



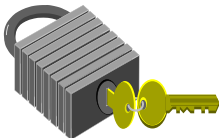
***Scouts of America***

***Troop/Pack 193***

***Limestone, Maine***

***By-Laws***

- October 9, 2007 The Masonic -*
- January 1, 2014 by Shane Theriault -*
- March 5, 2019 by Steve Beaulieu -*
- March 12, 2020 by Steve Beaulieu -*



**Unlock the potential  
of today's youths for  
tomorrow's America**

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**INTRODUCTION**

We are always happy to admit a new member into the brotherhood of Scouting and all that it has to offer. We are anxious to add parents to our roster of talents to help the scouts, leaders, and the Troop/Pack achieves their goals.

We pledge to you to assist each Scout in developing his duties to God and Country, duties to others, and duties to each Scout. We hope to develop his awareness of self-reliance, improve individual and group skills, and increase his abilities and knowledge particularly those of nature.

As in any such organizations, a certain number of rules and guidelines must be followed in order to have a manageable Troop/Pack and provide a good Scouting program to as many boys as possible. With this in mind, the following by-laws, policies, and regulations are set forth. Scouts and their parents are requested to read and understand the following pages prior to signing the application for membership.

## **I. GENERAL**

**a. Sponsor.** Troop/Pack 193, Scouts of America is duly chartered and registered under the sponsorship of the Limestone Masonic Lodge, Limestone, Maine. As the “Chartered Organization,” Limestone Masonic Lodge, Limestone, Maine reserves all rights and responsibilities afforded a chartered organization under current Boy Scouts of America policies.

**b. Meetings.** Regular Troop 193 meetings are held at the Scout Hall at the day and time designated by the Scoutmaster. Courts of Honor are held periodically at various locations as designated by the Scoutmaster. Scouts will be notified of the location and time of the ceremony.

All Scouts should attend all Troop meetings with their Scout Handbook, notepaper, and a pen or pencil. The Troop will be run in accordance with the Patrol and Troop Leadership Handbook, the Scout Handbook, and the Scouts of America guidelines.

Cub Scouts will meet at a time and place designated by the Den Leader(s).

Committee meetings will be held **at least quarterly at a time and location designated by the Chairperson.** All leaders and parents are encouraged to attend.

NOTE: A quorum of at least 51% of the registered Committee Members must be in place prior to conducting business that requires a vote.

The Patrol Leaders Council (PLC) will meet directly after their weekly Troop meeting to plan upcoming events. Per Boy Scouts of America policy, **two registered adults (or one registered adult and one adult over 21 years old) must be present at all scouting functions and meetings.**

**c. Parent Participation.** Every parent is highly encouraged to become active in the activities of the Troop, especially by participating as Troop Leaders, Pack Leaders, and Committee Members, or as required. Parents are invited to all Scouting activities; however, our insurance does not cover unregistered members. The Scouting movement has found that the boys become inactive when parents become inactive. Therefore, the Scout’s parents’ continuing encouragement and appreciation of the Scout’s efforts, especially in planning and guiding in his advancement, are very important. Parents should consider direct participation to assist the troop in community or fundraising projects and other Scout activities.

**d. Scout Participation.** A Scout must be active in attendance and participation to remain in the Troop. Scouts who have not been active in attendance and participation may be asked to resign. Parents will be notified if this action appears likely. Any Scout who misses two months of activities and meetings will be contacted by the Scoutmaster and asked of their intentions. The Scout must choose to become active, take a Scoutmaster/Den Leader approved leave of absence, or resign from the Troop or Pack.

**e. Uniforms.** Thirty days after a boy becomes a Scout, he should have the prescribed uniform. The uniform for Troop 193 includes the following:

1. Long or short sleeve tan BSA shirt (with appropriate patches).
2. Official Troop neckerchief.
3. Shoes (hard soles are best).
4. Official Troop hat (or BSA baseball style cap).
5. Official BSA scout pants or shorts and BSA belt and BSA sock.

