



Scouting  **America**
Bay-Lakes Council

Scouts BSA Program Guide

2025-2026

A comprehensive program guide for
Troops from September 2025
through August 2026



What You'll Learn

Get firsthand information on:

Membership

Programs and Events for 2025-2026

Trainings

Unit Planning and Budget Resources

Summer Camps

Weekend Camping

BLC Properties

Religious Awards

Product Sales

and MORE!

All specifically for SCOUTS BSA!

baylakesbsa.org



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Scouts BSA

Scouting is the ultimate form of learning by doing. Youth lead their own activities and participate in service, outdoor adventures, and leadership development programs. Scouts are introduced to countless hobbies, interests, sciences, and even future career choices.

Youth can be Scouts if they are at least 10 years old, currently in the fifth grade and register on or after March 1st; or have earned the Arrow of Light Award and are at least 10 years old, or are age 11 but have not reached age 18.



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CONTACT US

Stay up to date on all of the Bay-Lakes Council's information and events by following us on social media and checking our website often!



facebook.com/BayLakesCouncil



@baylakesbsa

website: www.baylakesbsa.org

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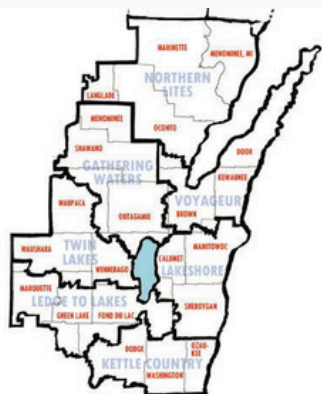
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Development Director (**Serving whole council**)



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COUNCIL SERVICE CENTER & SCOUT SHOP

WE ARE HERE FOR YOU.

COUNCIL SERVICE CENTER

2555 Northern Road
Appleton, WI 54914

(920) 734-5705 office
(920) 734-1991 fax

Monday-Friday: 8:00 a.m.-4:00 p.m.



NATIONAL SCOUT SHOP

2555 Northern Road
Appleton, WI 54914

(920) 831-9504

Monday: Closed

Tuesday-Friday: 10:00 a.m.-6:00 p.m.

Saturday: 10:00 a.m.-2:00 p.m.

Closed weekdays 2:00 p.m.-2:30 p.m. for lunch.

Curb-side pick-up is available by appointment.



ORDER REQUEST

It's easy to get all your Scouting gear – Order here!
Advancement Products — Uniforms — & More



Order Now »



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PLANNING AND BUDGET

PROGRAM DEVELOPMENT

Every unit should conduct a Program Planning Conference to develop a year-long calendar and unit budget. Program planning is a simple but critical part of your troop's success. Development of an annual program plan provides direction, and a sense of satisfaction and accomplishment in a job well done. Planning also makes the best possible use of your valuable volunteer time and yields a quality program for Scouts that will increase retention.

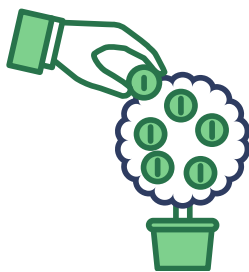
We have seen it time and time again, the units who plan and communicate are the units who thrive! There are **6** Steps for Units to have an Ideal Scouting Year.

- **PLAN** Work your way through this guide and map out your year. We will focus on your calendar and budget. A good place to start is the council calendar <https://baylakesbsa.org/calendar>
- **FUND** Determine the expenses from all the activities, advancements, camping, training, etc. This will help you determine how much fundraising the troop must do to cover those expenses.
- **GROW** When you have a good plan, communicate it to your current and potential Scouts to engage more families in the Scouting program.
- **TRAIN** Using the council calendar liked above, promote trainings to your current and new leaders; every Scout deserves a trained leader. Plus, it helps the leader, too!
- **Renewal** Re-register your unit in October/November of 2025 with any new youth and leaders. You'll want to ensure this is done on time to not have any lapses in registration.
- **ASSESS** Use the Promise to Parents recommendations to measure the success of your plan and your year.

