 in Oil City, PA is to provide a quality Scouting experience for all the Scouts involved with the Pack through it's indoor and outdoor programs that will promote character, good citizenship, develop mental, moral and physical fitness.

Therefore, it is imperative that all Scouts, Parents and Leaders abide by these guidelines and those of the Boy Scouts of America, for the success of all the endeavors of Pack 11.

Pack:

Pack 11 will consist of:

A Pack of boys organized in Dens; Meetings and activities, planned and organized by Den Leader Adult Leadership. These Dens will be Wolf, Bear, Webelos I & Webelos II.

Tiger Den (s) consisting of Tiger Cubs, Tiger Leaders and their Adult Partner (Parent).

Pack committee (Advisory Board comprised of adults)

Pack Leadership will consist of Registered and Trained Adult leaders. Each leader in an "Official Position" (Pack Committee, Cubmaster, Den leaders and assistants, Webelos Den leaders and assistants, and Tiger leaders) will complete the appropriate Fast Start Training, Basic Adult Leader and leader specific training as soon as possible.

Dens will consist of 8 to 12 boys, as appropriate. There will be occasion where additional Cub Scouts may meet in Dens of larger or smaller size.

Pack Meetings:

Pack meeting will be held the last Monday of each month from, 6:30 to 7:30 PM at the St. Stephen's School cafeteria in Oil City, PA. The Scout will be expected to arrange for his own transportation. If a ride to or from is needed, it must be arranged with a Scout or Adult Leader in advance, and each time it is needed. All Scouts should attend the Pack Meeting and their families are always invited to attend Pack Meetings as well.

There must be at least two (2) adults from each Den at all Pack meetings. If for some reason the leader or leaders are unable to attend, a parent will be expected to fill in. If there are not two (2) Adults (one being a registered leader within Pack 11) at every meeting, the meeting will be canceled. This number is only the minimum number of leaders needed, and is in accordance with the "Two- Deep Leadership" policy of the BSA. **Pack 11 follows the St. Stephen's School calendar.** Any date where school is dismissed due to inclement weather, teacher workdays or holidays, the Pack will typically not meet, however discretion is left up to the individual Dens and their leadership.

Den Meetings:

Den meetings will be held Monday evenings from, 6:30 to 7:30 PM at the St. Stephen's School Cafeteria in Oil City, PA. The rules for Pack Meetings also pertain to the Den Meetings.

Tiger Cub Den Meetings:

Tiger Cubs and their Adult Partners meet weekly as a Den. This is normally on a Monday evening, other than the Pack Meeting. This meeting can be at the St. Stephen's School Cafeteria, but the Tiger Cubs are adventurous, and are often times on field trip type meetings.

The Scout Uniform:

Scouts must come to all Scout meetings in uniform. The following uniform will be required:

Scout shirt, with appropriate patches, Neckerchief, slide and hat.

Pants: Jeans or Scout slacks (Blue or earth tones), Scout shorts, or appropriate dress attire.

Cub Scout Handbook:

The current Cub Scout Handbook (Tiger, Wolf, Bear or Webelos) should be brought to all Den meetings (It is considered part of your Scout Uniform by Pack 11).

Class 'B' Uniform:

Pack 11 may create or select a Class 'B' uniform for use when the Class 'A' uniform is impractical or prohibitive. These shirts will be able to be purchased from the Pack Committee leadership for a nominal cost and is not a requirement for Scouting.

NOTE: The cost of the Scout Uniform & Handbook are at the expense of the scout except for extenuating circumstances, the Pack may, at its discretion, fund all or part of the cost of the Cub Scout uniform and/or handbook.

Attendance:

Scouts will be expected to attend meetings / outings regularly. Frequent absences will indicate a lack of commitment, and the scout will be put on an inactive list and not called for any future function. Reinstatement: It will be the Scout's responsibility to come to meetings and/or call the Cubmaster to be moved off the inactive list.

No scout can leave a Pack or Den meeting early without a parent notifying an adult leader and personally arranging for pick-up by an authorized adult.