The uniform for Pack 193 includes the following:

1. Long or short sleeve blue Cub Scout shirt (with appropriate patches).
2. Official Pack neckerchief.
3. Shoes (hard soles are best).
4. Official Cub Scout hat (currently the baseball cap style).
5. Blue jeans.

Scouts are required to wear their uniform at all Troop, Pack, and Den meetings and all other Scout functions unless advised otherwise. They will also make every effort to see that their uniform fits properly and all authorized patches and numbers are worn in the manner prescribed by the Boy Scout/Cub Scout Handbooks. For safety reasons, no jewelry other than a watch or official BSA accessories will be worn by any Scout during official Scouting activities.

**f. Initial Registration.** The Scout Application and the Personal Health and Medical Record Form should be completed by the Scout and his parents as soon as possible and returned to the Scoutmaster/Cubmaster

Scoutmaster/Den Leader. Unless approved by the Scoutmaster/Den Leader, a new Scout cannot participate in any camping or other activity until they have paid the registration fee and have been registered at the Council office. It is recommended that all Scouts also take the Boys Life magazine. At re-charter time, the Troop/Pack will pay for each boy's registration fee and Boy's Life renewal (one subscription per family). At the time of registration, the parents will have Sustaining Membership Enrollment (SME) explained to them.

**g. Dues.** The boys in the Scout Troop will pay \$5.00 per quarter whether the scout is active or not. If Scout is behind in scout due the Scoutmaster may remove funds from his Scout account to pay these fees. The boys in the Cub Pack will pay \$2.00 per month whether the cub is active or not.

All dues must be paid prior to receiving advancement awards at the Court of Honor/Pack Meeting. Any Scout behind two months in dues will not be allowed to attend Troop/Pack outings and activities. Dues are used to defray the cost of insurance and the purchase and maintenance of Troop equipment. Not included are costs such as personal items, food, and individual participation in camping trips (camporee patches, special events or special Trail medals). It is suggested that each Scout earn this money with the idea that the Scout himself/herself is paying the dues.

**h. Management and accounting for the dues.** To insure that the integrity of the members of Troop/Pack 193 who are charged with the responsibility for collecting the weekly dues paid by the Scouts is never open for challenge, criticism, or doubt, the following procedure(s) will be used.

The dues collected at the weekly Troop meetings will be collected by the Scribe or another Scout designated by the Scoutmaster (or by the Assistant Scoutmaster in his absence). The Scribe will note in a log from which he collected the dues and turn in the dues money and log sheet to the Scoutmaster or other adult designated by the Scoutmaster.

The dues collected at the weekly Den meetings will be collected by the Den Leader/Assistant Den Leader placed in/recorded on a "Monthly Den Dues Envelope."

Dues collected may be spent by the Scoutmaster or Den Leader(s) for bona fide Troop/Den activities. However, a receipt must be obtained and turned in to the Troop/Pack Committee Treasurer in lieu of turning in the actual cash collected.

The Scoutmaster and Den Leaders will list the financial transactions of the Troop/Den on an "Expense Report" and submit it to the Troop/Pack Committee Treasurer at least quarterly.

**i. Individual Equipment.** The following personal camping equipment is highly recommended for each boy in Troop 193:

1. Backpack with frame.
2. Poncho or rain suit.
3. Canteen.
4. Sleeping bag.
5. Ground cloth.
6. Insulated pad (during cold weather).
7. Hard sole hiking shoes.
8. Extra shoes (tennis shoes may be worn around camp).
9. Mess kit.
10. Knife, fork, and spoon kit.
11. Matches in a waterproof container.
12. Compass.
13. Scout Handbook, pencil, and paper.
14. Flashlight and extra batteries.
15. Complete change of clothes.
16. Knit cap (winter camping).
17. Other optional equipment is listed in the Scout Handbook pages 51-54.

Scouts will require, at a minimum, the following items in order to participate in Troop campouts: prescribed Scout uniform; sleeping bag (the popular living room bag is NOT adequate); ground cloth; insulated pad during colder weather; shoes or boots; change of underwear and outerwear; sweatshirt or light jacket; toilet articles; mess kit; matches; and his Official Scout Handbook. Many activities require special items. These items will be discussed during the two meetings prior to departure for the event. If there are any questions, please contact the Scoutmaster or Assistant Scoutmaster and get them resolved prior to the activity. Being told you cannot go on an outing due to equipment problems the day of departure is not helpful to the Scout or Troop. ALL SCOUTS are required to be at the meetings prior to an outing or campout or they will not be allowed on the activity. Exceptions only with approval of the Scoutmaster.