To help you with this, please ensure you schedule a meeting with your District Executive. Be sure to gather information about your units to share with him/her. They will be able to help you with struggles and answer any questions. Let your District Executive know how they can assist in continuing your success.

BUDGET AND FUNDING

Program planning needs to also include a funding plan. Use the budget planning tool on the next page to see how much your year of Scouting will cost, and what your individual Scout and/or Pack fundraising goals should be.



<https://baylakesbsa.org/unit-program-planning/>

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BOY SCOUTS OF AMERICA

FUNDING YOUR PROGRAM

Your Pack should choose to participate in these approved fundraisers.

Popcorn Sales benefit your unit and help fund the council camp scholarships, Scouting for Food, and much more!

- There is no up-front cost to your unit.
- Units pay for only the product they sell.
- Sales support local Scouting.
- A built-in prize program encourages Scouts to sell.
- Popcorn sales teach Scouts the responsibility and value of earning their way.
- Popcorn is easy to sell.
- Sign-up at www.baylakesbsa.org/popcorn
- Sale begins in August and runs through December.

Sell through:

1. *Show & Sell (sell in person at a display table or booth)*
2. *Take Order (ask neighbors and friends to place an order)*
3. *Online Sales (create your own online store through Pecatonica River)*



Coffee Sales benefit your unit and Scouts earn money for camp while also helping fund the council camp scholarships, camp improvements, and much more!

- There is no up-front cost to your unit.
- Units pay for only the product they sell.
- Unit commission is 30% of all sales.
- 73% of people drink coffee every day.
- 2026 sale will kick-off Early Spring 2026!.
- Sign up at baylakesbsa.org/springproductsale/.



Friends of Scouting (FOS) is the annual giving campaign of the Bay-Lakes Council. The FOS campaign provides nearly 10% of the council budget every year. Each FOS contribution to the council provides tremendous assistance for:

- Insurance for leaders and participants.
- Improving camp properties for your Scouts and future Scouts.
- Financial assistance for families in need.
- Volunteer training and support.
- Growing the Scouting program.



We need your help! As you are planning your calendar, make sure to schedule 10-15 minutes for a FOS volunteer to talk at one of your events. For more information and to sign up your unit for their 2026 presentation, please visit www.baylakesbsa.org/fos

Membership Assistance Bay-Lakes Council provides need based membership assistance. For more information or to apply for assistance, go to <https://baylakesbsa.org/membership-assistance-plan/>



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RECRUITING

We believe that Scouting is the best leadership and character development program for youth and strive to ensure that every child in every community has the opportunity to join. As a leader in your Pack, you can ensure other families in your community receive that invitation, while also ensuring that your Pack grows and continues to thrive and provide life-changing program for kids.

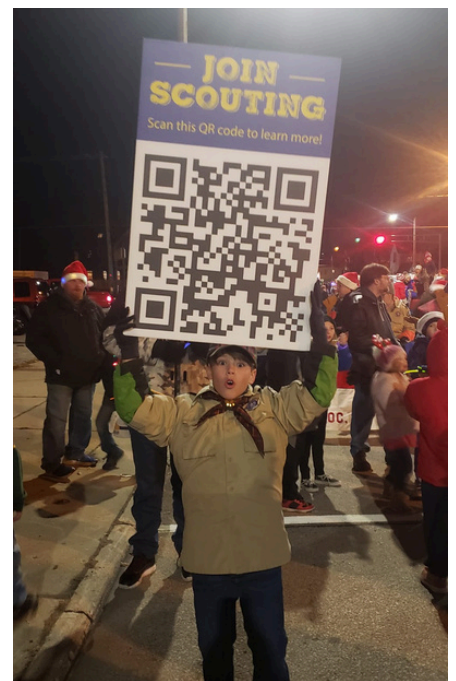
Fall Recruitment Campaign

Most families join Scouting in the late summer, as the school year is starting, so your recruiting efforts will be most impactful at this time and should be well planned by your Pack committee.

