



PLAN YOUR IDEAL YEAR OF SCOUTING



SCOUT ME IN™

Everything you need to make Scouting fun and exciting during 2024-2025.



Program Planning Workbook: Fun and Adventure begins with a plan.

Scouting America
Mount Baker Council

Want to learn more? Visit our Ideal Year of Scouting website at <https://www.mountbakerbsa.org/membership/ideal-year-of-scouting/>

TABLE OF CONTENTS

USING THIS GUIDE

How to Use this Guide	2
A Troop's Row the Boat	3

PLANNING & BUDGET

Program Planning	4
Pay Your Way	5
Troop Budget Planner	6

MEMBERSHIP

Building Scouting	7
Retention Best Practices	8
Webelos Transition	8

PROGRAM

Advancement	9
Camping	9
Service Projects	10

VOLUNTEER LEADERSHIP

Leadership Recruitment	11
Trained Leadership	11
Youth Protection	12
Troop Succession Planning	13

RESOURCES

ScoutBook	14
Contact Us	15

PROGRAM PLANNING CALENDAR

Planning Calendar	16
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This guide and all Ideal Year of Scouting resources can be found online

<https://www.mountbakerbsa.org/membership/ideal-year-of-scouting/>





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 unit at less personal cost to you
- Increased parental involvement
- More Scouts camping
- Better retention
- More funding with less time spent fundraising
- A simpler, easier and more enjoyable Scouting program

The Ideal Year of Scouting follows the mechanics of proper program planning and helping a Pack with the achievement of the Council's Row the Boat Unit recognition program. Think of Row the Boat or RTB as your scorecard for Scouting success in Mount Baker Council. The RTB scorecard is located on the next page and will help you identify, quantify, track and report key factors to make the program you deliver even better for your Scouts.

Over the next few pages, we'll guide you through the Ideal Year of Scouting planning criteria and set you on the path to your fun and adventurous program. If you have questions or get stuck along the way don't worry...we've got you covered! This guide and additional online resources are available at:

<https://www.mountbakerbsa.org/membership/ideal-year-of-scouting/>.

You can also contact us at 425.338.0380 and we'll connect you with a Scouting professional who can help you achieve your Ideal Year of Scouting.



**Scouting
America**[™]

Mount Baker Council

ROW THE BOAT - TROOPS



MOUNT BAKER COUNCIL'S ROW THE BOAT - Troop Recognition Program

Unit #: _____

Row the Boat is an exclusive Mount Baker Council participation and performance recognition program for our units that aligns immediate and annual recognition incentives with the goals of the Council's Strategic Vision in Membership Growth, Program Participation, Manpower Development and being a Unit Team Player.

As part of the Row the Boat unit recognition program, units will have the opportunity to be annually recognized as a team players as part of our Mount Baker Council Crew and earn special incentives that recognize their efforts to move Scouting's mission forward in our Council territory. All requirements must be earned by the annual charter renewal (month of October). Earned unit incentives will be implemented for the following full calendar year (January 1 - December 31).

Row the Boat - Captain Level Unit Recognition Requirements

For a unit to achieve the **Captain Level** within the Row the Boat recognition program, it must achieve objectives #1 or #1a and #2 or #2a

#1	The unit has a minimum of 17 registered youth members (non-multiple) on October 31st
or	
#1a	The unit has an increase of 10% or greater in registered youth members (non-multiple) on October 31st over prior year
#2	Earn the 8 bolded Achievements objectives (one in each category) by October 31st of each year
or	
#2a	Earn 12 of the 16 Achievements by October 31st of each year.

