

2025 Recruitment Resources

[SDIC Recruiting Equipment and Customized Flyer Request Form](#)

- **Equipment Reservation, Custom Flyers and Recruiting Materials Request Form**

This is to reserve Canopies, banners, feather banners, request we print flyers for you based on our templates, and to request other recruiting materials. Check back as we add more resources as they come in.

[Be A Scout](#)

Is the generic link to help potential Scouts find units in their area.

- [Update your Unit Pin](#)
- **How to accept Online Applications**

Adult applications must be approved by the Charter Organization Rep or the COR Delegate. **Youth applications** are approved by Unit Leader.

To process an application:

Sign into [My Scouting](#).

- Click **Menu** in the upper left corner.
- Select your Unit in the Organization Box
- Select **Application Manager**
- Scroll down past the summary box and click on the **applicant's name**.
- To approve the application, click **accept**

If you do not approve the application, click **DO NOT ACCEPT**. Please include in the notes box the reason why you are not accepting the application.

- [Information About Online Youth Registration for Councils and Unit Leaders | Scouting America](#)
- **How to Utilize Invitation Manager - Best Practices for Leads in Invitation Manager**
 - To access Invitation Manager Sign into [My Scouting](#).
 - Click **Menu** in the upper left corner.
 - Select your Unit in the Organization Box
 - Select **Invitation Manager**
 - Scroll down past the summary box and click on the **Name of the Lead**.
 - Check for new leads daily
 - Contact Lead – [Sample Emails](#).
 - Answer any questions they asked in the app.
 - Tell them about your unit.
 - Meeting day, time and location

- Upcoming events
 - Share what your units focus is
- Invite them to a meeting.
- Use text, phone calls and emails to reach out. Mix it up.
- Check back in frequently – once a week is great
- Be responsive when they contact you
- Close the lead if they tell you they are not interested

- **To access your unit's URL or QR code:**

These are great tools to use in your unit's marketing plan.

A member of the Units Key 3 (Unit leader, Committee Chair, Charter Organization Rep) signs in to www.my.scouting.org.

Click Menu.

Scroll down to Organization and make sure the unit you are looking for is displayed (if you are connected to more than one unit)

Click Invitation Manager

On that page you will find a button to download your unit's QR code and another button to copy your unit's URL.

[National Website Recruitment Resource Page](#)

- [BSA Brand Center](#)

This has a lot of photos of scouts you can use that are appropriate for marketing. Cards, social media, and lots more.

- [How to create your own Scouting recruiting flyers in just 5 minutes](#)

- **Social Media Calendar Tools**

One of the best ways to reach families today is through social media. For many of us, the hard part is determining what and when to post. Here's a calendar of social media posts to help you get started.

[Cub Scout Social Calendar](#)

[Scouts BSA Social Calendar](#)

- [Recruiting Campaign Kits](#)

This campaign kit provides step-by-step tips to host a successful joining event. From planning to promotion to follow up, this kit includes a set of integrated marketing elements designed to work together to help you build a solid foundation for success.

- **Webinars**

- [2025 Scouts BSA Spring Recruitment Kick Off Webinar](#)
- [2024 Scouts BSA Fall Recruiting Webinar](#)
- [2024 Marketing Webinar Tech Edition Webinar](#)
- [2024 National Fall Membership Kick Off Webinar](#)
- [Marketing Bootcamp 1](#)
- [Marketing Bootcamp 2](#)

Great Recruiting Articles

- [Aaron on Scouting Articles on recruiting](#)
- [10 Reasons Why Scouting Matters](#)
- [Why Scouting – BSA](#)
- [Council and District Recruiting – Scouting Wire](#)
- [Cub Scouts Dynamic Recruiting Playbook – Scouting Wire](#)
- [Scouts BSA Dynamic Recruiting Playbook – Scouting Wire](#)



- Identify and register a New Member Coordinator.
- Update your pack's Be A Scout pin
- Create a Robust Promotion Plan including Flyers with Calendar sheet, Yard Signs, Banners, Posters and Invite a Friend cards. I.E. For each event we will put out 40 Yard signs 2 weeks before our event, work with the PTA /principle to get our flyers handed out at our recruiting school 1 week prior to the recruiting event, with the principles permission, put up a banner on the school fence with our recruiting night info, and we will put up posters in all the local shops and information boards to draw in more families. We will give each Scout 5 Invite-a-friend cards to share with their friends outside of Scouting and we will give them an incentive for bringing in the most guests.
- Host the pack's first recruiting night within 2-3 weeks of the start of school.
Date: _____ Time: _____ Location: _____
- Reserve Council Recruiting Equipment for your recruiting events.
- Create a plan to utilize geofencing and other Social Media to promote your recruitment nights. For very little, your Pack can easily communicate with families in the neighborhood. Think about what message you want to send and how often you want to send it.

#ADVENTUREON!



- Encourage Scouts to bring a friend to your activities and meetings. Give each Scout 5 Invite-a-friend cards to share with their friends outside of Scouting. Plan a day all Scouts will wear their Uniform to school. Set a specific time during fall recruitment that you want the families to focus on this. Reward the Scouts for bringing in their friends with a recruiting patch and possibly other incentives.
- Participate in a District level recruiting event: Date: _____
Time: _____ Location: _____
- Attend District Roundtable Fall Recruitment Kick Off: August 14th, 2025
- Attend at least one District Membership Checkpoint meeting: Date: _____
Time: _____ Zoom link: _____
- Check Invitation Manager Daily for new families interested in joining. Send Families welcome emails/texts and answer any questions they have.
- Submit Youth and Adult Applications
- Give new Families a welcome Packet. Introduce them to the Cubmaster, Committee Chair and other Key Leaders in your pack. Show them how your pack works.
- Show new adult leaders where to take the online training. Share with them the dates of any upcoming in-person training. Give them a soft deadline to complete the training.
- Give new leaders a job (big or small depending on their availability and willingness).



FAMILY FOCUSED. VALUE DRIVEN.

Cub Scouting is a year-round program uniquely designed to meet the needs of young boys and girls (kindergarten through fifth grade) and their families. The program offers fun and challenging activities that promote character development and physical fitness. Family involvement is an essential part of the program, and parents are encouraged to play an active role. Cub Scouting helps parents make the most of the time they have to impact the lives of their children.



Dedicated to bringing out
The BEST
in Boys and Girls

CUB SCOUTING...

- Nurtures leadership and character growth
- Strengthens families
- Helps boys and girls develop interests and skills
- Provides adventure
- Creates fellowship
- Promotes diversity
- Teaches duty to God and country
- Is FUN!

A research study by Tufts University showed that more time spent in Scouting results in better character development.



DO YOUR BEST. HAVE FUN DOING IT.

The best way to find out what you do best is to do it. Catch a fish. Ride a bike. Set up a tent. Build a Pinewood Derby® car. Shoot a bow and arrow. Cub Scouting offers boys and girls the opportunity to see and learn fun, new things that can't be found anywhere else.

