



**PLAN YOUR IDEAL
YEAR OF SCOUTING**

#ADVENTUREON!

**Everything you need to make Scouting
FUN and exciting during 2025 - 2026**



**Program Planning Workbook:
FUN and Adventure begins with a plan.**

A close-up photograph of a young boy with dark hair, smiling. He is wearing a blue t-shirt with a yellow Cub Scout logo on the left chest. The logo features a wolf's head and the words "CUB SCOUT" and "SCOUT".

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HOW TO USE THIS GUIDE

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

- A stronger program for your Cubs at less personal cost to you
- Increased parental involvement.
- More Cubs camping.
- Better retention
- More funding with less time spent on fundraising.
- **A simpler, easier and more enjoyable Scouting program**

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://mountbakerscouting.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.



COMMISSIONER SUPPORT

- Your Commissioner is your friend! Commissioners are the *single best resource* available to you as a unit leader. They will help any answer you have. Their job is to connect your unit with the resources that the district and council provide.
- Commissioners review 5 metrics for each unit that are proven to ensure units thrive: Training, Size, Growth, Advancements/Leadership, Outdoor/Super Activity
- As the unit leader, you know what is best for your unit. To guide you in strengthening your unit, there are new Unit Assessment Forms that you can use

<https://www.scouting.org/commissioners/unit-assessment-forms>



Don't know who your Commissioner is?
Ask Nick, the Council Commissioner at
spencerberger@gmail.com
or text/call (360) 631-4223





Program

CUB SCOUT PROGRAMMING

An important component of the Ideal Year of Scouting is program. Program is the “meat” of Scouting and encompasses 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.

Packs should plan to have at least 75% of their Cub Scouts advance in rank each year. Make sure every new Scout earns Bobcat Requirement 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 three-day Day Camp, Cub Scouts who go camping stay in Scouting longer.

It should be the goal of every Cub Scout Pack to participate in at least 5 outdoor activities each year. Packs should encourage all their Scouts to participate in Day Camp and/or Cub Scout Overnight Camp each summer.

CUB SCOUT DAY CAMP

Day Camp is open to all Cub Scouts in the first grade and older and offers an unforgettable outdoor experience with activities ranging from shooting sports to science. Camp is held within your district and typically runs 3 days a week from 9:00 am - 3:30 pm daily. Some camps vary.

CUB SCOUT ADVENTURE CAMP

Adventure is everything when it comes to camping and we’ve created custom outdoor experiences perfect for every program level at Fire Mountain Scout Camp.

Camp details, including dates, locations, and fees can be found at: <https://mountbakerscouting.org/camps/>

PROGRAM PLANNING

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 goal.

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

DEVELOPING YOUR PROGRAM

Gather: Gather Council, School and past Calendars. Gather bank accounts.

Schedule Planning Meetings: _____

Brainstorm: Hold a brainstorming session with the youth and make a list of activities. Include a wide range of activities like attending Cub Scout Adventure Days at Fire Mountain Scout Camp, field trips and service projects. We recommend that all registered leaders and engaged families attend the planning session in the late Spring to create that list.

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

Vote: From the approved list, have the 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’s 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 in place but how are you going to pay for it? To get started download the Budget Planner at: [Simple-Pack-Budget-Form](#)

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 unit wants to do. Then decide how much popcorn your units must sell to cover those expenses.
3. Set a Pack fundraising sales goal and break down a to a per-scout-goal based on your budget.
4. Put together an exciting popcorn kickoff for your unit. Communicate sales goals and share prize program details. Offer additional incentives for Scouts to sell.





PAY YOUR OWN WAY

ANNUAL UNIT FUNDRAISER

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. YES, POPCORN!

POWER THE PROGRAM - FUND THE ADVENTURE

POPCORN SALE: Hey Units! Want to go to Day Camp? Earn cool gear? Plan awesome Pack adventures. Then **popcorn is your ticket!**

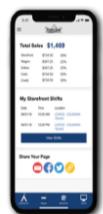
When you sell Trail's End Popcorn, you're not just raising money – you're powering up your Scouting journey. From building your next big campout to scoring unit prizes, every sale counts!

Selling popcorn is about sharing the spirit of Scouting with your community. Let's get out there, have fun, and show everyone what Scouts can do! It all starts with your unit attending the **POPCORN KICK OFF on June 28, 2025.**

THE TRAIL'S END APP

And guess what? It's super easy with the **Trail's End app**

- Select store front site sale locations
- Report real-time storefront and online sales
- Track inventory by Scout
- Cash and credit card friend



Get the latest popcorn resources, including sale guides and best practices at: [Mount Baker Council Popcorn](#)

DID YOU KNOW THE COUNCIL PROVIDES THE FOLLOWING TO YOUR UNIT:

- Liability Insurance
- Enhanced Youth Protection
- Membership Registration Support
- Scholarships for Scouts and Adult Leaders
- Field staff and Support Staff
- Scoutbook
- Day Camp and Summer Camp
- Adult Leader Training
- Fire Mountain Scout Camp
- And much more!

