



**PLAN YOUR  
BEST YEAR EVER!**



# **TODAY'S TAKE-A-WAYS**

**Goals of Annual Planning**

**A Menu of Activity Ideas (Build Your Calendar)**

**An Annual Council Activity Calendar**

**Planning Methods – Surveys and Sharing**

**Budgeting**

---

**Goal No. 1:**

**Build Your Best Plan**

**(There is no “One” Best Plan)**

**All Scouting is Local**

---

---

## Goal No. 2:

**KISMIF, not KICMEH**

Keep It Simple – Make It Fun

*not*

Keep It Complicated – Make  
Everything Hard (*Kick Me*)

---

---

## **Goal No. 3:**

**Know This:**

**If it's Fun for Kids, Fun  
for Families, and Safe  
Then it's Cub Scouting!**

---

# AIMS

---

Character growth  
Citizenship training  
Personal fitness





# METHODS

Living the Ideals  
Belonging to a Den  
Advancement  
Family Involvement  
Activities

Serving the  
Community

The Uniform

---

**For Your Best Year:**

**Scouting = Outing!**

**(Be Outdoor Dens + Packs)**

***(Make That Our Brand)***

---





# **An** Annual Activity Plan

- July: Scout it Out
  - 4th of July Picnics
  - Day/Resident Camp
- August: Back to Pack
  - Swim Party(ies)
  - Day with the Dodgers
- September: Outdoor Sports
  - Soccer? Golf? Discs? Kickball? Rackets?
- October: To The Tents!
  - Hikes at Camp(s)
  - Fall Campouts
- November: Salute!
  - Veteran's Parade
  - Community Service
- December: Holidayze
  - Holiday Party
- January: Big Overnight?
  - Iowa/Edwards AFB
- February: Serve/Race
  - Community Service
  - Pinewood Derby
- March: Madness: Go Fish
  - Fishing Outing
  - Spring Campouts
- April: Easy for Next Week
  - Hike Near Home
- May: Flying Things
  - Kite Flying/Rocket Launch
  - End of Year/B&G
- June: Out 'n' About
  - Night Hike/Star Gazing

**This is Just ONE Example**

***Your Plan Will Be Better***

**Use Your Resources**

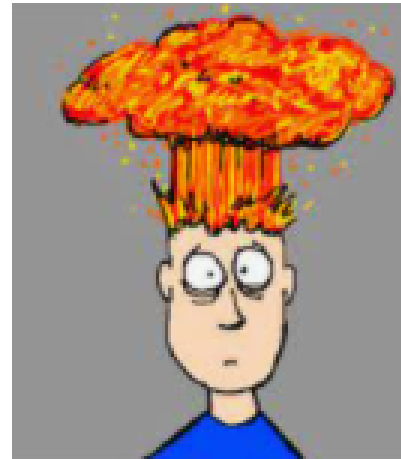
# Myth: Blue & Gold Timing

Q: A Blue & Gold Banquet in May! Doesn't B&G have to be in February?

A: Nope. A Pack can do this event at any time, or not at all. It's your Pack. B&Gs started as a birthday party for the BSA (DOB 2/8/1910) back when advancement work was done at home – before rank work became a den leader job. B&Gs later came to be a target date for awarding Rank badges.

Problem: Many Den Leaders face a crisis – it's often hard to complete a Rank by February.

Solution: If setting up a B&G as the Big Rank Award night brings Advancement Anxiety, do it later. It's OK.





# Outdoor Ideas

- Hiking
- Camping
- Fishing
- Biking
- Boating
- Swimming
- Scooters
- Skateboards
- Skiing
- Snowboards
- Sledding
- Spectator Sports
- Kickball
- Soccer
- Ultimate
- Disc Golf
- Four Square
- Croquet
- Badminton
- Volleyball
- Geocaching
- Orienteering
- Scavenger Hunt
- Softball
- Tennis
- Table Tennis
- Golf
- Skating
- Horse Rides
- Cornhole
- Horseshoes
- Basketball
- Rain gutter Regatta
- Flag Football
- Cricket
- Lacrosse
- Bouldering
- Archery
- BB Shooting
- Slingshots
- Track/Field
- Skygazing
- Yoga
- Kites



# Around Town Places to Go

Aquarium of the Pacific

LA Zoo

Pools/Waterparks

Science Center

Peterson Museum

Skating

La Brea Tar Pits

State Parks

Neighborhood Festivals

Natural History Museum

Edwards AFB

Mini Golf

Santa Monica Mountains

Dodger Stadium

Movie Nights!

