

“CAN YOU DIG IT?”

2026 LEADER GUIDE



**IMPORTANT INFORMATION FOR UNIT
LEADERS ATTENDING SUMMER CAMP AT
BEAR PAW SCOUT CAMP**

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Bear Paw Basics

Facts most useful to new leaders or units

- **If you mail 100% of your completed health forms AND your completed unit swim classification form to camp before June 7th - Receive a FREE slushie per camper!** (See more [*important information*](#) about completing swim classification and health forms on pages 11 & 16.)
- Per Wisconsin Recreation/Education Camp Code: health forms must remain at camp after you leave. **Please retain originals and submit copies of any forms you wish to keep.** We do not have the capacity to make copies of health forms for you at camp.
- **Program (Merit Badges and Activities) sign-up will OPEN at 3:00 PM on Saturday, April 18th 2026.**
- Participants must be paid up-to-date with the payment plans in order to sign-up for programming.
- Thursday evening ALL units will participate in a **Campsite Cookout - Bring a campfire grate or grill** to prep your dinner on - We provide the food. (See page 26 for more information.)
- **Bring your own tents** - We do not provide them.
- **No vehicles are allowed in camp during the week** - Unit trailers and gear are transported to your campsite by your unit, but then the vehicle must be parked in parking lot.
- Units have the option to cook all or some of their meals in their campsites. (See page 17.)
- We have **beautiful Bear Paw Lake** for your swimming, boating, and fishing needs - No pool.
- **Internet** availability at camp is limited to specific buildings, but cell phone coverage is good for most carriers - If you need to attend a meeting virtually, please discuss with camp management where and how best to connect to the internet.
- **All adults spending the night must be registered members** of the Scouts BSA unit they're attending camp with - AND their Safeguarding Youth Training must be up-to-date. (See page 17 for more information about registration requirements.)
- Units are encouraged to assist with camp-wide duties. (**Daily Good Turns.**)
- **Advancement instruction** starts on the times given in this guide and end 10 minutes prior to the listed end-time - Unless noted otherwise, merit badges meet Monday through Thursday.
- **Friday is set aside as an open programming day.** (See page 25 for more information.)
- **We are genuinely EXCITED to provide our campers an exceptional Summer Camp Experience.** If we let you down or fail to meet your expectations, PLEASE let camp leadership know ASAP!

The Bear Paw Experience

A message from the camp leadership

Camp Leaders,

Thank you for choosing Bear Paw Scout Camp as your destination for summer camp in 2026; we're so glad you're coming to our little slice of heaven!



Our tradition began eighty-one years ago serving scouts in the Northwoods of Wisconsin. With our rich tradition of excellence and dedicated staff, we have been providing one of the most exceptional programs in the nation and have become a "Home Away From Home" for many units, scouters, scouts, and staff from across the country.

We had an incredible summer camp season in 2025! Our staff and campers had a blast and together delivered one of the all-time best seasons in our long history. Last year's staff accomplished an impressive Net Promoter Score of 9.3. They had so much fun serving you in 2025 the vast majority of our staff from last year are returning for the 2026 season! They want to know, "Can you dig it?!"

This year's staff is delighted that your unit has chosen to take part in this fun experience. With hundreds of other camping options, we are glad you chose to spend part of your summer with us; it is our goal to provide you and your scouts with the experience of a lifetime. We have another exceptional group of staff and directors returning, along with the largest class of Counselors-In-Training we've had in decades...All dedicated to ensuring we exceed your unit's expectations.

This Leader Guide provides you with details about our programs, procedures, and services. Please take some time to read this guide in preparation for your adventure with us this summer. We encourage you to share this with your Senior Patrol Leader and any other adult leaders attending with your unit. We are excited and pleased to serve as your camp leadership. Our goal is to ensure every scout and leader that comes through our gates has their very own "Bear Paw Experience." Thank you for choosing Bear Paw Scout Camp, we look forward to seeing you at camp!