Cub Scouts are at that magical age where everything is new and possible and, most important, fun. They build things. Play with purpose. Make friends and work together. The life lessons learned here not only transform today's Cub Scouts into tomorrow's Scouts BSA members but also help form a foundation to embrace opportunity and overcome obstacles in life.



SCOUT OATH

On my honor I will do my best to do my duty to God and my country and to obey the Scout Law; To help other people at all times; To keep myself physically strong, mentally awake, and morally straight.

SCOUT LAW

A Scout is trustworthy, loyal, helpful, friendly, courteous, kind, obedient, cheerful, thrifty, brave, clean, and reverent.

MISSION

The mission of the Boy Scouts of America is to prepare young people to make ethical and moral choices over their lifetimes by instilling in them the values of the Scout Oath and Scout Law.



CONTACT US:



BEASCOUT.ORG

TROOP 384 | 2025 "YEAR AT A GLANCE" CALENDAR

January 2025

- 2 District Roundtable/OA Meeting
- 4 Troop Hike: Eagle Rock
- 6 Religious Square Knot
- 6 PLC Meeting
- 10-13 Polar Camp Staffing
- 11 OA Lodge Banquet
- 12 Troop Committee Meeting
- 13 Religious Square Knot
- 13 Troop Meeting
- 17-19 CIEC Merit Badge Academy
- 20 Arrow of Light Bowling Night
- 25 Troop Hike: Potato Chip Rock
- 25 TQ Volunteer Dinner
- 27 Religious Square Knot
- 27 Troop Meeting – *last night for advancements*

February 2025

- 1 Three Sisters Hike
- 2 Scout Sunday
- 3 Religious Square Knot
- 3 PLC Meeting
- 6 District Roundtable/OA Meeting
- 8 Skull Canyon Obstacle Course
- 9 Troop Committee Meeting
- 9 Court of Honor Run Thru (Zoom)
- 10 Court of Honor
- 14-16 Basher-Otay Campout
- 17 Religious Square Knot
- 17 Troop Meeting
- 21-23 Guacamole Campout
- 24 Religious Square Knot
- 24 Troop Meeting

March 2025

- 1 Troop Hike: Santa Rosa Plateau
- 3 Religious Square Knot
- 3 PLC Meeting
- 6 District Roundtable/OA Meeting
- 8-9 Joshua Tree Backpacking
- 10 Religious Square Knot
- 10 Troop Meeting
- 14-16 Dripping Springs Campout with Nature Merit Badge + Hike
- 17 Troop Meeting
- 24 Troop Meeting
- 28-30 Big Bear Campout

April 2025

- 1-5 Canoe Trip
- 3 District Roundtable/OA Meeting
- 7 PLC Meeting
- 12-13 Mount Baldy Backpacking
- 13 Troop Committee Meeting
- 14 Troop Meeting *Nominations for TYL/PLC*
- 19 Camporee Skills Practice
- 21 Troop Meeting *Last Day for Advancement and Troop Elections*
- 25-27 Spring Camporee @ Camp Emerson
- 28 Troop Meeting



May 2025

- 1 District Roundtable/OA Meeting
- 2-4 OA Ordeal
- 5 PLC Meeting
- 9-11 Cooking Camp @ Hurkey Creek
- 11 Court of Honor Run Thru (Zoom)
- 12 Court of Honor
- 16-18 Shooting Sports Merit Badge Camp
- 16-18 Woodbadge
- 17 Troop Hike: Emerson Hike (PLT)
- 19 Troop Meeting
- 23-25 Whitewater Rafting: *Kern River*
- 24 Flag for Every Hero: *Riverside Nat'l*
- 29 Troop Meeting: Flag Retirement
- 30-1 St. Paul Abby Campout
- 30-1 Woodbadge

June 2025

- 2 PLC/TYL Meeting
- 5 District Roundtable/OA Meeting
- 6-8 Advancement Camp
- 8 Troop Committee Meeting
- 9 Troop Meeting
- 13-15 Mt. San Geronio Backpacking (PLT)
- 14 Elks Flag Day Ceremony
- 15-21 *Summer Camp: Camp Geronimo*
- 23 Troop Meeting
- 25-28 Bryce Canyon Campout
- 27-28 TQ Day Camp
- 30 Troop Meeting

July 2025

- 3 Roundtable/OA Meeting
- 5-15 Philmont
- 6-12 *Summer Camp: Emerald Bay*
- 7 PLC Meeting
- 10 M. Philips Senior Ctr Flag Ceremony
- 13 Troop Committee Meeting
- 14 Troop Meeting
- 16-19 Mammoth Lone Pine Campout
- 21 Troop Meeting
- 26 Scouting for School Storefront
- 28 Troop Meeting *Last Night for Advancement*

August 2024

- 1-3 OA Ordeal
- 4-8 Sequoia Backpacking Trip
- 4 PLC Meeting
- 5 NNO: School Supply Distribution
- 7 Roundtable/OA Meeting

- 10 Troop Committee Meeting
- 10 Court of Honor Run Thru (Zoom)
- 11 Court of Honor
- 18 Troop Meeting
- 23 Troop Hike: Bridge to Nowhere
- 25 Troop Meeting: Roller Skating MB

September 2025

- 4 District Roundtable/OA Meeting
- 8 PLC Meeting
- 13 Cub Scout Fair
- 14 TC Annual Planning Meeting
- 14 Citizenship in the Nation MB Day
- 15 Troop Meeting
- 19-21 Patrol Campouts
- 22 Troop Meeting
- 27 Miramar Airshow
- 29 Troop Meeting *PLC/TYL Nominations*

October 2025

- 2 District Roundtable/OA Meeting
- 4 Monster Truck Demo Derby
- 6 PLC Meeting
- 11 Troop Hike: Santa Mga River Trail
- 12 Troop Committee Meeting
- 13 Troop Meeting
- 17-19 CIEC Zombie Camp at Emerson
- 20 Troop Meeting
- 24-26 Lake Skinner Campout-Orienteering and Geocaching MB
- 27 Troop Meeting: *Last Night for Advancement*

November 2025

- 1 Scouting for Food Storefronts
- 3 PLC Meeting
- 6 District Roundtable/OA Meeting
- 7-9 Slot Canyon Campout
- 9 Troop Committee Meeting
- 9 Court of Honor Run Thru (Zoom)
- 10 Court of Honor
- 11 Veteran's Parade
- 11 Final Flag Salute Ceremony
- 14-16 CIEC Merit Badge Academy
- 17 Troop Meeting