Specific fall recruitment training will be conducted over the summer, but the best practices always include:

- Having a table at the back-to-school fairs
- Planning and promoting a joining night a few weeks after school starts
- Inviting families to join through flyers, school talks and personal social media posts
- Following-up with families who missed the joining night with a second chance joining opportunity about one month later

For resources and ideas to help with recruiting, visit:
<https://baylakesbsa.org/recruiting-resources>



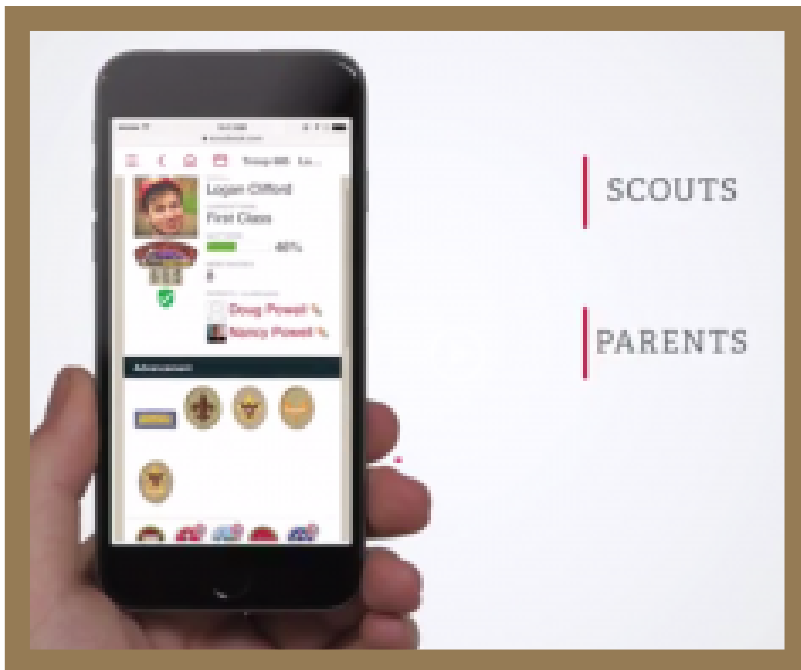
SCOUTBOOK



Scoutbook is your online resource to assist you with managing your unit. Included in this free application are calendars, tracking and reporting awards, and tools for communication with parents.

From the first knot tied to final hours of service performed, the Scouting experience is a journey like none other. And Scoutbook is your go-to tool to ensure not a moment is missed – tracking advancement, milestone achievements and all the fun along the way.

SCOUTBOOK IS FREE FOR EVERYONE REGISTERED IN SCOUTING. MAKE THE MOST OF THIS RESOURCE TO HAVE THE *BEST SCOUTING YEAR* FOR YOUR SCOUT AND FAMILY!



Youth Protection Training.



PROTECTING OUR YOUTH CAN ONLY BE ACHIEVED BY EVERYONE COMMITTING TO THAT PROTECTION.

The BSA places the highest importance on providing a secure environment for all Scouts. Youth Protection Training is required for all BSA -registered volunteers- regardless of position- and must be completed every two years. However, you do not have to be registered member of the BSA to take the training. Every parent involved in Scouting is encourage to complete the course which is available 24/7 at my.scouting.org

- No new leader can be registered without first completing the training.
- No unit may re-charter without all leaders current on their Youth Protection Training.
- Two registered adult leaders at least 21 years of age are required at all Scouting activities, including all meetings. There must be a registered female adult leader at least 21 years of age in every unit serving females.

**ALL INJURIES, ILLNESSES, AND
INCIDENTS THAT OCCUR DURING
OFFICIAL SCOUTING ACTIVITIES MUST BE
REPORTED WITHIN 24-48 HOURS TO THE
COUNCIL'S SAFE SCOUTING SPECIALIST
OR YOUR DISTRICT EXECUTIVE**

Learn more at: scouting.org/youthprotection



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SCOUTS BSA LEADER TRAININGS

Get trained and put on the best program ever.

A trained leader is knowledgeable and more confident in their role being performed.

Trained leaders

- impact the quality of programs
- leader tenure
- youth tenure
- safety
- and whole lot more!

In short, a trained leader is better prepared to make Scouting program all it can be!

In addition to the training listed in this section, your district will host **leader position-specific training**. Training specific to your role in the pack! View your district calendar to find dates of trainings.