Patrick Williquette
Bear Paw Camp Director
(920) 427-9023
bearpawsc.pat@gmail.com

Zach Jensen
Bear Paw Program Director
(920) 427-9023
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Dan Skrypczak
BLC Director of Outdoor Program
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daniel.skrypczak@scouting.org

Bay-Lakes Council Camps are dedicated to providing customers and guests with adventures beyond the expected! We are committed to providing the facilities, programs, services, and camp staff that will consistently exceed the expectations of our visitors. Our Scout Camps will be safe havens for experiencing the best of the adventures and values of Scouting America!

2026 Camp Leadership

Over a hundred years of collective camp staff experience



Patrick Williquette | Camp Director

Patrick has been a longtime member of the Bay-Lakes Council as a scout, leader & camp staff member. This will be Patrick's 6th year serving in the Camp Director role at Bear Paw. He has served many roles on camp staff over the years, dating back to 1987. He is a Special Education teacher at Shawano Community Middle School and has a degree in Economics and Business Administration from the UW - Green Bay. For Pat and his wife, Scouting is a family affair; all of their kids have been in the program or still are. Pat takes great pride in ensuring his staff exceed your expectations.



Zach Jensen | Program Director

For his 7th year on camp staff, Zach will be serving as our Program Director. He previously served as Camp Commissioner, Outdoor Skills Director, and various program delivery roles. With 14 years' engagement in Scouting and trainings at National Camp School, he has developed a love for novel and fun outdoor activities. Outside of camp, he recently graduated from the UW - Platteville with a degree in Engineering Physics. In the Fall he'll be beginning his Doctor of Optometry program. This summer, Zach is excited to lead our program and ensure adventure beyond the expected!



Graham Thiel | Camp Commissioner

Graham has been on Bear Paw Camp staff for 6 years in various roles, most recently as the Outdoor Skills Director. Graham attends the UW - Stevens Point. He has a joyful compulsion to cheerfully serve others. He is stepping into a key role earlier than most because it is the right development opportunity for him and the camp. Graham will be closely mentored by long-time Commissioner, Steve Schneider who has served as a unit, district, and camp commissioner for almost 40 years. Both Graham and Steve love facilitating training for the scouters who serve the youth at the unit level!



Leslie Schmidtke | Business Director

Leslie is in her 9th year on camp staff, and her 8th year as a director. She previously served as the Trading Post Manager and Services Director. In her free time, Leslie can often be found serving as a Range Safety Officer, helping ensure our Range & Target activities are both fun and safe! In addition to her administrative skills in the camp office, Leslie is also an avid Sporting Clays enthusiast. Outside of summer camp, she holds a Masters Degree from the UW - Stevens Point, and works as a Speech & Language Pathologist for the Marinette School District.