A Scout is Thrifty



PACK BUDGET PLANNING

Program Expenses	Description	Annual Cost	# of Scouts	Total Unit Cost
Registration & Activity Fee	# of youth	\$ 185.00	1	\$ 185.00
Registration & Activity Fee	# of Adults	\$ 95.00		\$ -
Charter Fee Annual Fee		\$ 100.00		\$ -
Scout Life Subscription	1 per household	\$ 15.00		\$ -
Advancement Ideally	100% of youth earn belt loops, pins, etc			\$ -
Recognition 1 for each youth				\$ -
Special Events				
	Blue and Gold			\$ -
	Pinewood Derby			\$ -
	AOL Graduation			\$ -
	Back to the Pack Picnic			\$ -
Special Activities				
	Location			
	Field Trip A			\$ -
	Field Trip B			\$ -
	Field Trip C			\$ -
	Field Trip D			\$ -
Camps				
	Day Camp Per Youth			\$ -
	Cub Scout Adventure Camp Per Youth			\$ -
	Memorial Day Family Camp Per Youth and Adult			\$ -
	Labor Day Family Camp Per Youth and Adult			\$ -
	Leader Fees			\$ -
Program Materials	Ceremony supplies, den projects, camping items, etc.			\$ -
Leader Training				\$ -
	Registration and Camping			
Scout Assistance Fund	scholarships			\$ -
Reserve Fund	Contingency funds			\$ -
Other Expenses				\$ -
Total Budgeted Program Expenses				\$ 185.00
Income				
Annual Dues	Monthly \$'s for 9-12 months			\$ -
Surplus from prior year	Beginning fund balance			\$ -
Other income	Parent payments			\$ -
Income subtotal				\$ -
Fundraising Needs				\$ (185.00)
	Popcorn Sales			\$ -

This form can be found at: Simple-Pack-Budget-Form



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 and new parents for their committee annually. And hold recruitment events year-round including their own Fall Join Scouting event.

The complete Unit Recruitment Guide can be found at:

[MBC-Recruitment-Guide-2025.pdf](#)

FALL JOIN SCOUTING EVENTS

Fall Join Scouting events is our annual recruitment drive. From August to October, nearly 700 new youth will join the fun of Scouting at a Join Scouting event. Your Pack's Join Event is one of the most critical events you will plan all year.

Here are a few helpful hints to ensure your Pack' recruitment night is a success.

1. Plan Your Ideal Year of Scouting

- Create an annual program plan
- Tie plan to a budget
- Communicate plan to Scouting families during Parent Orientation Meeting/Program Kick-off

2. Have a Marketing Plan

- Get the word out about your School Night! Utilize marketing materials like social media graphics, fliers, posters, and yard signs available through our District professional Scouter.

3. Offer More Ways to Join

- Give families multiple opportunities to join.
- Conduct recruitment events from August (Join Event) as well as in September and October
- Plan a spring recruiting event

4. Select Adult Leaders

- Join Events should be about recruiting youth, not selecting leaders. Identify your leaders before the Join Event or prior to your Parent Orientation Meeting.
- For more resources and best practice for adding engaged parents to your committee visit: [Recruiting Volunteers](#)



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. Packs should set a goal to re-register at least 75% of eligible youth members each year.

Use the following tips to strengthen your retention efforts.

- Attending a Mount Baker Council Day Camp or Cub Adventure 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 the 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 the Pack Event: The **"Back to the Pack"** concept is an effort to get all returning Cub Scouts and their parents reengaged before the start of the new year and recruitment begins. This is a great time to finish filling in your leadership vacancies. Be sure to share your Pack calendar with your returning families.

ARROW OF LIGHT TO SCOUT TRANSITION

The Scouting journey doesn't end for a Scout after earning their Arrow of Light (AOL), it's just beginning! It should be the goal of every Pack to graduate every AOL Scout into a Troop. Here are 5 tips to help this goal become a reality. Planning for a success cross over starts in September!

- Develop a working relationship with the leadership of a Scout troop or troops in the community.
- Work with troop leaders to secure den chiefs for each AOL, Webelos and Cub Scout den.
- Work with troop leaders to plan and conduct AOL joint activities.
- Work with troop leaders to plan visits to troop meetings.
- Plan a meaningful crossover ceremony at the Pack's blue & gold banquet

For more information on AOL to Scouts BSA transitions go to:





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 with your Pack and make sure you record your project and hours online.