Troop Achievements Categories	Row the Boat Troop Achievement Objectives
Growth of Scouting	The Troop registers a minimum of 5 new Scouts into the unit during the charter year.
	The Troop conducts a Join Scouting activity during the charter year and provided the details of the activity.
Scouting Activities	The Troop has at least one patrol (minimum 5 Scouts) participate in a Council or District activity.
	The Troop has at least 30% of its Scouts participate in an approved Good Turn Community Service Project.
The Advancement Program	The Troop has at least one Scout achieve the rank of Eagle Scout during the charter year.
	The Troop has at least 50% of its Scouts advance a rank by charter renewal.
Outdoor Adventures	The Troop has at least a patrol (minimum 5 Scouts) attend Fire Mountain Scout Camp Summer Camp or NYLT during year.
	The Troop is registered for Summer Camp with a deposit for the following year at Fire Mountain Scout Camp
Quality Leadership	The Troop registers at least two new leaders during the charter year.
	The Troop has at least one leader who has completed Wood Badge training.
Team Player	The Troop has a representative attend at least 3 Roundtables during the year.
	The Troop has a representative serve on a Council/District program activity staff during the year.
Positive Scouting P.R.	The Troop participates in a community open house, parade or event to promote Scouting during the year.
	The Troop conducts a service project for its Charter Organization or their community during the year.
Funding the Adventure	Sell \$3,000 during Trails End unit popcorn sale or raise \$2,000 during the Council Hike-a-thon to support Scouting adventures.
	25% of unit leaders and parents of unit Scouts are current members of the FMSC Club recurring donor program.

Row the Boat - Captain Level Unit Recognition Awards (Presented in 2025)

Recognition Award #1	Row the Boat Captain Level Patch for all registered members.
Recognition Award #2	Unit recognized as a Captain Level unit at the Council Court of Honor and through the Council Social Media platforms
Recognition Award #3	*Recognition Stickers for your unit RTB paddle for each achievement earned by the annual charter renewal.
Recognition Award #4	20% one-time use Coupon for a unit purchase at the Council Service Center Scout Shop or Turner Family Store at Fire Mountain Scout Camp
<i>and</i>	<i>and your choice of one of the following unit recognition incentives:</i>
A	10% one-time discount for all Scouts that attend Fire Mountain Scout Camp or NYLT (applied to 2025 camps)
B	Two free campsite weekend rentals during the off-season at FMSC (applied to 2025 calendar year)
C	2% extra unit commission for the Trails End Unit Popcorn Sale or Hike-a-thon (applied to 2025 campaigns)

* Note: Achievement Stickers will be presented at the November Roundtables.



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 unit that spends time Scouting, not raising money.

PROGRAM PLANNING CONFERENCE:

Each Patrol should elect a Patrol Leader to serve on the Patrol Leaders' Council. Once your Patrol Leaders' Council is formed, the troop or crew should hold a Program Planning Conference. This conference should serve as the starting point for creating your annual program plan. While drafting your annual program plan it's important not to get stuck on what you have "always" done, but what you would "like to do." Steps in annual program planning include...

- **Brainstorm:** Brainstorm ideas of things you would like to do as a troop or crew. Include a wide range of activities from campouts to service projects. At this point, everything goes on the board - no evaluation happens at this point.
- **Evaluate:** The troop or crew committee evaluates each suggestion and goes back to the troop with the "approved list." Have your Scouts vote on their First, Second and Third choices.
- **Draft the Plan:** Put together a draft of your annual program calendar. Assign potential activities for further research (cost, times, availability, etc.).

Then finalize your plan including a budget and share with your Scouts and unit families. Be sure to plan your calendar around council and district events. Review the program planning calendar later in this guide for council events.

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 Troop and Crew Budget Planners at <https://www.mountbakerbsa.org/membership/ideal-year-of-scouting/>.

Four Steps for a Successful Fundraising Campaign

1. Establish an annual plan and budget using the Unit Budget Planners
2. Determine the expenses from all activities, advancements, and training your unit wants to do, then decide how much popcorn or Scout Saver cards your unit must sell to cover those expenses.
3. Set a unit fundraising sales goal and break down to a per-Scout-goal based on your budget.
4. Put together an exciting popcorn and Scout Saver kickoff.



PAY YOUR WAY

ANNUAL UNIT FUNDRAISERS

Imagine kicking off your Scouting year with a 12-month program and not collecting any money from Scouting families! Units can pay for the entire program without any out-of-pocket expenses by selling popcorn. Additionally, the Hike-a-thon is a great opportunity for Scouts to learn the importance of earning their own way to summer camp.