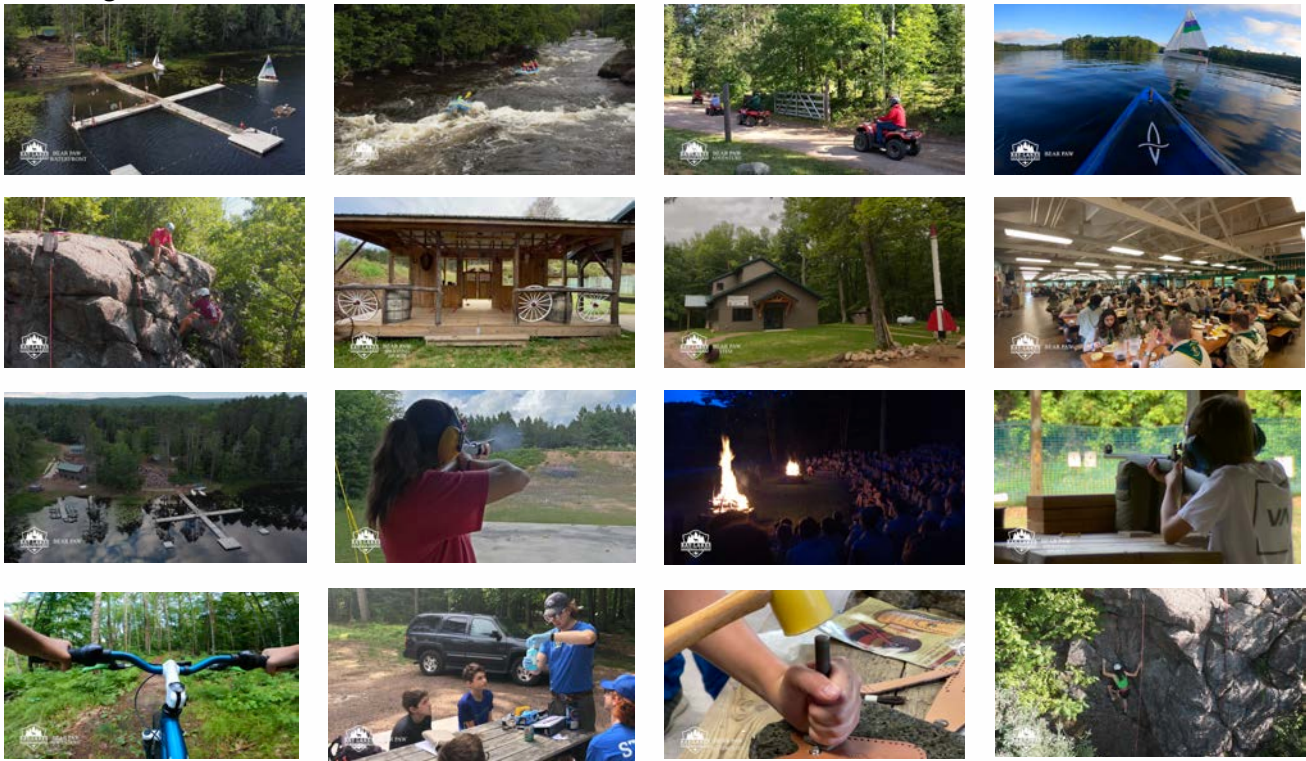
Andy Anderson | Camp Ranger

After college, Andy joined the Army and was the Shooting Sports Director for Camp Alan Faye and Camp Pupukea, both in the Aloha Council of Hawaii. After leaving active duty, he was the Assistant Scoutmaster with Troop 828 and later, the first Scoutmaster of Troop 825. Andy earned his Wood Badge Beads in 1991. In 1995, he accepted the Camp Ranger position and has served Bear Paw Scout Camp and Bay-Lakes Council faithfully for 31 years! He is an EMT with the local Mountain Ambulance Service. He has completed the Ranger Certification at National Camping School and has served on NCS staff. Andy and his dedicated corps of Camp Engineers keep Bear Paw Scout Camp beautiful!

Bear Paw Scout Camp at a Glance

“Where the Scout Handbook Comes Alive!”

Nestled in the middle of the Nicolet National Forest in northeastern Wisconsin, Bear Paw Scout Camp sits on 317 acres of wilderness and is a treasure of Scouting fun in a wonderful natural setting.



Located on the shores of beautiful Bear Paw Lake, 5 miles (8.0 km) east of Mountain, Wisconsin, Bear Paw Scout Camp offers 5 sessions of week-long resident summer camp for Scouts BSA. Our summer camp program offers 70 different merit badges, dozens of high-adventure opportunities, and a plethora of adventures beyond the expected!

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.