Botanical Gardens

Children's Museum

Climbing Gyms

Griffith Park

Beaches

Local Parades

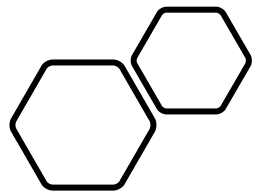
Griffith Observatory

Bowling

Tour d' Playgrounds

***Where do your Families want to go?***





# Overnight Destinations

Camp Josepho –  
Pacific Palisades

Camp Whitsett –  
Kernville

Camp Emerald Bay –  
Catalina Island

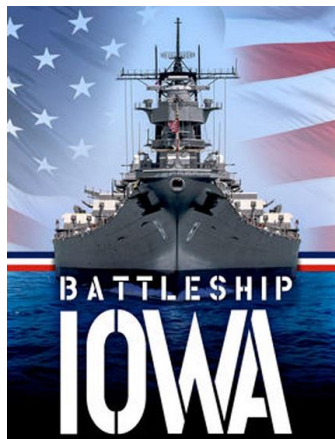
CA State Parks

LA Zoo

Sea World

USS Iowa

Edwards AFB





**Pick Activities that are:**

**Fun For Kids**

**Fun For Families**

**and Safe**

# **Sweet Sixteen of BSA Safety**

1. Qualified Supervision
2. Physical Fitness
3. Buddy System
4. Safe Area or Course
5. Equipment Selection and Maintenance
6. Personal Safety Equipment
7. Safety Procedures and Policies
8. Skill Level Limits
9. Weather Check
10. Planning
11. Communications
12. Plans and Notices
13. First Aid Resources
14. Applicable Laws
15. CPR Resource
16. Discipline



# NUMBER ONE SAFETY RULE

*Use Common Sense*

# Myth: G2SS is Only Safety Rules

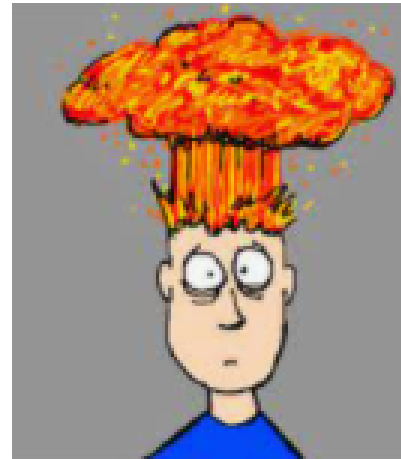
For example, “Overnight camping by Lion, Tiger, Wolf, or Bear Cub Scouts as dens is prohibited”, says the Guide to Safe Scouting?

Q: Is this because it is unsafe?

A: No. It is a statement of a “program” decision about camping.

Does This Mean:

- 1) A Pack of only 10 Tigers cannot camp? They can.
- 2) A Pack Campout with a 25-person attendance limit must cancel if only Wolf families sign up? No. Camp.