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.

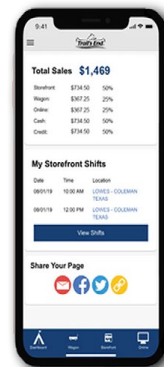
From the Trail's End app that can manage every transaction digitally to a robust Rewards program, we have the resources to make your sale better than ever!

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 mountbakerbsa.org/events/popcorn/



HIKE-A-THON PROGRAM

The Hike-a-thon is a fun morning or afternoon of hiking and Scouting being used as a focus point for Scouts, Scouters, parents, family friends and more to raise needed funds to support the adventure of Scouting for the dozens of Packs, Troops, Crews, and Ships across Snohomish, San Juan, Island, Skagit and Whatcom Counties and the many youth programs of the Mount Baker Council.

Units can choose to join us on at Fire Mountain Scout Camp or conduct their own hike anytime between March 1st and June 30th.

Fundraising will be March 1st to April 26th. More information is located on the council website for the [Hike-a-thon](#).



TROOP BUDGET PLANNING



Program Expenses	Description	Annual Cost Per Scout/Unit	# of Scouts/Adults	Total Unit Cost
Registration & Activity Fee	# of youth	\$170		\$0
Registration & Activity Fee	# of Adults	\$95		\$0
Charter Fee	Annual Fee	\$100		\$100
Scout Life Subscription	1 per household	\$15		\$0
Advancement	Ideally, every Scout earns Merit Badges annually.			\$0
Recognition	1 for each youth (Thank you's, etc.)			\$0
Camping Trips	<u>Location</u>			\$0
	Trip #1			\$0
	Trip #2			\$0
	Trip #3			\$0
	Trip #4			\$0
	Trip #5			\$0
	Trip #6			\$0
Troop Events	<u>Location</u>			\$0
	Camporee			\$0
	Webelos-ree			\$0
	Klondike			\$0
	Haunted Camp			\$0
Camps				\$0
	Scouts BSA Summer Camp Per youth			\$0
	Merit Badge Academy Per youth			\$0
	Memorial Day Family Camp For youth and parent			\$0
	Labor Day Family Camp For youth and parent			\$0
	Leader Fees			\$0
Field Trips				\$0
Special Activities				\$0
Youth Leader Training	SPL, PL			\$0
Adult Leader Training	IOLS, Wood Badge, Remote First Aid			\$0
Webelos Transition Recognition	Handbook, Neckerchief, etc.			\$0
Scout Assistance Fund	Registration and Camping scholarships			\$0
Reserve Fund	Contingency funds			\$0
Other Expenses				\$0
Total Budgeted Program Expenses				\$100
Income				
Annual Dues	Monthly \$'s for 9-12 months			\$0
Surplus from prior year	Beginning fund balance			\$0
Other income	Parent payments			\$0
Income subtotal				\$0
Fundraising Needs	Popcorn Sales			(\$100)
Optional High Adventure Treks				
Philmont, Sea Base, Canoe Base, Jamboree				



MEMBERSHIP

BUILDING SCOUTING

The next step towards your Ideal Year of Scouting is recruitment. Recruiting new youth is the lifeblood of our organization and is essential to ensure the longevity of any Troop or Crew.

Unit Open House

The Unit Open House allows a troop or crew to open its doors to prospective families. It provides a forum to show off Scouting activities and the unit's accomplishments. Hosting a Unit Open House is a six-step process that has been proven across the nation.

1. Present a school rally to fifth and sixth grade students. Have them complete the High Adventure Survey.
2. Email or mail the parents of interested students a personal invitation to the Unit Open House.
3. Follow the invitation with a telephone call to the parents.
4. Create a Unit Open House Facebook Event and target area families.
5. Host the Unit Open House for them and their parents.
6. Organize a unit or district activity to involve new Scouts right away.

When thinking of different recruitment ideas for your unit, create a unit information sheet to include meeting dates, times, and locations; a troop or crew calendar; a list of leaders' contact information; other information about events and activities.