Preparation Timeline

A schedule for proper unit planning



Registration Opens:

Submit your Unit Registration for Summer Camp & Recruit 2 Deep Adult Leadership
<https://scoutingevent.com/635-2026summercampbearpaw>

Dec. 1

March 24

Leader Guide & Program Schedule Released:

Work With Scouts to Plan Which MBs They Want to Sign-Up For April 18th

Hold A Unit Camp Promotion Meeting:
Gives New Scouts & Parents a Chance to Learn

Campership Applications:

Deadline to submit is 04/30/26.
<https://247scouting.com/forms/635-2026CampershipRequest>

Health & Medical Record Forms:

Begin Collecting Parts A, B, & C

April 1

April 18

Program Sign-Up Opens at 3:00 PM:

Participants Must Be Paid Up With Payment Schedule to Register for Programming

Schedule Pre-Camp Swim Checks:

Check with local YMCA or Schools to set-up a unit swimmer classification test

Special Dietary Request:

Complete the Special Dietary Request Form for each Camper. *May Incur Additional Fee, up to \$42.00*

Health & Medical Record Forms:

Mail Completed Forms to CAMP

May 1

May 15

Complete Prerequisites for MBs:

work with scouts to ensure they're working on and completing prerequisites.

Final Payment Due:

Pay your remaining balance of camp fees by this date to avoid the \$25.00 late fee incurred on any outstanding balances on June 1

May 31

June 15

Last Chance to Add Late Registrations AND Mail Outstanding Health & Medical Record Forms

Summer Camp at Bear Paw Scout Camp Starts in 20 Days - Get Those Forms Mailed to Camp



Preparation Timeline

We strongly suggest you follow these steps in your unit planning for camp

Right Now

- If you haven't already, **submit your unit reservation and camper deposits to secure space** (see page 13 for information on how to register for camp).
- **Inform all Scouts**, Arrow of Light Scouts (who will be crossing over into your troop before summer camp), and their parents about your unit's summer plans.
- **Recruit at least two registered adult leaders** (both 21 or older) to be in camp at all times during your stay. Recruit more if you will have 20 or more Scouts at camp. Any time your unit does not have the required number of registered adult leaders on the property to spend the night, an adult staff member will be assigned to sleep at your site and your unit will be charged a \$100.00 fee per night.
- **Take note of the payment plan** in the registration and stay on target with due dates so when merit badge sign-ups open, your unit will be eligible to sign-up and not be delayed selecting classes for your Scouts.
- **Review the program schedule** (see page 29) for merit badges, advancement, and adventures being offered. Consider each Scout's advancement needs when assisting them with creating a plan.
- If you want families to utilize **Parent Portal**, and individually be responsible for payments and program sign-ups, it will be important that you set that up now and provide families with their Parent Portal Credentials ASAP (see pdf attached to event on the online registration page.)
- **Begin collecting the required Scouting America Health and Medical Record Forms.** Remind families that Parts A, B, & C are all required REGARDLESS of how long their campers are actually spending at camp. **Part C is required for every camper!** Part C requires a physical examination by a qualified medical professional. If they don't have a physical exam already scheduled, they need to do that NOW! The health forms can be found here: [Scouting America H&MR Forms](#).