# Planning Routes

- Let's Collect Ideas + Feedback From Everyone – Leaders *and Families*
- What Did We Do Last Year? What should we keep? What should we change?
- Let The Leaders Plan It Out

**Planning Tip:**

**If It's  
Really  
Hard**

---

**Why Are  
We Still  
Doing It?**

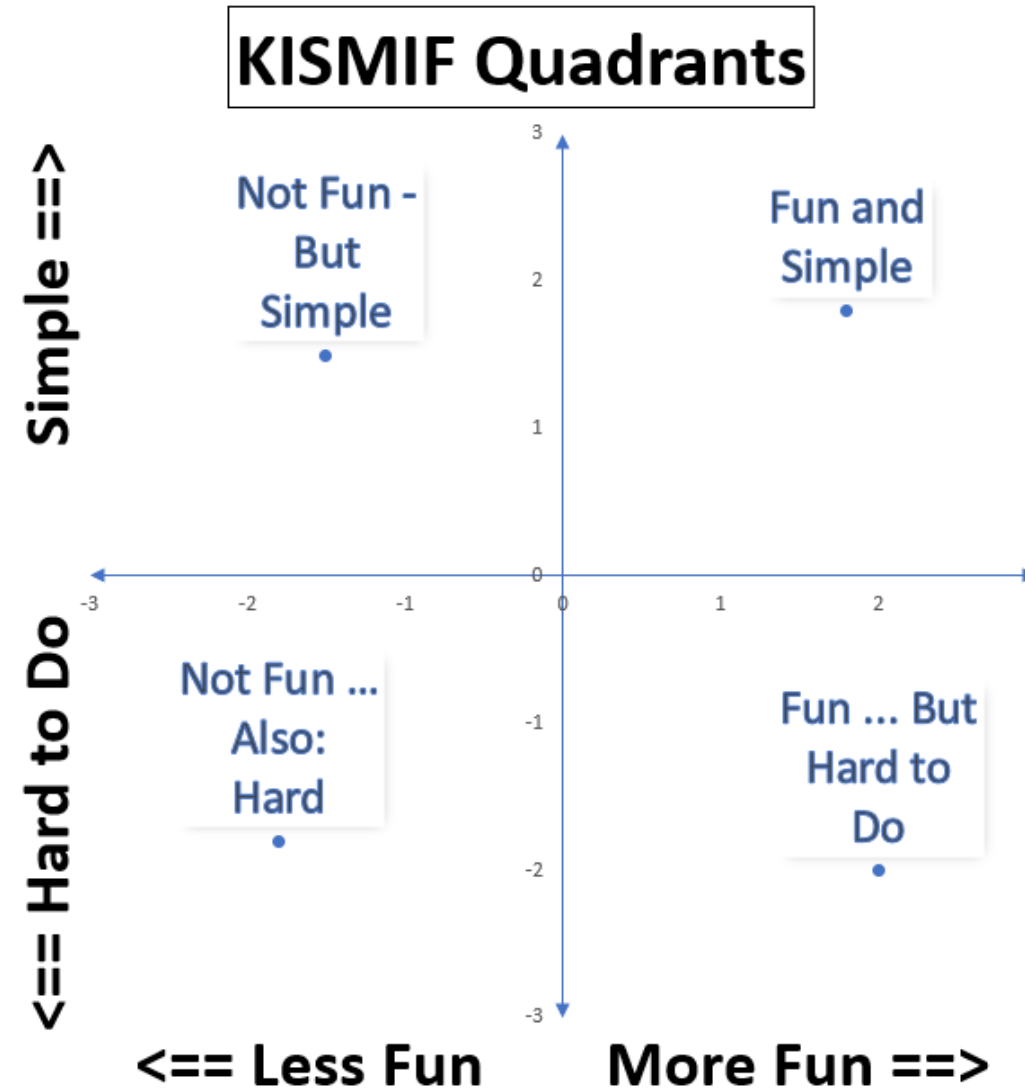


MAYBE REST ONE ARM AT A TIME.