**j. Scout's Fund.** The Scoutmaster/Cubmaster will establish a fund for each Scout which will allow them to make deposits into their "account." The purpose of this "account" will be to provide a way for the Scout to save his money towards Scout Summer Camp, awards, badges or other major Scouting activities which the Scout, rather than the Troop/Pack, must bare the cost. The Scoutmaster/Cubmaster is the point of contact for starting a Scout Fund. Scouts are encouraged to open a personal savings account to help with their scouting activities.

**k. Removal of Money.** To remove any money from a Scout's Fund, the Scout must write a letter to the Troop Committee requesting the funds and give a specific reason for the removal (i.e. to buy a compass, or scouting paraphilia. The Scoutmaster or Assistant Scoutmaster must endorse the Scout's letter to the troop Committee verifying that his weekly dues are paid in full. The Troop Committee will not consider the Scout's request without this endorsement unless the request includes removal of funds from the account to pay unpaid weekly dues. After approval of the committee, a check will be made out to the Scout or vendor. Under no circumstances will reimbursement of funds be made as a result of a Scout resigning, quitting, and aging out from the Scouting program at Troop/Pack 193. No funds earned under the umbrella of fundraising and donations shall be transferred to a new scout's troop if he/she plans on transferring. Only personal funds place into the account from immediate family members may be requested. It shall be the discretion of the Committee to determine if those personal funds requested have already been used for an event.

**i. Troop Account.** The troop and pack will establish a Troop/Pack account. This account will be used for specific events, scout equipment, equipment repair, insurance, leader's expense or other related scout paraphilia cost associated with the training of scouts and leaders and its activities. The approval of these funds will be determined by the Scoutmaster, Cubmaster, Assistant Scoutmaster and Assistant Cubmaster and the chairperson of each committee.

## **II. ADVANCEMENT**

**a. Education.** Education is the chief function of the Scouting movement. Advancement is necessary so that a Scout can maximize his personal development, while participating in patrol and troop activities.

**b. Difficulty Advancing.** A Scout who does not advance penalizes himself, his Patrol, his Troop, his Den, and his Pack. Scouts having difficulty with advancement should discuss their problems with their Patrol Leader, Scoutmaster, or Den Leader. Patrol Leaders are responsible to the Scoutmaster or Assistant Scoutmaster for reporting Scouts in their Patrol who relax in their pursuit of advancement. The individual Scout is personally responsible to ensure that the advancements are recorded on his Individual Scout Record Sheet. Scouts that are having trouble will be provided additional instruction or help as required by the Scoutmaster or Den Leader.

**c. Failure to Advance.** Scouts who do not advance at a reasonable rate will be required to meet a Board of Review to determine why they are not advancing. Together, they will develop a plan or set of goals to help the Scout advance.

**d. Scoutmaster Conference. (This requirement is for Boy Scouts only. Does not apply to Cub Scouts or Webelos.)** The Scoutmaster is the only person who will normally sign off a Scout's Scoutmaster Conference. These conferences will be held in a quiet place without interruptions, preferably during a campout or during leisure time or at a time mutually agreed upon by the Scoutmaster and the Scout.

**e. Merit Badge Application. (This requirement is for Scouts only. Does not apply to Cub Scouts or Webelos.)** Any Scout requesting a Merit Badge application will do so from the Scoutmaster or Assistant Scoutmaster. Each Scout will completely read the individual merit badge book and do as many requirements as possible prior to contacting the merit badge counselor. This will reduce the number of appointments between the Scout and the Counselor. The leader will sign the application and return it to the Scout who then presents the application to the Merit Badge Counselor at the time of their initial meeting. It should be noted that Scouts may work on merit badges at any time and do not need a “blue card” to begin.