April

- **Submit all Campership applications no later than 11:59 PM on April 30th.** No additional applications will be accepted after the deadline. If you have Scouts who are on the fence about attending camp but will need financial assistance to attend, have them complete the application now.
 - The 2026 application can be found at <https://247scouting.com/forms/635-2026CampershipRequest>. With generous support from the Kon Wapos Lodge of the Order of the Arrow and a number of generous donors, we are able to **offer camperships to all youth campers** who apply regardless of which council their unit is part of. Campership dollars are limited. We try to help every Scout who asks for assistance, even if it is only a partial campership.
 - Please do not apply for Campership assistance unless the cost of attending will be a real hardship which would otherwise prevent a Scout from attending. Thanks!
 - If your unit has families for whom the cost of attending camp is not a determining factor; who have the means and feel called to **make a tax-deductible restricted donation to our Campership Fund so we can help more Scouts get to camp**, please reach out to the Bay-Lakes Council's Director of Outdoor Programs, Dan Skrypczak at daniel.skrypczak@scouting.org or (920) 205-3553. Thank you for helping all Scouts attend summer camp!
- **SIGN-UP FOR MERIT BADGES AND PROGRAMING:** Sign-up opens at 3:00 PM CT April 18th. PLEASE NOTE: You MUST be up-to-date with the payment schedule to sign campers up for programing.
- **Please mail any completed Health and Medical Record forms TO CAMP** (see address on last page). Our Health Officers will begin reviewing the forms BEFORE camp so if they have any concerns, they can address them before your arrival. Please include a cover sheet which includes your unit number, the registration identification number and registered contact's phone number and email address. Thanks!
- We recommend contacting your local YMCA or municipal pool and **setting up a pre-camp swim test** for your campers. This will greatly reduce the time required for your unit to check-in upon your arrival to camp (please see page 11 for important information regarding Scouting America's rules for taking your swim test before camp).

Preparation Timeline

We strongly suggest you follow these steps in your unit planning for camp

Early May

- Send out final **camp notice to all parents**, including a list of **what to bring** (see page 12)
- Have Unit Committee members visit parents of Scouts who are not registered yet to **encourage their attendance with your unit or provisionally** as an individual (if the session your unit is attending doesn't work for their family's summer schedule - see [Provisional Camping](#)).
- Work with each Scout to **make sure they're working on any prerequisites for programing** (prerequisites will be finalized and published on the camp registration website by April 4th).
- Complete the Special Dietary Request form for each individual requiring dietary accommodations (**PLEASE NOTE: special diets are subject to a \$42.00 fee**).
 - Here is a link to the [Bay-Lakes Council Special Dietary Request Form](#).
 - A separate form is required for every camper needing dietary accommodations.
 - Please make sure they pick the correct camp; marking the wrong camp will result in the fee being charged, but the specialty food being ordered for and sent to the wrong camp property.
- Ensure ALL youth and adults attending camp have their medical forms completed and send any remaining unsent forms to camp with the previously mentioned cover sheet.
- **Add any additional campers to your registration and submit your final unit payment** (due by 11:59 PM on May 31st to avoid \$25.00 Late Fee).
- **If paying with a credit or debit card, a convenience fee of 3.5% will be added.** To avoid paying a convenience fee, consider paying by Bank ACH or by sending payment (before the end of payment period) with clear allocation instructions to the Bay-Lakes Council Center for Scouting at P.O. Box 267, Appleton, WI 54912-0267
- **Medication Dispensing:** One of the registered adult leaders attending camp with your unit must be designated as the unit's **Medication Administrator**. This adult will be responsible for dispensing any medications to your campers.
 - The State of Wisconsin now requires each unit to control all medications in a lockable container, in their original bottles, and maintain a log of all medications dispensed in a bound logbook.
 - Your unit's Medication Administrator will need to take the state required [Medication Administration Principles \(Basic, Oral, Ear, Eye, and Topical\)](#) **online training course**.
 - Completing this training will take about an hour.
 - They should **print their certificates of completion** after passing each assessment quiz at the end of each of the five modules. They should make copies and bring them to camp (please see more important information about this requirement on page 16).
- **Campsite assignments will be completed by May 29th.** Please refer to the campsite matrix for your session(s) to see who the other unit(s) are that you may be camping with.
<https://scoutingevent.com/635-2026summercampbearpaw>
 - We encourage you to reach out to their Registration Contact and set up a meeting with their onsite leaders prior to camp.
 - This is a great chance to discuss any potential issues that might arise such as any accommodations being made for special needs scouts, or if you have folks utilizing CPAP machines and hoping to utilize the limited sites with electricity.
 - Even if you don't foresee any issues, being friendly, courteous, and kind before you arrive can help ensure everyone has a better experience once at camp!
- Encourage the Troop PLC or Crew COA to have the unit's youth **plan and practice a theme-based song or skit** ("Be prepared"). This year's theme is "Can You Dig It?" Many camp activities will have a paleontological vibe to them. Your unit is not required, but encouraged to participate in the fun!