# Where Should You Want to Be?

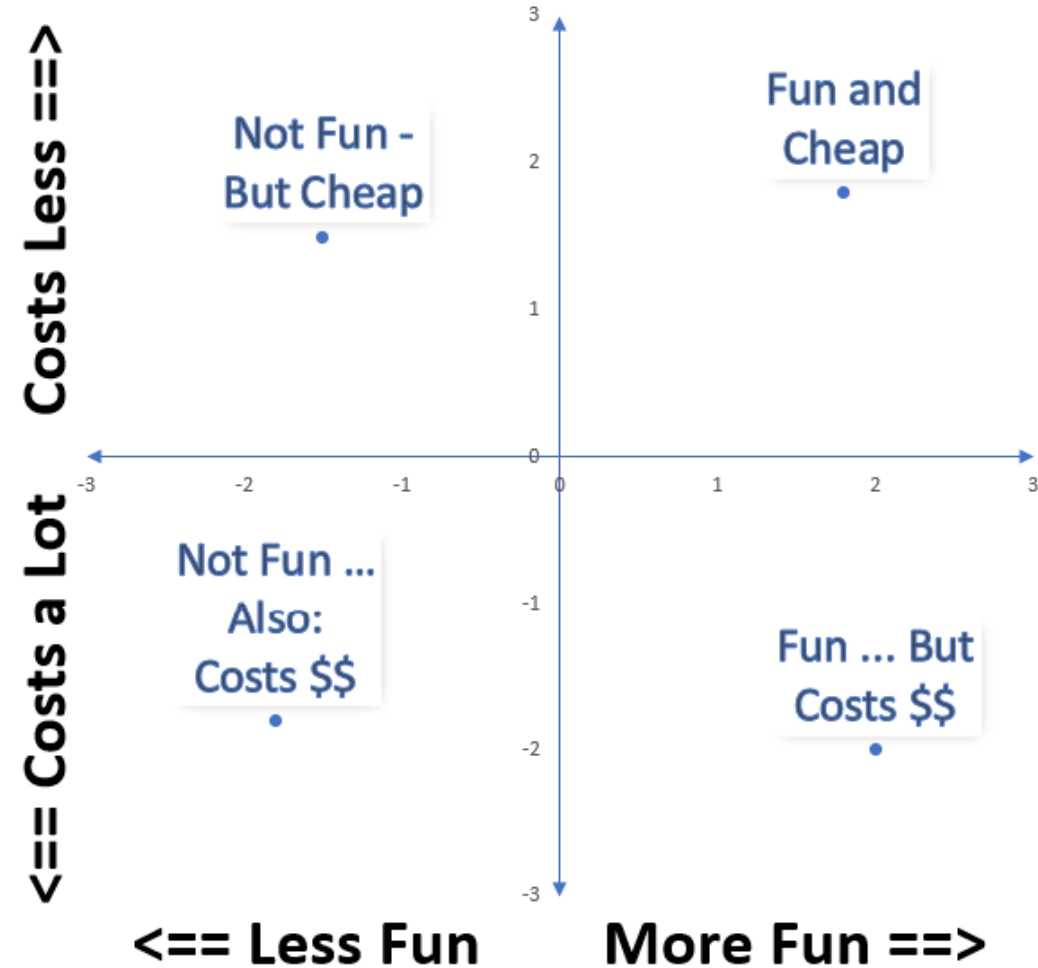
- Poll your Families: *What Events Are Fun?*
- Poll your Leaders: *What Events are Hard to Lead (not Simple)?*



# Cost Aspects of “Simple”

- Disney World is Fun, but it Costs a Ton
- Exploring a Park on a Hike is Free

## KISMIF Cost Quadrants





# Do Your Events Spark Joy?



The “KonMari” method of “decluttering” or “tidying up” your life is:

- Gather your things, evaluate each, one by one: **Does It Spark Joy?**
- If it does, keep it. If it does not, thank it for its service, and let it go.
- You can de-clutter your Pack Activity Calendar too – does it spark joy?

# What Does Joy Have To Do With Pack Planning?

More Joy means  
More Participation  
and Retention





# Pack Program Planning

**Pack Chair leads**, working closely with Pack Committee, Cubmaster, Den Leaders, Assistants

- Pick dates convenient for leaders!

**Invite ALL parents** to attend and participate

- They have ideas about what to do and when to do it!

## Did You Know?

- Cubmaster, Den Leaders + Assistants are automatically part of the Pack Committee?