Discipline:

Lack of self-discipline will not be tolerated

If a Scout disrupts meetings or behaves contrary to the Cub Scout Promise and Law of the Pack, it will be cause for disciplinary action at the discretion of the Pack leadership. He may be asked to leave the meeting.

If a Scout is asked to leave the parents will be notified to come and pick up their Scout.

A Scout repeatedly acting in a contrary manner will be dropped from the roster. Reinstatement will be made only by approval of the Pack Committee after an appearance before the board by the Scout with his parent.

This is the Last Resort. It is the intent for all Boys to be an active part of the Pack. However if the behavior disrupts the Pack or Den is such a way that the rest of the Boys can not enjoy their Scouting experience, the Pack Committee will make a decision that is in the best interest of the Overall Pack.

Pack Outings:

The Pack will plan to do **at least** one activity each quarter. This activity may be a trip, camp out, day trip, or other Pack activity. During the summer the Pack will plan additional activities. The Pack may do activities throughout the summer in order to earn the summertime Pack award each year. The Pack Calendar will run from September to May.

Parents are expected to attend day and / or night outings. Each Scout should have a Parent attending no less than one third of all outings. Parents are expected to help provide transportation to and from all outings.

Parents of Tigers Cubs **MUST** participate with their Scout in accordance with the BSA policies.

Rank Advancements:

1. It is expected that Adult Partners work with their Scout to achieve the appropriate rank or level of advancement.
2. It is expected that by the end of the School year all boys in dens have achieved the appropriate rank to advance to the next level. (I.E. By the end of the 2nd grade year all boys in the "Wolf Den" should have been awarded their Wolf Badge and are working on Arrow points)
3. The Bobcat badge is required for advancement after Tiger Cubs. Boys joining the Pack in 2nd, 3rd, 4th, or 5th Grade, must earn the Bobcat badge before working on age/grade appropriate rank advancement.
4. Scouts may begin work on the next level at the conclusion of the current school year.
5. It is the policy of the BSA to not earn past rank requirements for those Scouts who join later in the Scouting program. (I.E. A Scout may not earn the Wolf Badge if joining as a Bear Cub Scout).

Awards and Recognition:

Recognition is essential to promoting self-esteem and a sense of belonging within any group. Pack 11 has established the following guidelines for recognizing our Scouts:

All requests for awards are to be presented to the Awards Chairperson no later than the Pack Planning Meeting, typically held at least one week prior to the Pack Meeting. During the Pack Meetings, the Adult Leaders will recognize the boys for their achievements.

1. All awards will be purchased/acquired by authorized Pack Committee member(s).
2. All awards and recognitions must be submitted in writing to the Awards Chairperson/Cubmaster in a format conducive to recording and retaining information necessary to maintain the official Scout records at the Council level.
3. Rank advancements will be performed by the Cubmaster (or his designee if the Cubmaster is unavailable) during the Pack Meeting
4. Arrow points, belt loops and pins are to be recognized during the Pack Meetings if not handled in the Den meetings.
5. The leadership of the specific Dens will announce awards by identifying the awards first and then recognizing each recipient by name of that particular award. This will facilitate the time it takes to present the awards during the Pack Meetings. Each recipient should rise and be formally recognized in front of his peers whenever possible.

It is every leaders specific task to assist every Scout within Pack 11 in achieving the Scout's specific goals within Scouting. This includes but is not limited to rank advancement, recognition, promotion of self-worth and well being of each Scout.

Fundraising:

The Pack and the Pack program cannot run without Fundraising. Scouts and Adults alike are expected to participate in fundraising events of the Pack. The profits of fundraising will go to the Pack fund and will be used to maintain the Pack. The Purchase of Awards and materials and training of adult leadership within the Pack are the primary uses of the fund. Other uses of Pack funds may result after collective agreement from the Pack leadership and/or parents.

The Pack Fund is used to pay registration of Adult leaders and training. The Pack Fund is there for the general upkeep of the Pack and to support Pack activities.

Leaving the Pack:

1. A Scout leaving the Pack must notify the Cubmaster of his desire to transfer.
2. The Scout's records will be reviewed for accuracy.
3. If there is a question about the Scout's records, the records of Pack 11 will be used.
4. Scouts leaving the Pack to advance to Boy Scouts should see the Cubmaster about his records.