Preparation Timeline

We strongly suggest you follow these steps in your unit planning for camp

Late May

- Have any campers who use CPAP machines plan for and test their mobile power set-ups to make sure their CPAP machine will work as expected while using a battery or silent power bank like the Jackery 1000 Power Station. **Bear Paw Scout Camp DOES NOT PROVIDE BATTERIES for CPAPs due to the liability involved if they fail.** Most CPAP machines use significantly less power if the user turns off the humidifier function. If they test their system before camp and get used to using it without the humidifier for the week before they come to camp, they'll get much better sleep while at camp and have a much better time!
- Encourage Scouters and Scouts to locate any old Bear Paw Scout Camp apparel or uniforms. We celebrate **“Throwback Thursdays”** at camp, and your campers are invited to participate!
- Make sure all adult leaders who are planning to spend any nights at camp have completed the required **Safeguarding Youth Training**. <https://www.scouting.org/training/youth-protection/>
 - If any adults show up at camp and their Safeguarding Youth hasn't been completed, they will need to complete it Sunday evening at camp or leave
 - If they are one of only two adults and cannot complete the training before the opening fire, the unit will need to leave and will not be eligible for a refund. Please make all adults SYT is up to date so this doesn't have to happen.
- **SEND ANY OUTSTANDING MEDICAL AND HEALTH RECORD FORMS TO CAMP!!!**
- Make sure any required **waivers, permission slips, or indemnifications have been completed, dated, and signed by parents or other legal guardians**; make and retain copies.
 - We recommend creating a binder with a tab for each camper
 - Include the following for both adults and Scouts:
 - Program Schedule
 - Waivers, Permission Slips, Idemnifications
 - Any applicable Certifications of Completion (*ASI ATV, DNR Rider, SYT, Cowboy Action, etc.*)
 - Evidence of completion of prerequisites
 - An extra copy of their Health & Medical Record forms with a copy of Insurance Card
 - Fishing license (*if applicable*)
 - Emergency Contact Information
- Collect any outstanding fees from families who still have balances and submit your final payments via the registration website by 11:59 PM on May 31st or at the Bay-Lakes Council Center for Scouting no later than 4:00 PM on Friday May 29th to avoid the \$25.00 late fee being applied to all campers with outstanding balances as of 12:00 AM on Monday June 1st.

Two Weeks Before Camp

- Check on each Scout's pre-camp advancement work to ensure they've been working on their prerequisites.
- Hold an inspection of personal packs and equipment at a weekly unit meeting to ensure everyone is prepared to have a fun and safe summer camp experience!
- Make final advancement/program changes up to two weeks prior to your session.

A Few Days Before Camp

- Complete final check on transportation plans to make sure everyone has a ride to and from camp.
- Ensure rides will be back at camp to pick Scouts up before 10:00 AM on Saturday of your departure.
- Remind the Scouts of the behavior standards necessary for a Scouting trip.
- Remind campers to pack a lunch for the day you arrive, unless you plan to stop.