# When To Hold Your Program Planning Conference?

- Start your 2023-24 Planning **Now!**
- February/March: Collect Feedback from Families
- Develop and Share Highlights
- Annual Calendar Planning starts in April
- Finalize in June
- Fall/Winter: *Update as needed*

# Pre-Planning: Key Dates

- School Calendars:
  - Open House, Start Day, Holidays, Last Day
- Council and District:
  - Key Events You Might Do
  - Training, Fundraiser Dates
- Other Organizations:
  - Church, Community Events
  - Religious Holidays
- Leader Calendars:
  - Block Out Dates When Key Leaders Can't Attend

# Pre- Planning: Surveys

- Feedback is a Gift ...
  - ... Surveys Can Deliver
- Feedback After Events:
  - Did you like it?
  - Scale: 1 = Awful to 10 = Love It!
  - If we repeat, how to change?
- Before Annual Planning (Feb/Mar)
  - What would you like to do?
  - Where would you like to go?
  - When would you like to go?



# Myth: No Out-Of-Council Activity

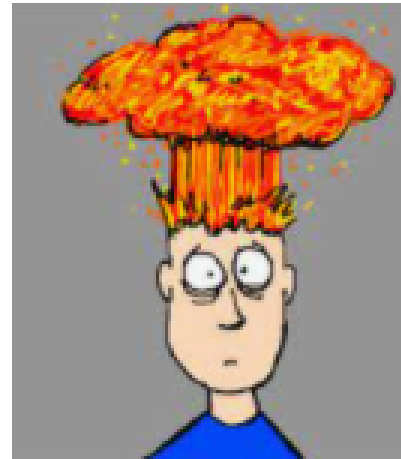
Q: We're Only Allowed To Camp at WLACC Camps, Right?

A: Nope. You can attend events and camp in other Councils.

- WLACC events and camps are excellent, but other Councils have great events too. It's OK to "Scout Out New Places".
- Just sign up on their websites and follow their rules.

What This Means: You'll get to do something different.

- And probably you'll tell other Packs "you gotta check out our camps". (Thank you for being an Ambassador.)





Invite **Everyone**  
to Give Their  
Ideas and Attend  

---

How Many People  
Needed To Plan?

all that apply, or check an "any is fine" button)

Answered: 56   Skipped: 34

# Frame The Planning Conference

## Pre-Conference Planning:

- Mesh Dates and Survey Results:
  - Survey May Be Clear
  - Or Narrow to Final Choices
- Add Other Elements
  - Event Leaders / Teams
  - Open Den and Pack Leader Roles
  - Den Meeting Dates
- Budget and Fundraising
- Other Pack Policy Issues



# Fill the Calendar

- Pack-wide Events

- Month by Month
- Activities? Meetings?
- Advancement Activity?
- Recruiting Events

- Other Events

- District/Council/School

- Den Activities (“meetings”)

- All Same Day/Time?
- Or Each Den Decides?



## September 2019 - Trustworthy

HCPS - First Day of School  
Den Meetings for All Dens, CSBC, 6:30pm-7:30pm  
Stevi B's Fundraiser Night, 5:00pm-9:00pm  
-21 Richmond Raceway Race and Camping +  
0-21 NAS Oceana Air Show Event and Camping +  
20 Hanover Tavern Play, 8:00pm  
21 Harvest Day at Rural Plains  
22 Field Day of the Past  
23 Back-to-Pack Meeting, CSBC, 6:30pm-7:30pm  
Formal opening ceremony followed by a Pack  
Parents meeting and kids activities

## October 2019 - Loyal

(4) 5-6 Fall Family Camping  
7+21 Den Meetings, CSBC, 6:30pm-7:30pm  
Operation Christmas Child Service Project  
12 Graves Mountain Apple Festival +  
14 HCPS Closed - Columbus Day  
21 HCPS Early Dismissal  
16 Stevi B's Fundraiser Night, 5:00pm-9:00pm  
19 Jamboree on the Air / Internet Event with Pack 555  
19-20 Creepy Hollow / Howl-O-Ree Council Camping at  
Cub Adventure Camp +  
(25) 26- Rain Date for Fall Family Camping  
27  
28 Pack Meeting, CSBC, 6:30pm-7:30pm Scouting for  
Food, Trunk or Treating, Pinewood Derby Car Kits