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E-LEARNING AT MY.Scouting.org

Visit my.scouting.org and follow the instruction to sign in and create an account to access dozens of supplemental training courses designed to provide orientation beyond the basic training offered in leader-specific training.

WOODBADGE

AUGUST 22-24, 2025
SEPTEMBER 13-14, 2025

Wood Badge is an immersive course in Scouting Aims and Methods coupled with learning about leadership and team development skills in an active, outdoor environment, with the goal of enabling adults to provide a quality program that will enable their youth to grow to their greatest potential.

<https://scoutingevent.com/635-WoodBadge2025>



SCOUTS BSA YOUTH TRAININGS

Get trained this year!
Scouts BSA aims to teach our
future leaders. Start with these
trainings and encourage all
youth to attend!



NYLT

NATIONAL YOUTH LEADERSHIP TRAINING

National Youth Leadership Training & National Youth Leadership Training - Pack and Paddle

National Youth Leadership Training is an exciting, action-packed program designed for councils to provide youth members with leadership skills and experience they can use in their home troops and in other situations demanding leadership of self and others.

NYLT Pack and Paddle adds value to the NYLT syllabus by executing the course of instruction in the context of a wilderness backpack and canoe trek, where participants put leadership theory to immediate, real-world practice. Participants will learn to set a personal vision, establish goals, and to lead themselves and others, in addition to picking up wilderness skills in the process. They will return to their home Troops and Crews with the tools and enthusiasm necessary to help lead their units using the Patrol Method. For many, NYLT Pack and Paddle is an experience from which they will benefit the rest of their lives.

NYLT Traditional Course
Gardner Dam Adventure Base
Sunday 06-15-2025 to
Friday 06-20-2025
<https://scoutingevent.com/635-NYLT>

NYLT Pack and Paddle
Camp Hiawatha
Saturday 08-02-2025 to
Sunday 08-10-2025
<https://scoutingevent.com/635-NYLT>



SCOUT **13**

Den Chief Training

A Den Chief is a member of Scout BSA troop who assists a Cub Scout leader at den and pack meetings and other Scouting events. Den Chief training is for Scouts who desire a leadership role and are interested in working with younger Scouts. Check out our council website for training dates!

COMMUNITY SERVICE

DO A GOOD TURN FOR YOUR COMMUNITY.

A service project is a community service opportunity that puts Scout spirit into action. Projects can take many forms such as a community cleanup, repairing a place of worship, improving a wildlife habitat, or organizing a recycling effort.

Be sure to report all service hours. We want to keep track of all the good Scouting does for the community, and it is a key measurement goal in the Journey to Excellence program.

To easily log your unit's service hours, visit the Scoutbook app and load into Internet Advancement.

SCOUTING FOR FOOD

OCTOBER 11, 2025 | BAG DISTRIBUTION

OCTOBER 18, 2025 | BAG COLLECTION DAY

Scouting for Food is the council's annual service project and the largest one-day food drive in Scouting America.

The campaign is launched on "Bag Distribution Day" when Scouts distribute more than 350,000 plastic bags to residences. The Scouts return to neighborhoods the following week on "Bag Collection Day," to retrieve the bags filled with donated non-perishable food.

Each year, Scouting for Food collects about 750,000 items of food— enough to provide more than 550,000 meals for those in need.



www.baylakesbsa.org/SFF



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STEM EVENTS

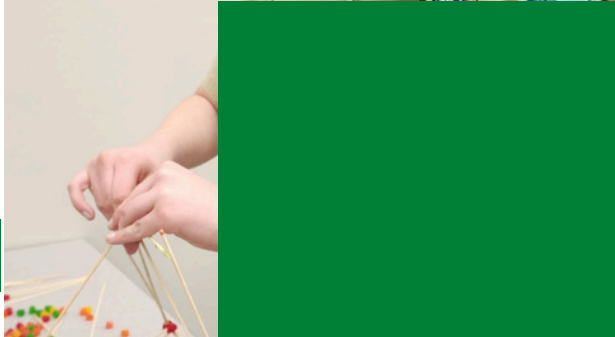
SCIENCE, TECHNOLOGY, ENGINEERING, AND MATH

**STEM HELPS PREPARE SCOUTS
FOR TODAY AND THE FUTURE!**

STEMPEDE

**OCTOBER 3-5, 2025
BEAR PAW SCOUT CAMP**

Scouts, guided by dedicated leaders and Merit Badge Counselors, will see how science, math, and physics make projectiles shoot into space, how we impact nature, and explore their world. STEMpede features Scouting program activities incorporating STEM learning with cool Scouting activities.