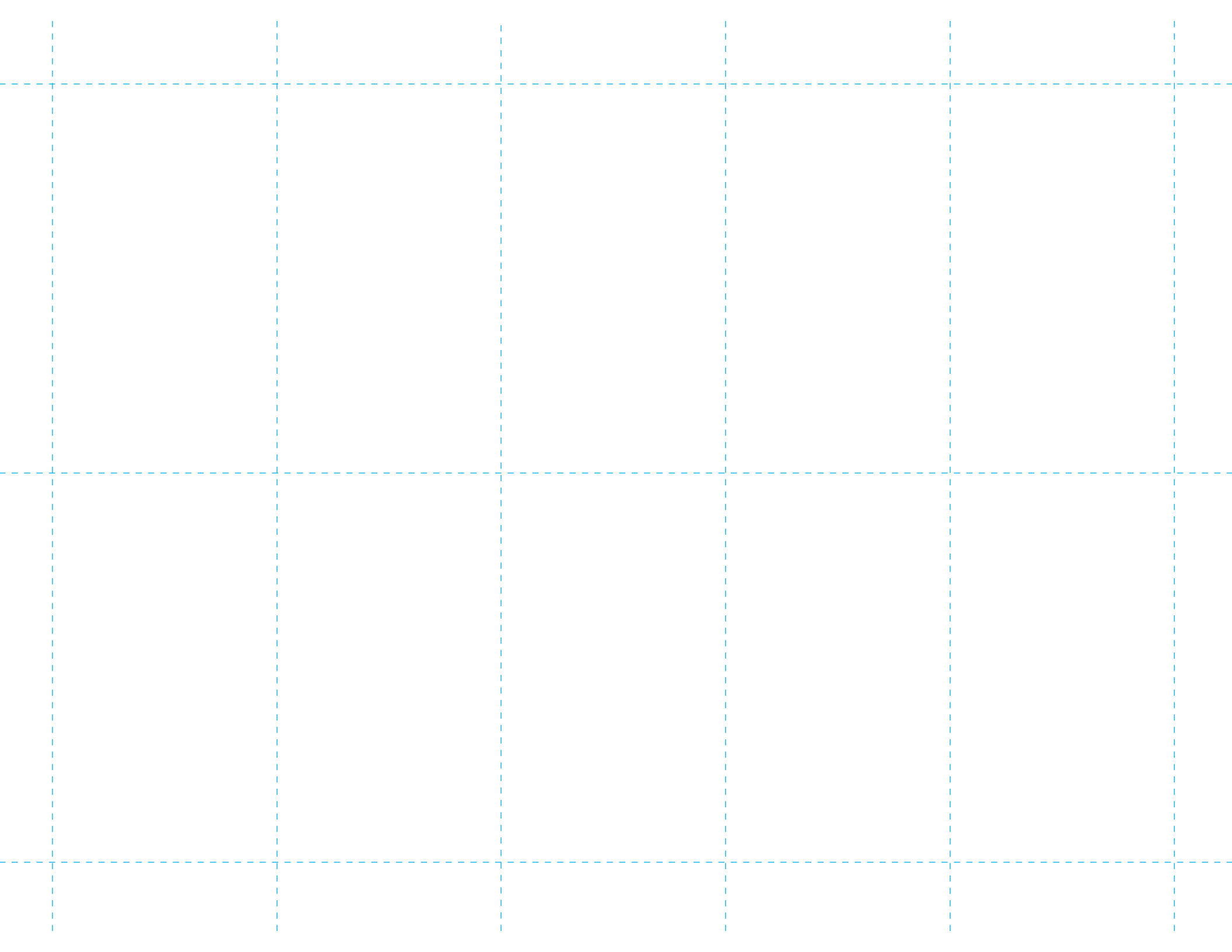
December 2025

- 1 PLC Meeting
- 4 District Roundtable/OA Meeting
- 6 Troop Hike: Tenaja Falls Hike
- 8 Troop Christmas Party
- 13 Wreaths Across America
- 14 Troop Committee Meeting
- 15 Troop Meeting
- 20 Rock Fitness: Climbing MC
- 23 No Troop Meeting- Holiday Break
- 30 No Troop Meeting- Holiday Break

Updated 9-8-24

Visit our Troop Website at www.troop384.com

Troop 384 Meets on
Mondays at 7:00PM at
Grace Presbyterian Church
31143 Nicolas Road
Temecula, CA 92591



You Are Invited

Event

Time

Date

Place

By



You Are Invited

Event

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Welcome to Pack



We meet on _____ at _____

Our meeting location is _____

Our Cubmaster is _____

Phone: _____

This is the adult leader who will run meetings for your pack, the larger group your Scout will meet with once a month. A pack includes Cub Scouts from multiple dens and grades.

Our Den Leader is _____

Phone: _____

Email: _____

This is the adult leader who will run meetings for your den. Your Scout will meet with their den - a smaller, grade-specific group - several times a month on weeks when there is not a Pack meeting.

If I have questions about Cub Scouts, I can call or text _____

Phone: _____

Email: _____

Our pack website: _____

Our most-used pack social media page: _____

**FIND SCOUT GEAR AND UNIFORM INFORMATION AT
OUR LOCAL SCOUT SHOP OR AT SCOUTSHOP.ORG.**

Address: _____
















Scan this with the camera on your phone to learn about the tool that will guide you through the Scouting experience.





Cub Scouts Fall 2024 Recruitment Social Posts

Week	Post	Topic	Post Language	Hashtags	Suggested Image from Brand Center (or Similar Pack Image)	Sitelink (BeAScout or Pack Website)
1	1	Fun, Family & Friends	From taking your first hike...to roasting your first marshmallow around the campfire...Cub Scouts is about fun, family and friends! It's about finding adventure in the world around you. Don't let adventure pass you by! Check out our Pack today! For info, contact (<i>insert pack contact info</i>).	#AdventureOn #BeAScout #CubScouts		www.beascout.org
1	2	Best Future Self	What does their future hold? Are they destined for greatness? Will they impact the world around them? The best way to find out is through Cub Scouts! Scouting's character and leadership programs help young people become the best future version of themselves. Oh yeah... and...it's fun! Join today! For info, contact (<i>insert pack contact info</i>).	#AdventureOn #BeAScout #CubScouts		www.beascout.org
2	2	Doing Your Best	To learn, grow and try new things. It's the Cub Scout way! With hundreds of advancements to earn, there's something cool and exciting for everyone! You'll have fun trying new things and, as our motto says, doing your best! Get started today! For info, contact (<i>insert pack contact info</i> .)	#AdventureOn #BeAScout #CubScouts		www.beascout.org
2	1	STEM in Scouting	If you dream of 3D printers and robotics kits...we'll put down your periodic table of elements and join us! Scouting is the place for you! With Cub Scout adventures focused on STEM learning, you'll get ahead in school and in life! For info, contact (<i>insert pack contact info</i> .)	#AdventureOn #BeAScout #CubScouts		www.beascout.org
3	2	Outdoor Fun	Whether it's casting a line for the first time or setting up your family's brand new tent, Cub Scouting is all about fun in the outdoors. Family camping, archery, learning and exploring...in Scouting, we do it all! Every skill level welcome! If you've never been outside...what are you waiting for? It's great out here! Join us today! For info, contact (<i>insert pack contact info</i> .)	#AdventureOn #BeAScout #CubScouts		www.beascout.org
3	1	Adventure Comes in Many Ways	Adventure comes in many ways. From camping in the backyard to exploring a city park, Scouting will take you places you never thought possible. Join us today and discover your own family adventure! For info, contact (<i>insert pack contact info</i> .)	#AdventureOn #BeAScout #CubScouts		www.beascout.org
4	2	Life Skills	We're all ready to put down our screens (even if just for a few moments) to experience "real". Real nature, real friendships, real excitement! In Scouting, we learn life skills...skills that matter. We make friendships that mean something. We value each other and the communities around us. Don't miss out on what's real. Join us today! For info, contact (<i>insert pack contact info</i> .)	#AdventureOn #BeAScout #CubScouts		www.beascout.org