## November 2019 - Helpful

2 Lion and Tiger Rally at Cub Adventure Camp +  
HCPS Closed - Election Day  
Pocahontas State Park Camping and Bobcat  
Training +  
Den Meetings, CSBC, 6:30pm-7:30pm  
Richmond Great American Indian Exposition Pow  
Wow and Show at Richmond Raceway, 11:00am +  
Scouting For Food Service Project, Bags Out  
Stevi B's Fundraiser Night, 5:00pm-9:00pm  
Closed - Thanksgiving  
For Food Service Project, Bags In  
CSBC, 7:00pm-8:00pm Pack Bake-Off  
Dens, CSBC, 6:30pm-7:30pm  
Wayside, 10:00am  
9:00pm-9:00pm

## January Continued

24 Pinewood Derby Races Registration, Set-Up  
25 Pinewood Derby Races, Pack Awards and  
Advancement  
20 HCPS Closed - Martin Luther King, Jr. Day  
23+24 HCPS Early Dismissals

## February 2020 - Kind

3+17 Den Meetings, CSBC, 6:30pm-7:30pm  
8 Triangle Club Rock Climbing +  
19 Stevi B's Fundraiser Night, 5:00pm-9:00pm  
21 Blue and Gold Banquet Set-up  
22 Blue and Gold Banquet  
25+26 HCPS Early Dismissal

## March 2020 - Obedient

2+16 Den Meetings, CSBC, 6:30pm-7:30pm  
3 HCPS Closed  
14 Westmoreland State Park Hike, Geocaching  
18 Stevi B's Fundraiser Night, 5:00pm-9:00pm  
(27) 28- Spring Family Camping  
29  
30 Pack Meeting, CSBC, 6:30pm-7:30pm S.T.E.A.M. Fair  
26+27 HCPS Early Dismissal

## April 2020 - Cheerful

(3) 4-5 Rain Date Spring Family Camping  
6-10 HCPS Closed - Spring Break  
13+20 Den Meetings, CSBC, 6:30pm-7:30pm  
15 Stevi B's Fundraiser Night, 5:00pm-9:00pm  
18-19 Sky Meadows State Park Camping +  
25 Arrow of Light Ceremony at Hanover Wayside

## May 2020 - Thrifty

1 Scout Night at the Diamond  
4+11 Den Meetings, CSBC, 6:30pm-7:30pm  
9 Harrison Lake National Fish Hatchery Hike, Fishing  
18 Pack Meeting, CSBC, 6:30pm-7:30pm Graduation  
20 Stevi B's Fundraiser Night, 5:00pm-9:00pm  
25 HCPS Closed - Memorial Day

## June 2020 - Brave

11 HCPS - Last Day of School  
11 Pack Picnic, Hanover Wayside Park, 4:00pm  
20 Bear Creek Lake State Park Hike, Fishing  
TBA Deep Run Day Camp +

## July 2020 - Clean

11 Recycled Raingutter Regatta and Movie Nir  
18 Westmoreland State Park Hike, Shark T  
TBA Cub Adventure Summer Camp +

## August 2020 - Reverent



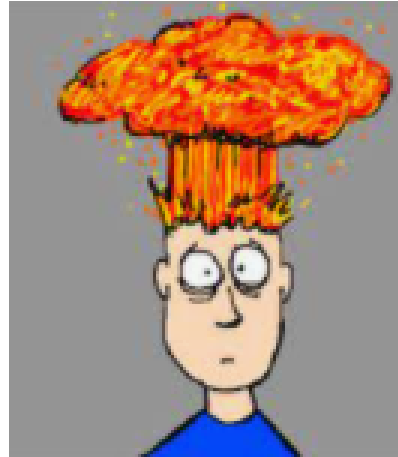
# Myth: Must Do 8 Pack Meetings

Q: Doesn't JTE Category 9 say "Hold eight pack meetings a year"?