**f. Board of Review. (This requirement is for Scouts only. Does not apply to Cub Scouts or Webelos except as noted below.)** For a Board of Review, a Scout will present himself/herself to the Board in the required Scout uniform. All progress reviews and advancement reports will be filled out and signed by the Board Chairperson and at least one other member. The following guidelines also apply to the applicable Review Board.

1. The Troop 193 Committee will hold Boards of Review for Tenderfoot, Second Class, First Class, Star, and Life ranks as necessary for those Scouts who are ready to advance and to interview those Scouts who are not advancing. The Scouts will be reviewed only after completing their Scoutmaster Conference. The membership of the Board should consist of Troop Committee members (at least three) with the Advancement member (or Assistant Advancement member) as the Chairperson. The Scout Board of Review is just that, a review of the Scout’s progress, skill, and knowledge. It is not an in-depth examination, but a spot check to verify the Scout is ready to be advanced to the next rank. The Scoutmaster and the Scout’s parents will not be on the Board of Review.

2. A special Eagle Scout Board of Review will be conducted for Eagle Scout candidates as soon as possible after all the requirements are met. The Board should be convened in surroundings (a nice office, conference room, Chapel, etc.) which are consistent with the honor being considered. The voting Board members will consist of at least three Troop Committee Members, the District Advancement Chairperson, and as many concerned adults (teachers, clergy, special role models, etc.) as is considered necessary. The Scoutmaster and parents may be present at the pleasure of the Voting Members of the Board, but will be asked to leave when the candidate is excused while the Board deliberates.

Eagle Scout candidates should not be drilled on fine points of a particular Scout craft or merit badge, rather the Board should observe the maturity and consider the candidate’s responses to questions about life goals and moral issues.

### **III. CAMPING/OUTINGS**

**a. Camping.** Camping is a special part of the Scout program and Troop 193 will try to have a Scouting activity one weekend each month. One week at Katahdin Scout Reservation, Camp Roosevelt is scheduled for the summer. Locations and dates are furnished in advance to the Scouts. The one-week summer camp at Camp Roosevelt highlights our camping program and is recommended for all Scouts.

**b. Physical.** Prior to attending any outdoor activities, a Scout must have on file with the Scoutmaster a current physical. Each Scout must be healthy and physically capable of completing any attended outdoor activity. Before departing on any outing, the Scoutmaster or leader of the planned trip will have in their possession an individual permission slip for the planned activity.



**c. Adult Requirement.** A minimum of two registered adults (or one registered adult and one adult over 21 years old) will accompany the Troop on all Troop activities. The Scoutmaster or Assistant Scoutmaster will be the final authority on determining the requirements for adult supervision on troop/patrol events.

On a Patrol outing, at least two adults (one registered adult and one adult over 21 years old) will accompany the Patrol as approved by the Scoutmaster. -

No Scout may go to or from any Troop/Patrol activity in a vehicle driven by a person under 21 years old. Scouts are not authorized in the rear compartment (truck bed) of pickups and like vehicles where approved seats and restraining devices are not present. (Exceptions: parades, floats, and like activities such as hay rides, sleigh rides, etc.) Seatbelts must be used by all Scouts and Scouters. Please refer to the Guide to Safe Scouting for exceptions such as parades.

For campouts involving Pack 193, each Cub Scout must have a parent accompany him on the activity or supply a power of attorney covering medical treatment.

**d. Lack of Adult Participation.** In cases where sufficient adults do not volunteer to support Troop/Patrol activities, it may be necessary to cancel the activity for the lack of parent/adult participation as determined by the Scoutmaster.

**e. Must Be Registered.** A boy/girl must be a registered Scout of Troop/Pack 193 through the Council in order to go on Troop/Patrol outings. The Scoutmaster may occasionally authorize a Good Turn (allowing a Scout from another Troop to attend).

**f. Must Have Permission.** Under no circumstances will Scouts of this Troop engage in outdoor Scouting events (campouts, hikes, tours, etc.) without express permission of the Scoutmaster or Assistant Scoutmaster. In the event such an activity is undertaken, no credit can be given for any achievement accomplished, or can the Scouts of America, Troop/Pack 193 or its sponsor be held responsible or liable in case of personal injury, property damage, etc.