4	3	Fun Things our Pack Does	Ever go bowling or camping? Ever race a Pinewood derby car you made yourself? Ever have so much fun with friends that you can't wait to get together again? Well...we do! All. The. Time. Join us to begin YOUR amazing experience today! For info, contact <i>(insert pack contact info.)</i>	#AdventureOn #BeAScout #CubScouts		www.beascout.org
5	1	Family Adventure	Cub Scouting is fun for the whole family! We like to explore the world around us and try new things...and that's always more fun with family and friends! So...gather up the kiddos and stop by for a meeting. We'd love to see you! For info, contact <i>(insert pack contact info.)</i>	#AdventureOn #BeAScout #CubScouts		www.beascout.org
5	2	Day Camp	What sounds like more fun...a boring week of summer chores at home...or archery, crafts, hiking, biking and more? I know which one I'd choose! Visit our pack today and we'll tell you about this year's summer daycamp plans. It's not too late to join! For info, contact <i>(insert pack contact info.)</i>	#AdventureOn #BeAScout #CubScouts		www.beascout.org
6	1	Join Us As We...	Join us <i>(day/time)</i> as we <i>(activity)</i> ! All friends and family are welcome! No need to be a Scout! We're gathering people to have fun. We'll be <i>(list activities.)</i> RSVP by contacting <i>(insert pack contact info.)</i>	#AdventureOn #BeAScout #CubScouts		www.beascout.org
6	2	Stop By Any Time	If you're interested in learning more about Cub Scouts and the fun things we do as a pack, please stop by at any time! We meet regularly at <i>(place/day/time)</i> . We'd love to have you stop by and say hello. If you'd like more info, contact <i>(insert pack contact info.)</i>	#AdventureOn #BeAScout #CubScouts		www.beascout.org
6	3	Recruitment Event Info	Interested in becoming a Cub Scout? Here's a great opportunity! <i>(Day/time/place.)</i> We'll be there to answer questions and talk with you about the fun plans we have lined up for the year. No prior knowledge or skills required. We'll help you easily get started. Stop by <i>(day/time/place.)</i> If you can't make it...no worries! We meet regularly. Come at any time! For info, contact <i>(insert pack contact info.)</i>	#AdventureOn #BeAScout #CubScouts		www.beascout.org



#ADVENTUREON

ATTENTION: FOR UNIT LEADER USAGE

FOUR SUGGESTED RECRUITMENT COMMUNICATIONS TO POTENTIAL PARENTS

MESSAGES CAN BE SENT VIA EMAIL OR TEXT MESSAGE

1. Invite to event: Scouting Is Family FUN!:

SUBJECT LINE: Scouting is FUN for the whole family!

COPY:

Hi there,

We're so glad that you're interested in Scouting!

Scouting is designed to be a fun experience for the whole family.

Your (future) Scout will learn about themselves and the great outdoors – and the best part? Your entire family will get to share in the excitement. We want to tell you more about this journey. Join us (<date>) at <time/place> to see how much fun the <"Cub Scout"/etc> program is.

Bring the family and check it out!

<LINK TO FB EVENT TO "RSVP"> or <in-person event>

See you soon,

<INSERT NAME>

2. Thank You and Welcome:

PICTURE:

Something fun from the event

SUBJECT LINE: Thank you for your interest in Scouting!

COPY:

Hello, and THANK YOU for joining us yesterday to discover more about the <program name> program!
It was great to meet you!

Keep watching your email and our social media accounts for more <specific unit (Pack XYZ)> fun. If you missed out on yesterday, or if you have another friend who would be interested, send us an email and we'll be in touch.

This will be an exciting year and we can't wait to share our adventures with you.

See you again soon,
<INSERT NAME>

3. New Parent Announcement: Announce any FAQs for new parents

SUBJECT LINE: Get answers to your Scouting questions

COPY:

Welcome, new parents!

We're so glad that you're now a "Scouting" family. At this point, you probably have questions. Here are some answers to a few of the usual FAQs that we get, and also a few suggestions for how you can prepare to have the best Scouting year.

<Scout Shop uniform deal/promo, first meeting info and what to bring to the first meeting, etc>

If you still have questions, send them to <insert contact info>.

Here's to a great season of Scouting!
<INSERT NAME>

4. It's not too late to invite to join *(2 weeks to a month later send out to new or potential parents)*

Keep recruitment efforts going

Keep sharing, keep inviting

SUBJECT LINE: Scouting's always more fun with more friends!

COPY:

Hey there,

Did you know there's still time to invite other friends and families to join Scouting? More friends means more fun, and we are all in for an extra-large helping of fun!

Help us spread the word – invite your friends to check us out, too.

Thanks for spreading the joy of Scouting!

<INSERT NAME>

Completing the Registration Process online for Adults

Steps to complete an **Adult Registration online** for a unit position (completed by applicant):

1. Create a [My Scouting](#) profile by signing into the link and clicking Create Account. Follow the prompts. [How to Video](#).
2. Take Youth Protection Training. Here's how: once you are signed into my.scouting.org, look for the grey Youth Protection Training logo on the right (below the large blue bar) and click the left circled logo for English or the right one for Spanish. Follow the prompts to take the course.
3. Take [California Mandated Reporter Training](#).
4. Schedule your livescan appointment here: www.ApplicantServices.com/SDIC
Complete your livescan fingerprinting.
5. Sign a [BSA Background Check Consent Form](#) for AB506 and send it to Kimberly.Bozarth@scouting.org
6. Fill out an online application for your unit. (Insert Unit URL found on Unit Invitation Manager Page in my.scouting.org)

Steps 7-8 Processing the application (completed by unit leadership)

7. Check application Manager frequently for new applications.
 - a. This must be completed by a member of the key 3, a delegate or someone with registration inquiry ability.
 - b. Here is how to get there: Sign into my.scouting.org, click menu in the upper left corner, under organization, make sure it says your unit, click application manager.
8. Once the application is in Application Manager, please advise your Charter Organization Rep or COR delegate which position the applicant is applying for.
 - a. Have the COR/delegate log into my.scouting.org and complete the process.
 - b. How to get process applications: Sign into my.scouting.org, click menu in the upper left corner, under organization, make sure it says your unit, click application manager. Click on the application (scroll down past the summary box).