PI DAY

MARCH 14, 2026

Pi Day is a STEM event held on the Saturday closest to actual Pi Day. Programming is for everyone from Lions to adults. Activities change year to year, but often include things like rocket launches, robots, science experiments, and guest speakers. Pi Day was established in 2014 and has been one of the Council's feature Scouting events

MAPLE SYRUP DAYS

**MSD OPEN HOUSE MARCH 21, 2026
BEAR PAW SCOUT CAMP**

Come see how we make maple syrup and have a great time at Camp. This event is intended for families with Cub Scout aged children (5-11 years old). You don't have to be a Scout to join us!

**MAPLE SYRUP DAYS: MARCH 28 & APRIL 4, 2025
BEAR PAW SCOUT CAMP**

This Scouts BSA aged (11-18 year olds) program introduces Scouts to making maple syrup in a hands-on experience. For those that want a better understanding of the processes that go into making maple syrup, we have in-depth focused experiences as well.



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DUTY TO GOD

RELIGIOUS EMBLEMS PROGRAMS

A Scout is reverent. They are reverent toward God. They are faithful in their religious duties and respects the convictions of others in matters of custom and religion.

To encourage members to grow stronger in their faith, religious groups have developed the religious emblems programs. The various religious groups administer the programs.

Check with your local council service center or contact the religious organization directly to obtain the curriculum booklets.





CAMP PROPERTIES

COME EXPLORE WITH US

**GARDNER DAM ADVENTURE BASE
N 2940 GARDNER DAM RD,
WHITE LAKE, WI 54491**

Gardner Dam Adventure Base provides a great outdoor adventure on 321 acres of pristine nature along the banks of the wild Wolf River in Langlade County, Wisconsin!

This camp features white water kayaking, a climbing tower, canoeing, 75 miles of mountain biking trails, and hosts a Webelos Summer Camp. Cross-country skiing is a very popular winter weekend activity. The camp is often used by college ecology classes.



Visit www.baylakescamps.org for more information about the properties and to make reservations.



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CAMP PROPERTIES

COME EXPLORE WITH US

BEAR PAW SCOUT CAMP

14000 BEAR PAW CAMP LN, MOUNTAIN, WI 54149

Nestled on the shores of beautiful Bear Paw Lake 5 miles (8.0 km) east of Mountain, Wisconsin, in the Nicolet National Forest, Bear Paw Scout Camp has a week-long resident summer camp for Scouts BSA. In addition to rustic campsites, Bear Paw has several permanent buildings supporting its program areas, a well-stocked trading post for snacks and memorabilia, a spacious chapel on a wooded point overlooking the water, a large and modern dining hall providing the camaraderie of communal meals, a lakeside fire circle for evening council fires and ceremonies, and a nine-hole disc golf course.

Hiking trails range from short, in-camp jaunts to destinations such as Explorer Point to longer treks to Oconto County features such as Lost Mountain, Staff Mountain, and Waupee Falls. Marked cycling trails up to 50 miles (80 km) long crisscross the peaceful forest roads in the vicinity of camp.



JAX CAMP

4186 PETERSON RD, STURGEON BAY, WI 54235

Jax Camp is a rustic wooded area located just northeast of Sturgeon Bay. There are several large open areas for camping; male/female pit toilets; running well with drinking water; campfire ring; and picnic tables. Sites can be rented throughout the year.

Visit www.baylakescamps.org for more information about the properties and to make reservations.



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CAMP PROPERTIES

COME EXPLORE WITH US

CAMP ROKILIO

14404 ROKILIO RD, KIEL, WI 53042

Camp Rokilio provides a great outdoor adventure on 213 beautiful acres of hilly terrain with tall timber located in the Kettle Moraine, seven miles east of Kiel, Wisconsin!