A: Yes. But ... that's not all it says.

- That's in the category called "Pack and den meetings **and activities**".
- Page 2 clarifies: "Have at least eight pack meetings **or activities** within the past 12 months" (emphasis added)

What This Means: A Pack schedule of Pool Party> Hike> Campout> Bike Ride> Park Service Project> Derby> Scouting 4 Food> Fishing> Campout > B&G> Kites/Rockets > Fun Field Day ... need not add indoor Pack "*meetings*".



# Obligatory Pack Meeting Statement

I am all in favor of Pack Meetings.  
If they are fun.

I like Awards and Cheers and  
Skits and Songs and Walk-Ons.

So:

- If you like Pack Meetings, and they are fun, do them!
- If they are a struggle, and not fun, consider maybe ... not.

P.S.: I like Awards, Cheers, Skits,  
Songs + Walk-Ons most at a  
Campfire! Fire **Good**!!!!

---

# **Den Gatherings:**

***Which is Better?***

**Meetings? ... or *Adventures?***

**Indoors? ... or *Outdoors?***

---



# Apply the Funmeter!

As you finalize your calendar:

- Look at your Calendar of Activities
- Is it Exciting and Appealing to Scouts and Families?
- Will New Kids Want to Join Scouting?



---

## **Den Gatherings:**

***Which is the Right Way?***

- 1) Once a Week**
- 2) Every Other Week**
- 3) Once a Month**

**Answer: That's a Trick Question.**

***Each is fine if that works for your Den Families and Leaders.***

---



# Pack Budgeting

---

After All, Somebody's Got To Pay For All This

# Budget Basics



## Treasurer Budget Process:

- Project your costs
- Determine dues/revenue

## Collection Options

- Annual Payment? Monthly Dues?
- Payments for individual items?
- Fundraiser (Popcorn, Camp Cards)

## Accounting Reports

- Budget, Collections, Payments

## Planning Your Pack's Annual Program

**What is the unit budget plan?** Like all budgets, it is a guide on how the pack plans to fund its program year. It is a conversation before the program year begins on what expenses the pack is going to pay for and how income will be earned to pay for those expenses. The result is a well-managed, well-financed unit.

**The steps to planning your pack's annual budget are:**

1. **Plan** the pack's annual program calendar.
2. **Develop** a budget that includes enough income to deliver the program as planned.
3. **Identify** all sources of income (dues and fund-raisers) and then determine the amount of product sales and the sales goal per youth member that will be needed to reach the income goal.
4. **Share** the budget with everyone to gain commitments from parents, leaders and all Cub Scouts.

A healthy pack develops an annual budget and creates its financial policies before the program year begins. It keeps to the plan for the entire program year. Following these steps will not only produce a pack budget, it will also help your pack determine some important financial policies.

### BASIC EXPENSES

**1 Registration Fees.** When a child joins a pack, normally the pack collects the national registration fee.\* If the Cub Scout joined using online registration, the family pays national registration fees directly.

The national registration fee is \$66 for an annual membership for youth and \$42 for adults. New members when they first join pay a one-time \$25 joining fee. Based on when they join, registration fees may be prorated. Check with your local council on how it handles registration fees for new Cub Scouts in the fall and how it impacts recharter. Local councils may also have additional activity fees they collect.

**2 Unit Recharter Fee.** Packs annually pay a unit liability insurance fee of \$75. This fee may be covered by your chartered partner. This fee is submitted with the pack's annual charter application and helps to defray the expenses for general liability insurance.

**3 Scout Life.** *Scout Life*, the official publication of the Boy Scouts of America, is available to members at \$12, half the newsstand rate. (Every Scout should subscribe to *Scout Life* for quality reading and the articles related to the monthly program. It is part of a child's life that provides a monthly connection to Scouting.)

**4 Unit Accident Insurance.** Protecting leaders and parents from financial hardship due to medical bills from an unfortunate accident is a must for all involved in Scouting. Specific information on insurance programs are available from your council.