To accept, scroll down to the bottom of the application and click accept. Next enter the Scouting position they will be holding.

To reject or not accept, scroll down to the bottom of the application and click Do Not Accept. Please explain in the notes section why the application is being rejected. This will send the application to the District Executive to review.

Registration Process for PDF or Paper Applications - Adults

Steps to complete an **Adult Registration** for a unit using a **paper or PDF Application**:

1. Create a [My Scouting](#) profile by signing into the link and clicking Create Account. Follow the prompts.
2. Take Youth Protection Training. Here's how: once you are signed into my.scouting.org, look for the grey Youth Protection Training logo on the right (below the large blue bar) and click the left circled logo for English or the right one for Spanish. Follow the prompts to take the course.
3. Take **California Mandated Reporter Training**.
4. Schedule your livescan appointment here: www.ApplicantServices.com/SDIC
Complete your livescan fingerprinting.
5. Sign a [BSA Background Check Consent Form](#) for AB506 and send it to Kimberly.Bozarth@scouting.org
6. Fill out and sign an Adult Application (pg. 3) and Criminal Background Check Form (pg. 6): [English](#)
7. Send the application to your unit's Charter Organization Rep. (COR) or Delegate for approval.
8. Payment is needed to process the application. Payment can be submitted to the District Executive or to the Council Service Center.
9. The COR will then send the application & Payment Receipt to the District Executive who will verify everything is complete and submit it to the registration department.

[How to complete your position specific training.](#)

District Roundtable Information

Roundtable

Once a month Scouting volunteers in a local community come together to provide information about local Scouting events, activities, and programs. Roundtables play a significant role in providing continuous supplemental training for unit leaders. This monthly event provides program topic guidance and structure suggestions for unit leaders.

A fun environment creates excitement around the coming month of activities and program for unit leaders to carry back for implementation in their units.



Coastal Sage Roundtable

The second Thursday of each month, 7pm – Next one September 11th, 2025 at 7pm

Northminster Presbyterian Church – 4324 Clairmont Mesa BLVD, San Diego, CA 92117

Foothills Roundtable

The second Thursday of each month, 6:30 networking, 7pm start. – Next Meeting September 11th, 2025, 6:30pm.

San Carlos United Methodist Church – 6554 Cowles Mountain Blvd, San Diego, CA 92119

Palomar

TBD

Rancho Mesa

The second Thursday of each month, 7pm – Next one September 11th, 2025 at 7pm

St. Michaels Catholic Church Coughlan Parish Hall (Gym) – 15548 Pomerado Rd, Poway, CA 92064

Rancho San Luis Rey

The second Thursday of each month, 7pm – Next one September 11th, 2025 at 7pm

St. Andrews Episcopal Church, 890 Valour Drive, Encinitas, CA 92024

Sweetwater

The second Thursday of each month, 7pm – Next one September 11th, 2025 at 7pm

Chula Vista Presbyterian Church – 940 Hilltop Dr., Chula Vista, CA 91911

WELCOME! NEW CUB SCOUT FAMILY

A FAMILY INFORMATION GUIDE



Scouting  America

Why Join Cub Scouting?

- Cub Scouting is a fun way to spend time with your child and the whole family. The fun has a purpose: That is, to help reinforce the positive values you want your child to develop—character, leadership, personal fitness, and citizenship. These values are presented in a fun and engaging method along with experiencing the outdoors, learning about personal safety, and discovering your family traditions.
- Cub Scout-age children benefit developmentally from belonging to a small group of peers. Your child will be a part of a den, a small group of Cub Scouts usually in the same grade. Through this sense of belonging, children build self-esteem and learn to get along with others.
- The values we seek to instill are found in the Scout Oath and Scout Law.

Scout Law

A Scout is trustworthy, loyal, helpful, friendly, courteous, kind, obedient, cheerful, thrifty, brave, clean, and reverent.

Scout Oath

On my honor I will do my best to do my duty to God and my country and to obey the Scout Law; to help other people at all times; to keep myself physically strong, mentally awake, and morally straight.

We know that kids do not join Cub Scouting for character building. Youth join because it is fun. Your child will learn great lessons, but they will be far too busy having fun to notice.



How Does Cub Scouting Work?

In Cub Scouting, you and your family join in on the program with your child, and you will help them along the way. Cub Scouts have a different handbook at each grade level, with Adventures that are age-appropriate for their developmental level. As your child advances through these books by working on Adventures, they will earn badges and other recognition that they wear on their uniform. As your child grows in Cub Scouting, your role will change with them, from hands-on involvement to guiding and coaching. Your child's success in Cub Scouting depends on you!

The Cub Scouting program takes place at two levels. Your child will be a part of a **den**, a small group of Cub Scouts in the same grade level. A den typically meets twice a month, although some may meet more often. All dens, from kindergarten through fifth grade, make up a **pack**. The dens, with their families, come together at the pack meeting, where they play games, work on Adventures, and receive positive reinforcement for their achievements.

Dens

The Lion (Kindergarten) and Tiger (First Grade) Dens

Cub Scouts who join in kindergarten or first grade join with an adult partner, usually the parent or guardian. A Lion or Tiger den should be no more than eight Cub Scouts and their adult partners. An adult is selected to serve as the den leader (usually one of the parents) and coordinates the meetings. Each adult partner takes a turn assisting or hosting meetings or activities with the den leader. This shared leadership model is a great way to ensure the den leader has the help needed to deliver a quality program.

At den meetings, Lions and Tigers work on Adventures that are found in their handbooks and the Adult Partner Guides.



Wolf (2nd grade), Bear (3rd grade), and Webelos (4th grade) dens



Children this age are becoming more independent, and activities are designed to meet their developmental needs.

A Wolf (second grade), Bear (third grade), or Webelos (fourth grade) den is ideally no more than eight Cub Scouts, a den leader, an assistant den leader (usually parents of some of the den members), and often a den chief (an older Scout who helps the den leader).

The Arrow of Light Scout Den (5th Grade)

The Arrow of Light den is focused on preparing to join Scouts BSA. Arrow of Light Scouts move to the next level of Scouting, Scouts BSA



Pack Meetings

The Cub Scout pack is made up of all the dens, led by the Cubmaster. There are games, skits, songs, ceremonies, and presentations of achievements and badges that Cub Scouts earned during that month.

The pack, including families, also participates in other special events throughout the year, including:

Pinewood Derby®—You can build and race a model car with your child.