Go to <https://www.mountbakerbsa.org/membership/ideal-year-of-scouting/> for Unit Open House resources including High Adventure Surveys, New Parent Surveys and more.

Your Role in Join Scouting Events

Join Scouting is the council's annual fall recruitment drive. A Join Scouting Night will be held by every Pack within the Mount Baker Council. Contact your "feeder packs" to assist with their Join Scouting events.

Troops should also be in attendance at Join Events to welcome age-appropriate students to the unit.



RETENTION BEST PRACTICES

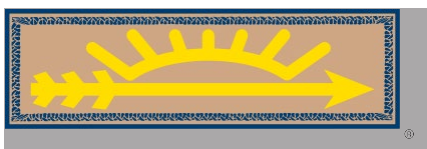
While recruiting new youth is essential, it is just as critical to retain current Scouts. The Scouting program transforms lives and the longer a Scout is in the program, the more impact it has on their life. Units should set a goal to re-register at least 85% of eligible youth members each year. Use the following tips to strengthen your retention efforts.

- Attend Fire Mountain summer camp. Studies show that Scouts that attend camp are more likely to stay involved in the program.
- Every new Scout should advance in rank, earning at least Tenderfoot within their first two months if you're in a troop. An appropriate troop goal is to earn First Class at the end of the first year.
- Adult leadership in your troop and crew should build an active relationship with the family of each Scout. Have conversations on a regular basis to discuss their Scouting career.
- Attend a BSA High Adventure Base. The thrill of our High Adventure Bases runs far and wide across America, and nobody in the world is better at sharing those experiences than the BSA.

AOL TO SCOUT TRANSITION

One of Scouting's greatest challenges is to make the next level of Scouting readily available for a Scout once they meet the joining requirements. It should be the goal of every troop to make sure all Arrow of Light (AOL) Scouts have a unit to join. Here are 5 tips to help aid in your unit's AOL to Scout transition process.

1. Select Scouts to serve as den chiefs for each AOL, Webelos, and Cub Scout den.
2. Work with pack leaders to plan and conduct AOL overnight activities.
3. Arrange for AOL dens to visit a troop meeting.
4. Work with the Cubmaster in planning a meaningful crossover ceremony at the pack's blue and gold banquet.
5. Have youth crossover in November/December and recharter with the unit.





PROGRAM

PROGRAMMING

A major component of the Ideal Year of Scouting is program. Exciting programs are why youth join and stay in Scouting! It's our job as leaders to make sure adventure is at every turn.

ADVANCEMENT

It's important to regularly recognize achievements and advancement for Scouts. This is what keeps Scouts in Scouting! Monthly submission of earned achievements is vital. As they start working on various ranks, especially the Eagle rank, it is vital for the Scout's record to be up-to-date, so the processing of their rank paperwork can occur in a timely manner.

Units should plan to have at least 60% of their Scouts advance in rank each year.

SUMMER CAMP

Camping is an integral part of the Scouting program. Whether you're searching for fun, learning, advancing or adventure, the Mount Baker Council has an outdoor opportunity for all Scouts.

FIRE MOUNTAIN SCOUT CAMP

Experience an outdoor adventure at the foothills of Cultus Mountain outside Mount Vernon, Washington in Skagit County

Program Features: Traditional Merit Badge Programs • Swimming
• Water Fun Elements • Shooting Sports • Zipline • C.O.P.E. • Sailing
• Order of the Arrow • Kayaking

Learn more at www.mountbakerbsa/firemountain/



SERVICE PROJECTS

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.

Plan to participate in at least 5 service projects each year and make sure you record your project and hours online within your ScoutBook account.

PAY IT FORWARD

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.

POSSIBLE SERVICE PROJECTS

Doing service projects together is one way that Scouts keep their promise “to help other people.” While a Scout should do his best to help other people every day, a group service project is a bigger way to help people. While you’re giving service, you’re learning to work together with others to do something that’s good for your community.

Service projects may help the natural world, the community, or chartered organizations. Here are some service activities Scouts can do.