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 the Cub Scouts keep their promise “to help other people.” While a Scout should do his or her best to help other people every day, a group service project is a bigger way to help people. While you are 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 the chartered organization. Here are some service project activities Cub Scouts can do.

Helping the natural world

Pick up litter around your neighborhood.
Plant seedling 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.

VOLUNTEER LEADERSHIP

CUB SCOUT 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. The Pack Succession Planning Worksheet can be found at: [Pack Succession Planning Worksheet](#)

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.

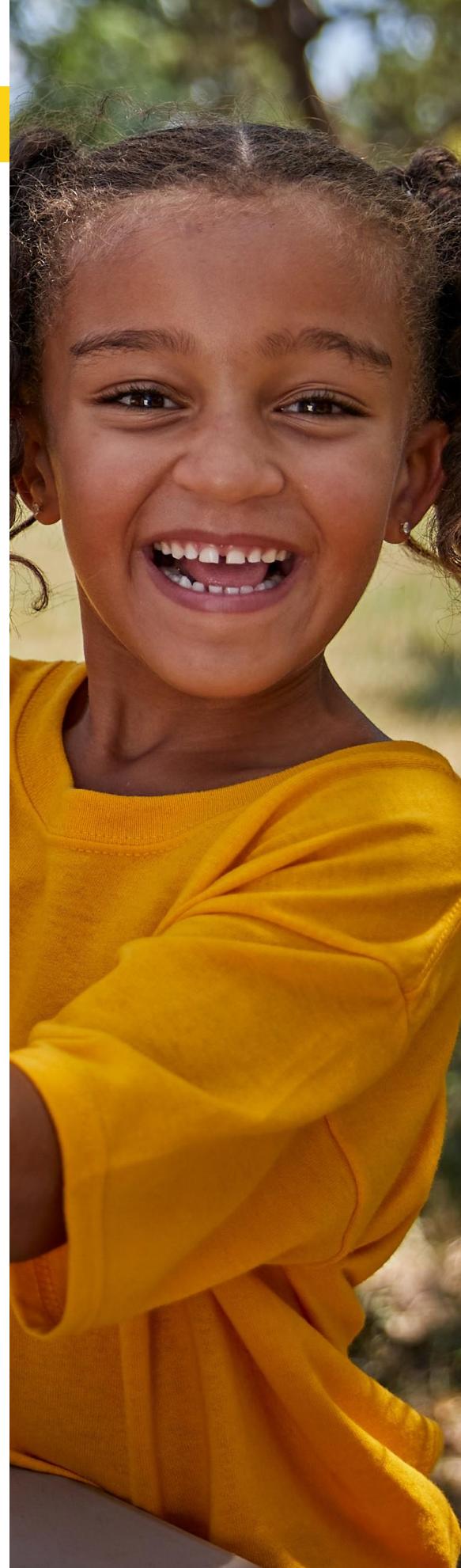
Our council has created a helpful resource website that can aid you in onboarding new and existing parents into leader and helper roles. Go to: [Recruiting Volunteers](#).

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: [Mount Baker Council Training](#) for the complete list of required trainings or to complete online training.





Pack and 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.

TIPS TO MAKE YOUR MEETINGS WORK

- **Plan Your Meetings in Advance:** Plan your meetings in advance 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.

GUIDE TO SAFE SCOUTING

All participants in official Scouting activities should become familiar with the **Guide to Safe Scouting**, applicable program literature or manuals, and be aware of state or local government regulations that supersede Scouting America practices, policies, and guidelines. The Guide to Safe Scouting is an overview of Scouting policies and procedures gleaned from a variety of sources. For some items, the policy statements are complete. Unit leaders are expected to review the additional reference material cited prior to conducting such activities.

[View the Guide to Safe Scouting online](#)

#ADVENTUREON!

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.

HOW TO GET STARTED

STEP 1: GET TRAINED

My.Scouting.org

Scouting America is a proven leader in developing training and policies designed to keep young people safe. The first thing any new leader must do is create an account in and complete Safeguarding Youth Training. Then complete the online training for your position

STEP 2: KNOW YOUR DEN

Before you hold your first den meeting you need know who's in your den and when and where it's happening. Complete a den roster to get started.

STEP 3: GET THE UNIFORM

The uniform is an iconic and important part of the Scouting experience. By putting on the uniform, you also set the example for all the Scouts in your den.