Camp Rokilio has four theme buildings: Fort J.J. Keller, Gunderson Viking Båten Ship, Kohler Castle, and Oertle Train Station. Each building includes electricity, water, flush toilets, showers, kitchen, and living quarters with beds for both adults and youth. Camp Rokilio provides an introduction to camping in a very comfortable and stylistic way!



Visit www.baylakescamps.org for more information about the properties and to make reservations.



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PROPERTY COMPARISON

Features / Camps	Camp Rokilio	Gardner Dam Adventure Base	Bear Paw Scout Camp
Sleeping Options:			
Bunkhouse Style Cabins	X	X	X
Family/Small Group Cabins	X	X	X
Large Dormitory Style Housing		X	
Theme Buildings (Ship, Train Station, Fort, Castle)	X		
Campsites with Tent Pads (bring your own tent)	X	X	X
Campsites with Platform Wall Tents		X	X
Cub Scout Activities:			
Indoor Bouldering Wall		X	
Rappelling/Climbing Tower		X	
Gaga Ball	X	X	X
Nine Square in the Air	X		
Paddle Sports (Kayaking, Canoeing, Rowboats)	X	X	X
Flatwater Boating (Rowboats, Sail Boats, Paddle Boats)	X	X	X
Gently Flowing River Boating (Rafting, Tubing)		X	
Swimming Area	X	X	X
Archery / BB Gun Range	X	X	X
Biking		X	X
Fishing	X	X	X
STEM and Craft Activities	X	X	X
Council Fire Bowls (Amphitheater)	X	X	X
Other Amenities			
Wi-Fi In & Around Buildings	X	X	X
Dining Hall	X	X	X
Trading Post	X	X	X
Health Office	X	X	X
Dedicated Adult Leader Building		X	X
Large Meeting Spaces (> 50 attendees)	X	X	X
Small Meeting Spaces (< 50 attendees)	X	X	X
Indoor Commercial Kitchen	X	X	X
Indoor Noncommercial Kitchen	X	X	X
Outdoor Kitchen		X	X
Outdoor Chapel	X	X	X
Private Single User Flush Bathrooms and Shower Facilities	X	X	X
Audio/Visual Equipment (Projectors, Screens, Speakers)	X	X	X

ADDITIONAL RESOURCES

- Bay-Lakes Council, BSA: www.baylakesbsa.org
 - <https://baylakesbsa.org/resources/>
 - <https://baylakesbsa.org/resources/forms/>
- National BSA: Scouting.org
 - Leader resources: <https://www.scouting.org/resources/>
- Religious awards information:
<https://www.scouting.org/awards/religious-awards>
- Scout supplies: <https://www.scoutshop.org/>
- Scoutbook: <https://scoutbook.scouting.org/>
- Training and unit resource: <https://my.scouting.org/>
- Incident Reporting: [Click Here](#)



SCOUTING IS A PATH TO SUCCESS



Scouts are **TWICE** more likely to get a bachelor's degree (75.6% of Scouts alumni compared with 36.0% national average)



Scouts are **TWICE** more likely to get an advanced graduate degree (29.0% of Scouts alumni compared with 13.4% national average)



Scouts are more likely to make almost **DOUBLE** of the personal income as an adult (\$62.5k individual median income compared with \$33.7k national median)



Scouts are more likely to have very good or exceptional (750+) credit scores (55.7% of Scouts alumni compared with 39.7% national average)



Scouts are more likely to move up in their socio-economic status. Scouts that come from low-income family background are, on average, more likely to make almost twice the personal income as an adult compared to their non-scout peers with similar childhood family background.



SCOUTS ARE CHANGE AGENTS

BSA strives to bring larger, broader, and longer social impact. The BSA values (Character, Leadership, Citizenship, and Fitness) imprinted during childhood go a long way. BSA alumni continue to change the world by taking more leadership roles in organizations, engaging in more entrepreneurial activities, and undertaking more civic duties.



Scouts BSA Program Preview Guide