Blue and gold banquet—Cub Scouting's birthday party—for all pack members and their families— takes place in February.

Camping—Overnight and day camp opportunities introduce your family to the camping experience.



Service projects—Packs may participate in food drives, conservation projects, or other community activities.

Field trips and special outings—Den outings are a great way to learn more about the people and places in your community.

Make memories with your child that will last a lifetime!

How Can You Help?

The most important help that you, as a parent, can give your child is to work with them on their Cub Scouting Adventures as they work toward their badge of rank. The Cub Scout handbook is full of age-appropriate activities; some of them you do together at home. Den meetings are designed for Cub Scouts to complete Adventures that are required for them to earn their badge of rank. When you have completed a requirement at home, make sure your den leader is informed so that they can properly record it and your child can be recognized for their achievements.

Your role as a parent is the secret to a successful Cub Scouting program!

The den and the pack rely on parent participation to run a successful program. Cub Scouting operates through volunteer leadership. Volunteer leaders are an example of Scouting's principle of service to others. By volunteering in Scouting, you are also giving your child and family the gift of your time. What could be more valuable? You will have an opportunity to be a positive influence in their life and in the lives of their friends. Here are some of the ways you could volunteer:

Den leader. Uses the den meeting resources to lead the den at den meetings. Attends the monthly pack committee meeting.

Cubmaster. Helps plan and carry out the pack program with the help of the pack committee. Emcees the monthly pack meeting and attends the pack committee meeting.



The Pack Committee

Every Cub Scout parent or guardian is invited to become a member of the pack committee. Pack committee members perform administrative functions of the pack. The committee meets monthly and includes the responsibilities below.

Committee chair. Presides at all pack committee meetings. Helps recruit adult leaders and attends the monthly pack meeting and pack committee meeting.

Advancement chair. Maintains advancement records for the pack. Orders and obtains all badges and insignia. Attends the monthly pack meeting and pack committee meeting.

Secretary. Keeps records of the pack committee meetings and communicates with families about upcoming pack events and activities.

Treasurer. Keeps all financial records for the pack, including the pack bank account, and gives a monthly financial report to the pack committee. Attends the monthly pack meeting and pack committee meeting.

Training

Scouting America offers convenient training for parents who volunteer. As a new parent, you can learn all about Cub Scouting and how quality Scouting programs are built. Log on to [my.Scouting.org](https://my.scouting.org) and create an account to gain access to all available training content. For more information about training at all levels of the program, go to www.scouting.org/training.

Youth Protection

Child abuse is a serious problem in our society, and unfortunately, it can occur anywhere, even in Scouting. Youth safety is of paramount importance to Scouting. For that reason, Scouting America continues to create barriers to abuse beyond what have previously existed in Scouting.

Scouting America places the greatest importance on providing the most secure environment possible for its youth members. To maintain such an environment, Scouting America has developed numerous procedural and leadership selection policies and provides parents and leaders with multiple online and print resources for all Scouting programs.

All leaders are required to complete Youth Protection training. All parents are encouraged to take the training. To complete the training online, go to my.Scouting.org and establish an account using the member number you receive when you register for Scouting America membership. If you take the training online before you obtain a member number, be sure to return to my.Scouting.org and enter your number for training record credit. Your Scouting America local council also provides training on a regular basis if you cannot take it online.

Youth Protection training must be taken every two years. If a volunteer's Youth Protection training record is not current at the time of recharter, the volunteer will not be registered. For more information about Youth Protection, please see Scouting America's Youth Protection website at scouting.org/training/youth-protection/.

How Much Does Scouting Cost?

Youth registration fee	\$85
Local program fee (Pack dues and/or council program fee)	_____
Adult registration fee	\$65
Scout Life magazine (optional; strongly recommended for all members)	\$15

Books: Youth handbooks are the *Lion Handbook* (comes with the Lion Adult Partner Guide), *Tiger Handbook* (comes with the Tiger Adult Partner Guide), *Wolf Handbook*, *Bear Handbook*, *Webeles Handbook*, and *Arrow of Light Handbook*. Adult leaders use Scoutbook, the online tool found at scoutbook.scouting.org. Parents have a free app, “Scouting” for Apple and Android, that allows them to connect with their child’s activities.

Pack dues: The amount varies by pack, depending on money-earning projects conducted by the pack to decrease the amount needed to run the pack program.

Uniform: The uniform and its cost vary by program for both youth and adults. Uniforms may also be purchased at your local Scout shop. See scoutshop.org for details and current prices.

You Are Not Alone!

Your **den** is in a **pack** that belongs to an organization chartered by Scouting America to operate a Cub Scout pack. The chartered organization approves leadership, helps secure a meeting place, and makes sure that the pack works within the guidelines and policies of their organization as well as those of Scouting America.

Many volunteers and Scouting America professionals are interested in the success of your pack. A special volunteer assigned to help your pack is called a **commissioner**. The commissioner helps the pack provide a successful and high-quality program. The commissioner is also the communication link between your pack and the local council.

There are professional staff at your council service center who can help or will get you in touch with someone who can. Local Council Locator:

[scouting.org/about/local-council-locator/](https://www.scouting.org/about/local-council-locator/)

My child is in Pack _____, which meets at _____ (location)
at _____ (time) on _____ (day and week of month).

My child is in Den _____, which meets at _____ (location)
at _____ (time) on _____ (day of week).

Our pack's chartered organization is _____

Our local council name is _____

Phone No. _____ Website _____

Our Leaders	Name	Phone No.	Email
Den Leader	_____	_____	_____
Committee Chair	_____	_____	_____
Cubmaster	_____	_____	_____



SCOUTING AMERICA
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www.scouting.org

512-735
2024 Revision

CUB SCOUT LEADER RESOURCE OVERVIEW



National Cub Scout Program Website

Landing page for all things Cub Scouts including where to find a pack, welcoming new families including a video with the top 5 questions new families ask, and leader resources.



Cub Chat Live

Every Friday at 2 pm Central, *Scouting* Magazine hosts a live show on Facebook featuring a wide variety of topics and guests. Past shows include how to use Scoutbook, creating effective communication channels, running a Pinewood Derby, tools to get everyone volunteering, and recruiting methods. Shows are 30 minutes and automatically posted to the Cub Chat Live Facebook Playlist after the show. A list of past shows by topic can be found at On Scouting.



Virtual Roundtable

A library of helpful short 8 to 10-minute videos that guide Cub Scout leaders and parents through various topics such as recruiting adult leaders, advancement as a method, and keeping Cub Scouting safe.



Den Meeting Resources

All the resources needed to plan a den meeting are now on one site. Each badge of rank has a stand alone page that leads to the resources needed to deliver any of the required or elective Cub Scout Adventures.