**g. Must Attend Meetings.** To attend a Scout outing, the Scout must attend, as a minimum, the two Troop meetings immediately prior to this event for planning purposes. If a Scout cannot be at these meetings, he must give prior notice or adequate reason and have special approval from the Scoutmaster to attend the outing.

**h. Scoutmaster Approval.** No Patrol campouts will be attempted without prior approval of the Scoutmaster. This approval will not be considered unless a request for the campout is submitted at least one week in advance of the planned trip. Requirements at the time of the request are:

1. Purpose of the outing.
2. Detailed work schedule.
3. Detailed menu/food list.
4. Names of the two adult supervisors.

**i. Plans For Troop Activities.** Troop campouts or hikes will include Scouting Achievement Goals and details of required equipment. A detailed menu, food list, and work schedule will be approved by the Senior Patrol Leader and will be posted on all campouts. All Troop campouts will be in Patrol style with Patrol cooking. If for some reason the Patrol method is not feasible, the Scoutmaster may elect other options as reasonable.

**j. Funds.** All money for food and/or transportation will be paid no later than the Troop meeting prior to the activity.

**k. Equipment.** Scouts using Troop equipment will be held responsible for all damages incurred through negligence or misuse on their part. It is up to each Scout to know his equipment and how it should be used. Any questions on setting up equipment will be directed to the Senior Patrol Leader, the Troop staff, the Scoutmaster, or a person delegated by them.

NOTE: The Troop/Pack is not responsible for damage or loss of equipment owned by the individual Scout(s) who choose to bring their own equipment on a campout.

**l. Patrol Leader.** The Patrol Leader will be responsible for making sure that his patrol has adequate tentage and Troop furnished equipment for each camping trip. The Patrol Leader will be responsible for assigning to different Scouts equipment that needs to be carried home for cleaning or drying. He will keep a written list of these assignments and turn a copy into the Scoutmaster and Quartermaster before leaving camp.

**m. Troop Quartermaster.** Equipment will be issued by the Scoutmaster, Assistant Scoutmasters, and the Troop Quartermaster only. No Troop equipment will be returned unless it is first cleaned inside and out. Final responsibility for cleanliness lies with the Patrol Leader and the Troop Quartermaster.

**n. Open Flames.** Candles, sterno cans, matches, lighters, and similar items (any items producing open flame) are strictly forbidden in tents at campouts. EXCEPTION: They may be included as part of an “emergency kit” and will be used only in an emergency.

**o. Chemical Fuels.** The use of liquid gas lanterns and stoves is governed by a policy letter on the use of chemical fuels issued by the Boy Scouts of America. The policy basically states that the use of stoves and lanterns using chemical fuels must be supervised by an adult and they may not be used in tents.

**p. Unauthorized Items.** Portable electronic devices, cells phones, etc. or pets will not be allowed at Scout activities. This includes the transportation to/from events when not specifically approved by the Scoutmaster. Rifles, BB guns, and like equipment will not be taken to Scout functions except when specifically authorized by the Scoutmaster for Marksmanship Merit Badges or other event. No hatchets, sheath knives, throwing knives, martial arts weapons, or knives with blades longer than 3 ½” will be carried by Scouts. The Scoutmaster is the final approval authority for all knives and other items used during Scouting activities.

**q. Behavior Problems.** If a Scout becomes uncontrollable, he will be taken to the nearest phone, his parents contacted, and sent home. This is a very hard decision and will be done only under the most serious conditions. If the parents could not be contacted, the problem will be brought up before the Troop Committee at the next scheduled meeting. The Scout and his parents will be required to attend the meeting.

**r. 50-Mile Hikes.** Fifty-mile hikes are restricted to registered Scouts of Troop 193, the Scoutmaster, adult Scouters, parents, or qualified tour leaders. Final permission rests with the Scoutmaster. Prerequisites are:

1. Successful completion of at least one current 20-mile hike or three 10-mile hikes.
2. Be at least a First Class Scout.
3. Take part in the planning and preparation for the trip during all stages of the process.