**5 Advancement and Recognition.** Every Cub Scout should earn and advance a rank and receive a patch for that rank each year. Cub Scouts will receive adventure loops and pins in addition to other awards. Den and leaders may also qualify for awards of recognition.

**6 Activities.** Well-conceived and well-planned activities are critical to a successful annual program plan. Special pack activities like Pinewood Derby, blue and gold banquet, and holiday parties should be built into the budget to avoid asking families to participate.

**7 Cub Scout Day Camp, Cub Scout Resident Camp, and Organized Family Camps.** Cub Scouting provides opportunities for families to camp. Your pack may plan to cover all or some of the expenses for families to attend a council organized Cub Scout camping experience in addition to Pack Overnights.

**8 Program Materials.** Each pack should provide for program materials. Depending on the type of program, these could include den meeting supplies, craft tools and supplies, U.S. flag, pack and den Pinewood Derby track, videos and books, or ceremonial props.

**9 Training Expenses.** Trained leaders are key to delivering a quality and safe program. Adult youth-leader training should be considered an annual pack expense. Providing the cost of leaders to attend training removes a potential barrier for adult leaders to continue their learning in Scouting.

# Expenses A Pack Must Pay

## A Program Year Budget Must Include:

- BSA Registration Fees for the Next Calendar Year:
  - Unit Recharter Fee = \$100
  - Youth Registration Fee = \$135\*
  - Adult Registration Fee = \$45\*
- There are more costs you will likely want to include in the budget.

\* The same rate applies for registered adult Scouters.





# Expenses A Pack Might Pay Directly Out Of Pack Budget

- Handbooks
- Badges, Loops, Pins
- Other Awards (JTE Patch? AoL Arrows?)
- Some Uniform Parts
- Scout Life Magazine
- Adult Registration Fees, Training Costs
- Program Stuff (Books, Kits, Admissions)
- Admin Stuff (Website, Photo Site, Software)
- Pack T Shirts
- Event Costs (Key Events)
  - B&G Banquet
  - Derby
- Other Events?
  - Key Campouts
- Stuff Costs (Trailer, Gear, Flag, Décor)
- Pack Funding Help
- Leader Awards / Thank You Gifts

# Revenues

**Goal: make Scouting affordable to everyone!**

Choose (combine) from these:

Pack Dues (annual, monthly or other)

- Consider ease of collection/administration

Council-Approved fundraising:

- Camp Cards and Popcorn Sales
- others need plans and approval



# Balancing the Budget



## Details on Expenses:

- Project Your Pack Size – that \$100 Unit Fee is:
  - \$4 per Scout w/ 25 Scouts
  - \$2.86 per Scout w/35 Scouts
- Projected Cost for Annual Plan Activities
- Projected Advancement Cost
- Other Pack Expense Items

## Dues Calculation – Start With:

(Total Projected Expenses) divided by (Total Scouts)

Equals: Per Scout Cost

- \$6000 program/25 scouts = \$240

No Fundraiser? That's Your Dues!

Fundraiser? ☒ Then Estimate Total Raised Per Scout and Subtract from Total Due

# JTE: Will This Plan Score?

Yes, Naturally. **Guaranteed Points** With This Plan:

1. Planning + Budget ☒ (add a leader meeting for Silver, and 6 Committee meetings for Gold)
2. Recruiting ☒ (have a recruiting event or a BeAScout process – growth gets you to Gold)
6. Outdoor Activities ☒ (3 in a year is easy – 5 is Gold, but 5 outdoor activities is still too few!)
8. Service Projects ☒ (2 is easy, 3 still too few, but 3 with 1 conservation project is Gold if recorded)
9. Meetings and Activities ☒ (8 Pack activities in a year, 2 Den activities a Month during School Year)





# **TODAY'S TAKE-A-WAYS**

**Goals of Annual Planning**

**A Menu of Activity Ideas (Build Your Calendar)**

**An Annual Council Activity Calendar**

**Planning Methods – Surveys and Sharing**

**Budgeting**



ESCAPE  
THE  
Great  
Indoors

**DISCUSSION.**