Training for Cub Scout Leaders

Cub Scout leader training is available online at any time of the day or night to make needed information easily accessible. Modules are in "bite sized pieces" of 5 to 7 minutes and can be viewed from any smart device or computer. Den leader curriculum is divided into 3 parts: before the first den meeting, first 30 days and 90 days.

For more information about training at all levels of the program, visit the Training webpage.



Smart Device Apps A number of web-based apps are available for both Apple and Android:



MyScouting by Boy Scouts of America
★★★★★ 4.2 (2018-01-10)
Free

Access personal My.Scouting information. Take YPT. Tool access for Commissioners.



Scouting by Boy Scouts of America
★★★★★ 4.2 (2018-01-10)
Free

Allows youth members and their parents to view and track advancement within Cub Scouting, Scouts BSA and Venturing.



Scouting Magazine (BSA) by Boy Scouts of America
★★★★★ 4.2 (2018-01-10)
Free - Offers In-App Purchases

Timely information on program, gear, health & safety, outdoors and more. For adults in all BSA programs.



Family Talent Survey

You are a unique person with special talents, abilities, and resources that can help build our Cub Scout community. We want to tap into everyone's special talents. When we do this we will be able to provide the best possible experience for our Cub Scouts.

First Name: _____ Last Name: _____

Please provide the best contact information for you. We understand that you may have multiple emails and phone numbers, and we want to assure you that the information you provide is only used by our local Cub Scout pack. Your information is not shared with anyone else.

Email Address: _____ Phone: _____

Occupation: _____ Job Title: _____

Hobbies/Talents: _____

At this time, what is your willingness and ability to participate? (Check all that apply.)

<input type="checkbox"/> I would be willing to help with a meeting or special event	<input type="checkbox"/> I would be willing to teach a Cub Scout skill	<input type="checkbox"/> I would be willing to lead a special event or activity	<input type="checkbox"/> I am interested in being a volunteer leader.
<input type="checkbox"/> I can come early to help set up <input type="checkbox"/> I can stay after to help clean up <input type="checkbox"/> I can help pick up craft supplies or refreshments <input type="checkbox"/> I live or work by the Scout Shop and pick up Advancements or drop off paperwork	What subject(s) or skill(s)? <input type="checkbox"/> Arts and crafts <input type="checkbox"/> Fishing <input type="checkbox"/> Cycling <input type="checkbox"/> Hiking <input type="checkbox"/> Camping <input type="checkbox"/> Conservation <input type="checkbox"/> U.S. history <input type="checkbox"/> Science <input type="checkbox"/> Technology <input type="checkbox"/> Engineering <input type="checkbox"/> Math <input type="checkbox"/> Woodworking <input type="checkbox"/> Sports <input type="checkbox"/> Health and nutrition <input type="checkbox"/> Other: _____ <input type="checkbox"/> Other: _____	What type of events or activities? <input type="checkbox"/> Banquets or potlucks <input type="checkbox"/> Award ceremonies <input type="checkbox"/> Camping <input type="checkbox"/> Hiking <input type="checkbox"/> Aquatics <input type="checkbox"/> Cycling <input type="checkbox"/> Fishing <input type="checkbox"/> Boating <input type="checkbox"/> Service projects <input type="checkbox"/> Pinewood Derby <input type="checkbox"/> Raingutter Regatta <input type="checkbox"/> Fundraising for Scouting <input type="checkbox"/> Product sales <input type="checkbox"/> Other: _____ <input type="checkbox"/> Other: _____ <input type="checkbox"/> Other: _____	What type of leadership position would you be interested in? <input type="checkbox"/> Working with my child and other children of my child's age with another adult leader. <input type="checkbox"/> Working with the other adults to support those who are working directly with Cub Scouts. <input type="checkbox"/> Working on administrative tasks such as record-keeping or communications.

What resources would you be willing to provide, when needed, for the Cub Scout pack? (Check all that apply.)

Vehicles	Adult meeting locations	Den meeting locations	Pack events locations	Other resources
<input type="checkbox"/> Truck or large SUV The pack might need a truck to pick up inventory for product sales, haul equipment, pull a trailer of equipment, or float in a parade. <input type="checkbox"/> Classic car for parades or special events.	<input type="checkbox"/> Space in your home to host adult meetings <input type="checkbox"/> Outdoor space to host adult meetings <input type="checkbox"/> Access to a location for adult meetings	<input type="checkbox"/> Space at your home to host small meetings of 12 or fewer Cub Scouts <input type="checkbox"/> Access to a location to host small meetings of 12 or fewer Cub Scouts	<input type="checkbox"/> Space at your home to host large events outside <input type="checkbox"/> Access to a location to host large events outside <input type="checkbox"/> Access to a location to host large events inside	<input type="checkbox"/> Extra camping gear <input type="checkbox"/> A workshop with woodworking tools <input type="checkbox"/> A/V equipment (microphone, speakers) <input type="checkbox"/> Large kitchen <input type="checkbox"/> Other: _____ _____ _____

Mission Possible

Pack: _____ **Den/Grade:** _____ **Date:** _____

Pack Committee: _____ Email: _____ Phone: _____

Pack Committee: _____ Email: _____ Phone: _____

Den Leader: _____ Email: _____ Phone: _____

Assistant Den Leader: _____ Email: _____ Phone: _____

Assistant Den Leader: _____ Email: _____ Phone: _____

Other Areas You Can Help

_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

What is a:

Pack Committee Member: Every pack is under the supervision of a pack committee. The pack committee consists of a Committee Chair, Secretary, Treasurer, Advancement Chair, Training Chair, Outings/Activities Chair, Membership Chair, and Committee members at large. Each member of the committee takes a role in helping with the running of the pack.

Den Leader: Each den is led by an adult den leader in addition to other parents, together they plan and carry out a year-round program of activities for the den. Many parents serve as a Den Leader or Assistant Den Leader.

Assistant Den Leader: Assists the Den Leader as needed, carries out duties assigned by the Den Leader, and is ready to fill in for the Den Leader in case of Emergency.