Helping the natural world

- Pick up litter around your neighborhood.
- Plant seedlings or flowers.
- Recycle glass, paper, aluminum, or plastic.

Helping the community

- Give a flag ceremony for a school.
- Collect food for food banks.
- Clean up a church parking lot.

Helping the chartered organization

- Do a cleanup project.
- Conduct a flag ceremony.
- Help set up for a special event.



RECORDING SERVICE HOURS

Tracking service hours is now easier than ever! Simply enter service hours in the Activities module in Internet Advancement and Scoutbook. Any service hours recorded in Internet Advancement now feed directly into Journey To Excellence (JTE).





LEADERSHIP

UNIT LEADERSHIP

Ensuring adequate volunteer support is the final step in the Ideal Year of Scouting. Volunteers make the Scouting program work and our movement relies on dedicated volunteers to promote its mission.

LEADERSHIP RECRUITMENT

Your troop or crew could always use more volunteer help, right? But before you recruit a new leader, it is important to know what you need. Use the Troop and Unit Succession Planning Worksheets 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 unit families what volunteer positions they would like to fill. Use the New Parent Survey to help identify potential volunteers.

Download Troop Resource Survey at <https://www.mountbakerbsa.org/membership/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!

- Visit <https://www.mountbakerbsa.org/training/> for the list of required trainings or to complete online training.



YOUTH PROTECTION

SAFETY IS OUR TOP PRIORITY

The BSA is committed to providing a safe and secure environment for our youth members. Youth protection requires sustained vigilance, and we work every day to protect children through mandatory policies and procedures at every level of our organization. We are also committed to continuous improvement in our approach to youth protection.

Our policies, procedures, and training have evolved to learn from the past while also borrowing from best practices developed by leading experts in this field. Today, the youth protection practices of the Boy Scouts of America are the gold standard among youth-serving organizations.

BSA YOUTH PROTECTION SAFEGUARDS

- Mandatory Youth Protection Training
- Mandatory Background Checks
- Banned One-On-One Interactions
- Mandatory Law Enforcement Reporting
- Volunteer Screening Database

These safeguards are key parts of our multilayered approach to help keep kids safe. These measures were created by respected experts in the fields of child safety, law enforcement, and child psychology, and are among the strongest safeguards found in any youth-serving organization.

It is critical that every adult in our program – whether they are a uniformed leader or a parent of a Scout – knows and follows BSA’s Youth Protection policies.

YOUTH PROTECTION BEGINS WITH YOU!

To complete Youth Protection Training:

1. Go to [My.scouting.org](https://my.scouting.org)
2. If a new user, create an account or Login
3. Click Menu > My Dashboard
4. Find the My Training page
5. Complete the course and print your certificate



PLANNING WORKSHEET



TROOP SUCCESSION PLANNING WORKSHEET

POSITION	CURRENT	NEXT	NEXT	COMMENT
CHARTER ORGANIZATION REPRESENTATIVE				
SCOUTMASTER				
ASSISTANT SCOUTMASTER				
ASSISTANT SCOUTMASTER				
COMMITTEE CHAIR				
SECRETARY				
TREASURER				
ADANCEMENT				
MEMBERSHIP / RECRUITING				
QUARTERMASTER				
COMMITTEE MEMBER				
COMMITTEE MEMBER				
COMMITTEE MEMBER				



SCOUTBOOK

WHAT IS SCOUTBOOK?

Scoutbook is a user friendly app developed to help to simplify Scouting by making advancement tools, record keeping, and tracking a Scouts progress accessible at your fingertips! The best part? It is entirely FREE for all users!

FOR LEADERS

Scoutbook provides access to valuable tools and resources that will help with the day-to-day management of a unit, giving every leader more of what they need most: TIME!

FOR PARENTS

With hectic family schedules, staying informed and connected with what your Scout is doing is critical for any parent on-the-go.

FOR SCOUTS

With customizable profiles and interactive features, Scoutbook puts the excitement of advancement into the hands of the Scout. They can share their success with friends and family as they progress through the program!