**s. International Scout Events.** A Scout must be a registered Scout of Troop 193, in good standing, to attend all International Scouting Events.

**t. “Totin’ Chip.”** The “Totin’ Chip” is given to Troop 193 Scouts who have demonstrated an understanding and ability to safely use knives, axes, and other outdoor tools. The following rules apply to the “Totin’ Chip”:

1. All Scouts will be forbidden to use, handle, or carry knives, axes, or saws unless they possess a valid “Totin’ Chip” and it is on their person at all times.

2. All Scouts must surrender their “Totin’ Chip” to any adult Scouter or the Senior Patrol Leader upon demand. If a violation of safe handling rules exists, the offender will have one or more corners of their card removed.

3. Lost “Totin’ Chip” or “Totin’ Chip” with all corners removed will be replaced only after the individual is reviewed by the Scoutmaster on his proficiency.

4. Any person not remembering to bring his “Totin’ Chip” card on a campout, or who loses it will be denied “Totin’ Chip” privileges.

**u. Drugs.** The possession or use of narcotics, alcoholic beverages, or tobacco is prohibited at all Scouting functions except in designated smoking areas.

**v. Handbook.** Scouts who have not reached the rank of First Class must have a Scout Handbook on each camping trip. All Scouts are expected to bring their Handbook to all weekly meetings.

**w. Medical Supplies.** All Scouts and adult leaders are required to notify the Scoutmaster of their need to possess any medical supplies such as prescription or over-the-counter drugs, bee sting kits, or insulin.

**x. REMINDER.** Failure to comply with these by-laws will prevent the Scout from enjoying the privileges of membership in the Troop/Pack. Going on campouts or participating in all other Troop/Pack/Den activities is a privilege. Therefore, only Scouts who meet the requirements will be allowed to participate.

**IV DISCIPLINE.** Discipline is not normally a matter of discussion in Scouting by-laws and regulations because the behavior of a Scout is set forth in the Scout Law and the Scout Oath. It is our objective to teach each Scout the meaning of the Scout Law and the Scout Oath. The Scouting movement is designed primarily to teach a boy/girl values as he develops his duty to himself, to others, and to his God and country. However, when discipline problems arise, the following procedures will be applied:

**a. Hazing.** There will be no hazing under any circumstances.

**b. Fights.** If a fight occurs (verbal or physical) or the threat thereof, the adult Troop Leaders and/or Patrol/Den Leader(s) will immediately break it up and/or prevent the fight and/or restrain the boy(s) causing the trouble until the Scoutmaster or designated leader can sort out the problem and take appropriate action. NOTE: Breaking up the fight and restraining the boys will be accomplished using the LEAST amount of physical contact between a Scout Leader and a Scout during any disciplinary action or incident. This incident will be documented and discussed with the Scout and his parents at the soonest possible time and discussed during the next committee meeting.

**c. Causing Problems.** When a Scout is identified by either an adult or another Scout as causing problems during a meeting or other Scout event, the following rules will apply:

1. NO PHYSICAL CONTACT between the Scout Leaders and a Scout is permitted (except as outlined in paragraph IV b.

2. If a Scout is spoken to three times in a disciplinary manner due to his behavior during a meeting or Scout event, on the third time the Scout is spoken to, he will be asked to call his parents or his parents will be called by the Leader and the Scout will go home for the remainder of the meeting or activity. Parents will be told the reason for the Scout not being able to finish the meeting or activity.

**d. The 3-3-3 Rule: 3 times spoken to at one meeting/activity, the Scout’s parents are called and asked to come and pick up the Scout. 3 times the Scout needs to be sent home, then parents will need to attend the next 3 meetings/activities for Scout to attend.** This rule will be used to the maximum extent possible to solve discipline problems. In other words, if problems continue with a Scout, and/or he is required to leave three meetings or activities, and/or on the third time his parents are called, the Scout’s parents will be advised that they will be required to attend the next three meetings or activities with their son or their son will not be allowed to attend. If the parent’s involvement or lack thereof fails to correct the problem, the Scout and his parents will be asked to meet with a Board of Review. The Scout and the Board will discuss the behavior and try to resolve the problem.