CS19 CUB SCOUT POSITION TRAINED REQUIREMENTS

CUBMASTER & ASSISTANT CUBMASTER		
BEFORE FIRST MEETING		
SCO_450 WELCOME		2:02
SCO_451 AIMS AND METHODS OF CUB SCOUTING		6:17
SCO_453 ADVANCEMENT		10:25
SCO_454 CUB SCOUT UNIFORMS		4:49
SCO_457 DEN MANAGEMENT		5:27
SCO_458 CONDUCTING A CUB SCOUT PACK MEETING		12:05
SCO_462 INVOLVING ADULTS IN CUB SCOUTING		8:46
TOTAL TIME: 49 MIN		
BEFORE FIRST OUTDOOR ACTIVITY		
SCO_460 PREPARING FAMILIES FOR OUTDOOR		5:19
SCO_461 KEEPING CUB SCOUTING SAFE		4:35
SCO_800 HAZARDOUS WEATHER TRAINING		31:00
TOTAL TIME: 41 MIN		
EARNING YOUR TRAINING STRIP		
SCO_463 PACK STRUCTURE		8:02
SCO_464 DENNERS AND DEN CHIEFS		7:54
SCO_465 CHILDHOOD DEVELOPMENT		7:28
SCO_466 CONTINUE THE JOURNEY		4:09
TOTAL TIME: 28 MIN		
PACK COMMITTEE MEMBER		
BEFORE FIRST MEETING		
SCO_450 WELCOME		2:02
SCO_451 AIMS AND METHODS OF CUB SCOUTING		6:17
SCO_454 CUB SCOUT UNIFORMS		4:49
SCO_459 CONDUCTING A PACK COMMITTEE MEETING		9:00
SCO_462 INVOLVING ADULTS IN CUB SCOUTING		8:46
SCO_463 PACK STRUCTURE		8:02
TOTAL TIME: 39 MIN		
BEFORE FIRST OUTDOOR ACTIVITY		
SCO_460 PREPARING FAMILIES FOR OUTDOOR		5:19
SCO_461 KEEPING CUB SCOUTING SAFE		4:35
TOTAL TIME: 9:54 MIN		
EARNING YOUR TRAINING STRIP		
SCO_466 CONTINUE THE JOURNEY		4:09
TOTAL TIME: 4:09 MIN		

DEN LEADER & ASSISTANT DEN LEADER		
BEFORE FIRST MEETING		
SCO_450 WELCOME		2:02
SCO_451 AIMS AND METHODS OF CUB SCOUTING		6:17
SCO_452 BOBCAT		7:08
SCO_453 ADVANCEMENT		10:25
SCO_454 CUB SCOUT UNIFORMS		4:49
SCO_455 CONDUCTING A CUB SCOUT DEN MEETING		8:14
SCO_456 RESOURCES		5:14
SCO_457 DEN MANAGEMENT		5:27
TOTAL TIME: 49 MIN		
BEFORE FIRST OUTDOOR ACTIVITY		
SCO_460 PREPARING FAMILIES FOR OUTDOOR		5:19
SCO_461 KEEPING CUB SCOUTING SAFE		4:35
SCO_800 HAZARDOUS WEATHER TRAINING		31:00
TOTAL TIME: 41 MIN		
EARNING YOUR TRAINING STRIP		
SCO_462 INVOLVING ADULTS IN CUB SCOUTING		8:46
SCO_463 PACK STRUCTURE		8:02
SCO_464 DENNERS AND DEN CHIEFS		7:54
SCO_465 CHILDHOOD DEVELOPMENT		7:28
SCO_466 CONTINUE THE JOURNEY		4:09
TOTAL TIME: 37 MIN		
PACK COMMITTEE CHAIR		
BEFORE FIRST MEETING		
SCO_450 WELCOME		2:02
SCO_451 AIMS AND METHODS OF CUB SCOUTING		6:17
SCO_454 CUB SCOUT UNIFORMS		4:49
SCO_459 CONDUCTING A PACK COMMITTEE MEETING		9:00
SCO_462 INVOLVING ADULTS IN CUB SCOUTING		8:46
SCO_463 PACK STRUCTURE		8:02
TOTAL TIME: 39 MIN		
BEFORE FIRST OUTDOOR ACTIVITY		
SCO_460 PREPARING FAMILIES FOR OUTDOOR		5:19
SCO_461 KEEPING CUB SCOUTING SAFE		4:35
TOTAL TIME: 9:54 MIN		
EARNING YOUR TRAINING STRIP		
SCO_453 ADVANCEMENT		10:25
SCO_465 CHILDHOOD DEVELOPMENT		7:28
SCO_467 PACK FINANCE		7:46
SCO_468 ANNUAL PROGRAM PLANNING		17:34
SCO_469 ANNUAL CHARTER RENEWAL		6:36
SCO_466 CONTINUE THE JOURNEY		4:09
TOTAL TIME: 52:78 MIN		

CLASSROOM OPTION	<p>THE ONLINE TRAINING PLANS LISTED BELOW ARE ALSO AVAILABLE IN A CLASSROOM FORMAT:</p> <p>Cubmaster & Assistant Cubmaster: C40 Cubmaster & Asst. Cubmaster Position Specific Training Den Leader: C42 Cub Scout Den Leader & Asst. Den Leader Position Specific Training Committee Chair & Pack Committee: C60 Pack Committee Position Specific Training</p>	<p>NOTES:</p> <ul style="list-style-type: none">• DEN LEADER TRAINING INCLUDES LIONS THROUGH ARROW OF LIGHT.• HAZARDOUS WEATHER MUST BE CURRENT TO RETAIN POSITION TRAINED STATUS FOR DIRECT CONTACT LEADERS.
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PACK TRAINER POSITION REQUIRED COURSES

- Pack Committee Training
- Fundamentals of Training

UNIVERSITY OF SCOUTING

CALLING ALL ADULT VOLUNTEERS AND YOUTH LEADERS!

Join us for the largest training event of the year! Learn new ideas from fantastic instructors and earn your **BACHELORS, MASTERS, OR DOCTORATE DEGREE IN SCOUTING**. Bring your district and unit committee, unit leaders, interested parents, and youth leaders for a day of learning and camaraderie!

August 9, 2025

8:00am-4:00pm

Location: Point Loma Nazarene University

Commissioners
All Scout Leaders
Merit Badges
STEM - All Areas Scouting
District/Council Volunteers



Outdoor Ethics Leaders
Youth Leaders
Troop Guides
Den Chief
Chaplain Aide

Registration is online. Copy this link into your browser

<https://sdcbsa.doubleknot.com/event/university-of-scouting-2025/3103909>

Cub Scout Leader Sessions

- ☐ Using STEM in Den Meetings
- ☐ Summertime Activities
- ☐ Pack Leader Training
- ☐ Cub Scout Derbies
- ☐ Den Leader Advancement Helps
- ☐ Many Classes for Each Scouting Position!

Venturing/Sea Scouts/Others

- ☐ Recognition/Advancement in Venturing
- ☐ Protecting Youth from Internet Predators
- ☐ Planning a High Adventure Event
- ☐ Leave No Trace – Outdoor Ethics
- ☐ High Adventure Opportunities

Scouts BSA Leader Sessions

- ☐ Life-to-Eagle Process / Boards of Review
- ☐ Using STEM topics in Scout meetings
- ☐ Merit Badge Counselor Training
- ☐ Advancement / Troop Board of Review
- ☐ Troop Leader Training
- ☐ Meeting Ideas That Lead to a Quality Program

And Much More...

- ☐ Scouts with Special Needs
- ☐ Internet Advancement/Scoutbook
- ☐ Ideas to Grow Your Unit!
- ☐ Nova/Supernova Awards

Your Journey to Excellence!