PACK COMMITTEE:

The Pack Committee will consist of:

Chartered Organization Representative (provided by the sponsor) - Chairperson

Cubmaster - Assistant Cubmaster (if possible)

Committee Members (consisting of any parents or other interested individuals) approved by the standing committee members.

Den Leaders are also encouraged to attend and be a part of the Pack Committee.

Pack Planning Meetings:

The Pack Committee should plan to meet once a month, in addition to Pack and Den meetings. The purpose is to discuss issues affecting the Pack and to plan for future events. Additional meetings may be called at the request of a Committee Member or any parent. These Committee Meetings are called Pack Planning Meetings and are open to any interested parent. Each Den should have representation at each Pack Planning Meeting. **NOTE:** The Pack Committee Chairperson is in charge of scheduling the Pack Planning Meetings.

Parent Participation:

Pack 11 asks you as a parent to participate with your son to the best of your ability. You will be asked by the Pack Committee to assist with Pack activities (I.E. Fundraising, Outings, and Transportation). You are also asked to encourage your son to participate in all activities and meetings. This will make Scouting more interesting for him and help him advance in Scouting and keep you better informed.

General Guidelines:

Due to the nature of Pack 11, we may require pre-payment for events / activities that requires additional funding. It is the responsibility of the parents or guardians to pay in full for any such event prior to attending.

For those events sponsored and paid for by the Pack, the Pack will request advance payment for the event based upon the desire to attend. If the person(s) cannot or choose not to attend, they will forfeit their monies paid. If they do attend, the Pack will reimburse them for the costs. This policy is intended to defray costs incurred by the Pack based upon the desire to attend.

Safety will remain our primary focus for any and all events inside or outside of St. Stephen's School, Oil City, PA, as they pertain to Scouting. The leadership of Pack 11 retains the right to; 1) immediately cease the unsafe event, 2) provide guidance to the Scout and/or siblings on the unsafe nature of the behavior, 3) redirect the Scouts towards more safe behavior, 4) provide follow-up reporting of the behavior to the Pack Committee, the Den Leadership, Parents, or others as appropriate or necessary.

Leadership:

Leadership within the Pack is a privilege and not a right. Perspective leaders will be identified by the current leadership to fill vacancies identified. All perspective leaders will be reviewed by the Committee Members to determine suitability and Function. The Committee Chairman, Cubmaster and/or Asst Cubmaster shall have the final authority to determine leadership positions. All leaders will be responsible for the function within the Dens they are assigned to support.

Duties of the Den Leader will include but not be limited to the following areas:

1. Facilitation of the Den meetings.
2. Ensuring the advancement of the Scouts within the Den the leader is assigned to.
3. Maintenance of the Den records for advancement, correct contact information, and attendance of the Scouts assigned to that Den.
4. Attendance at the Pack Planning Meetings or to ensure representation of their Den within the Pack Planning Meetings.
5. Routine attendance to Council Roundtables throughout the Scouting year.
6. Other responsibilities as determine by the Committee.
7. Control and attendance of their Den's members at the monthly Pack Meetings.
8. Identification of issues affecting the Den and/or Pack related to discipline actions, attendance issues, fundraising, and other functions throughout the Scouting year.

Training of the Leadership:

Training of the leadership is essential to the continued growth and enhanced learning experience of the Scouts of Pack 11. The Pack will reimburse any and all training of the leadership within the Pack. Each registered leader will be specifically trained within the rank for which they are leaders. As the leadership advances through the Scouting Ranks, each registered leader of a Den must ensure that they remain fully trained within the position and for the rank for which they lead.

These bylaws will be reviewed for adequacy and effectiveness as necessary to ensure that the Scouts of Pack 11 receive the highest-level quality experience that BSA and Pack 11 can offer.

The Pack Committee is the ultimate authority within Pack 11 to establish the guidelines and principles of the Pack in accordance with the policies and intent of the Boy Scouts of America. Any and all disputes, discrepancies, issues and concerns should be made known to any member of the Committee for resolution.