GETTING STARTED

If you don't have a Scoutbook account yet, visit [Scoutbook.com](https://scoutbook.com) to create one now. If your unit hasn't signed up for their Scoutbook account yet, don't worry, you can still log on and create an account for your Scout.

WHAT CAN SCOUTBOOK DO?

- Track a Scout's advancement
- Track logs like service hours, hiking, and camping
- View parent and/or Scout profiles
- Upload photos
- Send messages to leaders, Scouts, and parents
- Provide parent access to your Scouts' accounts





PROGRAM RESOURCES

SUPPORTING YOUR PROGRAM

One of the most critical components of the Ideal Year of Scouting is making sure you have an annual program plan. If you are still looking for a few fun events for the whole Scouting family, then look no further. Visit [mountbakerbsa.org/events/](https://www.mountbakerbsa.org/events/) for upcoming activities or go to <https://www.mountbakerbsa.org/membership/ideal-year-of-scouting/> to download our 2024-2025 Program Planning Workbook.

CONTACT US



Mount Baker Council Service Center and Trading Post

1715 100th Place SE, Ste. B Everett, WA 98208 425.338.0380

www.mountbakerbsa.org

General Email: Council606@scouting.org

Trading Post Email: mbctradingpost@scouting.org

Hours of Operation: 9:00 am - 5:30 pm (M-F)



Fire Mountain Scout Camp

26027 Walker Valley Road

Mount Vernon, WA 98274

Outdoor Program Director: Sven Gilkey

Ph. 360.734.3943

Email: sven.gilkey@scouting.org

Camp Ranger: Tony Maca

Ph. 425.341.0347

Email: Anthony.maca@scouting.org

PROGRAM RESOURCES



2024-2025 Troop Activities

EVENT NAME	TYPE OF EVENT	EVENT DATES
<u>Fall Seasonal Programs</u>		
Labor Day Family Camp	Family Event	August 30-Sept 2
Intro to Outdoor Leader Training	Scout BSA Adult Leader Training	Sept 20-21
Wood Badge	Adult Leader Training	Sept 25-29
Cub Scout Adventure Day	Cub Scout Membership Event	October 5
Fire Mountain Webelos-ree	Troop - Webelos Event	October 11-12
OA Lodge Fall Fellowship	Order of the Arrow Event	October 18-19
Zombie Camp	Scout BSA volunteer set up event	October 25-27
Haunted Camp	Public Halloween Event	October 26
Wilderness Remote First Aid	First Aid Training	November 2-3
Merit Badge Madness	Scout BSA Merit Badge Clinic	November 16
<u>Winter/Spring Seasonal Programs</u>		
University of Scouting	Adult Leader Training	February 8
Winter Skills Adventure Program #1	Youth and Adult Leader Training	February 1
Winter Skills Adventure Program #2	Youth and Adult Leader Training	February 22
Night Hike	Scout BSA Troop Event	March 8-9
Wilderness Remote First Aid	First Aid Training	March 29-30
Lodge Spring Induction	Order of the Arrow Event	April 4-6
Intro to Outdoor Leader Training	Scout BSA Adult Leader Training	April 11-12
Fire Mountain Camporee	Scout BSA Troop Event	May 16-18
<u>Summer Seasonal Programs</u>		
Memorial Day Family Camp	Family Event	May 23-26
Lodge Spring Gathering	Order of the Arrow Event	May 30-June 1
National Youth Leadership Training	Youth Leader Training	June 23-28
Fire Mountain Staff Week	Summer Camp Staff Training	June 30-July 8
Week 1 Scout BSA Camp	Scout BSA Troop Resident Camp	July 13-19
Week 2 Scout BSA Camp	Scout BSA Troop Resident Camp	July 20-26
Week 3 Scout BSA Camp	Scout BSA Troop Resident Camp	July 27-August 2
Week 4 Scout BSA Camp	Scout BSA Troop Resident Camp	August 3-9
Merit Badge Academy	Scout BSA Merit Badge Clinic	August 11-15

All dates and events are subject to change as needed to best support the needs of the Mount Baker Council, it's units, families, and scouts.

For the most up to date info be sure to visit www.mountbakerbsa.org