**e. Alternatives.** If a Scout has continuing problems and the Board cannot attain a satisfactory solution, the following alternatives will be considered:

1. The Scoutmaster and Committee Chairperson will arrange a meeting with the Scout’s parents to discuss the problem.

2. The Scout will be asked to resign. **This action is contrary to the purpose of Scouting and will be the last resort.**

**f. Final Say.** A decision reached by a majority vote of the Troop/Pack Committee, using these by-laws as a guide in matters of discipline and/or actions taken by the Scoutmaster/Den Leader, is final but may be appealed to the Unit Commissioner.

**V. COMPLAINT RESOLUTION**

Complaints should be addressed through the chain of command and resolution should not take longer than three months from when it was originated. Chain for complaint resolution is:

- A. individual which complaint is being filed against,
- B. Troop/Pack leadership,
- C. Troop/Pack Committee,
- D. Charter Representative.

<b>Person making the complaint.</b>
<b>The Troop/Pack Leader addressed by the above person making the complaint.</b>
<b>If no resolution is made to the satisfaction of the person making the complaint he/she address the Troop/Pack committee by place his/her complaint in writing.</b>
<b>If the Troop/Pack committee hasn’t satisfied the person making the complaint, the complaint letter will be forwarded to the Chartered representative for final resolution by meeting with all parties above.</b>

**VI. PROFIT**

No leader, parent or scout associated with the Troop/Pack may profit by soliciting a sales program of any sort that he or she is affiliated with. An example of such company but limited to, a person is a salesperson for a candy bar company that solicits the scout to sell candy bars in which the person will make a profit. Any leader, parent or scout may not profit from the scouting program once he/she leaves the scouting program for a period of 18 months after officially disassociating himself/herself with the program.

**VII. PICTURE TAKING**

Picture taking policy was established on April 1, 2004. Signed picture taking consent forms are to be obtained from parents annually or as new members join the Troop/Pack. Pictures taken by person at scout activities not affiliated with the organization are to be given to the leader. Anyone taking pictures not affiliated or uninvited are to be reported to Law Enforcement, Scout/Cub Master and the Chairperson. Any person who knowingly observes or suspects pictures are being taken for sexual use or pornography are to immediately report this activity to the Chairperson and Law Enforcement.

BSA Limestone 193 encourages parents and family members to take pictures for memorabilia purposes. Any violation of this policy by a scout leader will result in immediate dismissal from their position. The scouting organization cannot control the possibility of pictures taken by people at public events such as parades and festivals. Any parent suspecting problems should contact Law Enforcement to raise their concern.

**VIII. GIRLS JOINING THE TROOP**

The Committee and leaders will follow the National Guidelines set for all girls. These guidelines are changing constantly as this is a new program and shall be followed when girls are wanting to join.

**IV. CONCLUSION**

The development of a Scout is a lengthy process and it comes in various ways. It comes from advancement in rank, camping with other Scouts, competing with other Scouts, holding office in the Patrol or Troop, serving as Den Chief, and from many other ways, including parental participation in which Scouting seeks to develop leadership, personality, and character. It is our desire that each Scout achieve to the limit of his ability. Each Scout will be given the guidance and opportunity that is necessary to earn his Eagle Scout Award. The Scoutmaster can only do so much. The Scout himself must be willing to work, participate, make decisions, cooperate, obey orders, and be patient. His parents must be willing to give of their time, interest, and encouragement. Every Scout will not become an Eagle Scout, but every Scout should absorb many of the ideals of Scouting and thus become a better citizen and a better individual.

These Troop/Pack 193 By-Laws have been review, updated and approved by the Troop Committee and Chartered Representative and are effective the date sign and approve by its committee.

_____	<u>March 20, 2020</u>
<b>Masonic Charter Representative, Steve Beaulieu</b>	<b>Date</b>
_____	_____
Scoutmaster	Den Leader
_____	_____
Assistant Scoutmaster	Chairperson
_____	_____
Committee Member	Committee Member