STEP 4: FOLLOW THE GUIDE

Den Leader Guides are your best resource along with online lesson plans through Scoutbook. Both contain detailed and specific meeting plans for all required and elective adventures.

STEP 5: CONDUCT YOUR FIRST MEETING

The Scouts will be showing up for their first meeting soon.

Visit cub-scouts/den-meeting-resources/ for a few tips to kick-off your first meeting right.





YOUTH PROTECTION

SAFETY IS OUR TOP PRIORITY

Scouting America 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 Scouting America are the gold standard among youth-serving organizations.

SCOUTING AMERICA'S SAFEGUARDING YOUTH TRAINING

- Mandatory Safeguarding Youth 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 Scouting America's Youth Protection policies.

YOUTH PROTECTION BEGINS WITH YOU!

To complete Safeguarding Youth Protection Training:

1. Go to [My.Scouting.org](https://www.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.





WHAT IS SCOUTBOOK?

Scoutbook is a user-friendly app developed to help 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

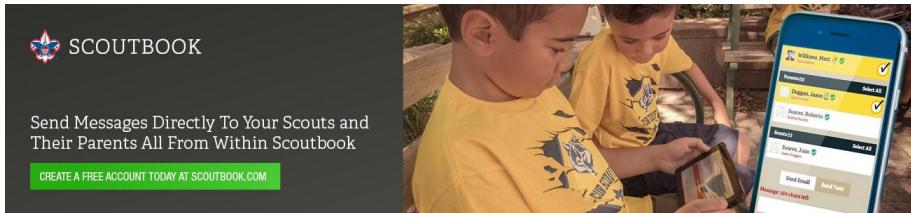
With hectic family schedules, staying informed and connected with what your Scout is doing is critical for any parent on-the-go.

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 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: <https://mountbakerscouting.org/calendar/> for upcoming activities or go to: <https://mountbakerscouting.org/membership/ideal-year-of-scouting/> to download our 2025-2026 Program Planning Workbook.

ADDITIONAL RESOURCES

<https://mountbakerscouting.org/advancement/cub-scout-advancement/>

[Online Scout Rank Resources - Cub Scouts](#)

[MBC-Recruitment-Guide-2025.pdf](#)

CONTACT US

Mount Baker Council Service (Mail only)

1010 State St Box 467

Marysville, WA 98270

425.338.0380

<https://mountbakerscouting.org>

General Email: Council606@scouting.org

Fire Mountain Scout Camp

26027 Walker Valley Road

Mount Vernon, WA 98274

2025 – 2026 Program Events



2025 – 2026 Pack Activities

2025 Events

	Type of Event	Event Dates
Popcorn Kick off	Fundraising Training	June 28
Labor Day Family Camp	Family Event	August 29 – Sept 1
Scout Night at the Drive in Camp-in	Family Event	September 5 -6
Basic Adult Leader Outdoor Orientation	Adult Leader Training (BALOO)	September 20 – 21
Cub Scout Adventure Day	Cub Scout Membership Event	October 4
Fire Mountain Webleos – ree	Troop – Webelos Event	October 10 – 11
Haunted Camp	Public Halloween Event	October 25

2026 Events

	Type of Event	Event Dates
Scout Jumuah	Family Event	February 6 - 7
Scout Sabbath	Family Event	February 7 - 8
Scout Sunday	Family Event	February 8
Robert Baden-Powell	Birthday	February 22
March Membership Madness	Unit Membership Training	March 7
Wood Badge (Wknd 1)	Adult Leader Training	April 17 – 19
North Cascades Pinewood Derby	Cub Scout Day Event	April 18
Pilchuck Pinewood Derby	Cub Scout Day Event	April 18
Salish Seas Pinewood Derby	Cub Scout Day Event	April 18
Basic Adult Leader Outdoor Orientation	Adult Leader Training (BALOO)	April 25 – 26
Wood Badge (Wknd 2)	Adult Leader Training	May 2 – 3
Hooked on Scouting	Public Event	May 16
Family Camping Weekend	Family Event	May 22 – 25
Popcorn Kick off	Fundraising Training	June 27
Cub Scout Adventure Camp	Cub Scout Resident Camp	July 8 – 11
Cub Scout Day Camps	Day Camps held in Districts	July and August

Monthly Round Tables – Best Practices and Information Sharing Opportunities

North Cascades District	3 rd Wednesday – September – June, 7:00pm Location revolves monthly
Pilchuck District	2 nd Thursday, September – June, 7:00pm, Cavelero Mid High School
Salish Sea District	1 st Thursday, September – June, 7:00pm, North Creek Presbyterian Church

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: <https://mountbakerscouting.org/calendar/>