Preparation Suggestions

We strongly suggest you follow these steps in your unit planning for camp

Leadership

- The Adult leaders who will be staying at camp should have some camping and Scouting experience.
- **The safety of our youth is of greatest importance at camp:**
 - ALL ADULTS accompanying a unit must be BSA Registered Adult Leaders,
 - All Adults must be In good standing with a completed background check,
 - All Adults must have an unexpired Safeguarding Youth Training completion cert.
- **Female and Family troops with female Scouts must have at least one registered female adult (age 21+) present at all times.** They need to be registered with the same unit as the female Scouts they're supervising. This can be accomplished by multiple registrations across units with Charter Organization Representative's permissions. You will need to work with your local council to set that up ahead of time. Start ASAP if it is a real possibility that you won't have a female leader attending with your unit.
- Every unit regardless of size is **required to have at least two registered adult leaders every night.** We recommend you have at least three so that if someone is injured or needs to leave for an emergency back home, you do not need to scramble to find another leader to come to camp or pay us the \$100 per night to have one of our staff help with supervision.
- An **additional leader is required for every additional 1-10 scouts beyond 20.** If you have 1-20 Scouts you technically only need two adult leaders, if you have 21-30 Scouts attending you will need three adult leaders, if you have 31-40 Scouts attending you will need four adult leaders, etc.



Arrival

- You need to arrive between 1:00 PM and 3:00 PM on Sunday. PLEASE DO NOT ARRIVE BEFORE 1:00 PM as our staff are legally required to have at least 24 hours off between sessions. If you arrive early without making prior arrangements in your registration, we will be unable to accommodate your early arrival and you will have to wait in the parking lot. We apologize for any inconvenience but we need to honor the labor laws of the State of Wisconsin. Thank you for your understanding.
- Have all heavy gear in one vehicle or trailer. **Only one vehicle & trailer is allowed to drive through camp to unload** at your assigned campsite.
 - Once the trailer or gear has been unloaded, the tow vehicle must be brought back to the parking lot. There are no exceptions.
 - If you have mobility issues, you must rent a golf cart or motorized scooter (*please see page 20 for more information about requirements to bring a golf cart to camp*).
 - We can no longer allow non-camp vehicles to operate on our camp roads between 9:00 PM Sunday of your arrival and 9:00 AM on Saturday of your departure.
- Have **copies of all Health & Medical Record forms in a separate binder in alphabetical order.** DO NOT COUNT ON YOUR PREVIOUSLY SUBMITTED FORMS BEING AVAILABLE. If they get lost in the mail or we have a fire, we'll be forced to send everyone home who doesn't have these completed forms. This is why we stress the importance of both submitting them early AND bringing copies!
- If you elected to perform pre-camp swim tests, have a copy of your completed official Swim Classification Record with a copy of the credentials of the qualified swim test administrator.



**ADVENTURE
BEYOND THE EXPECTED**

- Our Aquatics Director reserves the right to retest the swimming ability of anyone they have concerns about.
- Any campers requiring a swim test on Sunday should arrive with their swim suit already on in order to keep the process efficient.

Preparation Suggestions

Follow these steps in your unit planning for camp

Advancement

- **It is highly recommended that first-year Scouts participate in the Eagle Challenge Program and one or two simple merit badges** that will be listed in Category C in the class catalog once available.
- All Scouts should be given a copy of their advancement/program schedule. Leaders should have copies for easy reference. This report can be run from your online registration prior to camp.
- Leaders should ensure each Scout has chosen programs according to their interests and ability.
- All Scouts should be made aware of their prerequisites and provide ample evidence of completion (*photos, video, write ups, etc.*), merit badge counselors will not mark a badge complete without said evidence having been presented to them. It is the Scouts' responsibility to do this.
- All Scouts should read the applicable merit badge pamphlet(s) prior to arrival at camp. Most are available for free online, many public libraries have them, or you can purchase one at scoutshop.org.
- **Our staff will deliver a balanced program of rank advancement, merit badges, high adventure and Scouting Fun!**
 - We will not limit the number of merit badges each Scout may attempt. However, we encourage you to help your Scouts find the right balance between advancement and fun.
 - Finding that balance requires leaders and parents to carefully consider the difficulty of some merit badges and the emotional maturity of each individual Scout.
 - We understand that some parents will pressure their Scouts to take too many merit badges. Please advocate for those Scouts and help their parents understand that if summer camp feels too much like school, their Scouts may rather not attend in the future.

Pre-Camp Swim Tests

Information on taking your swim test prior to camp

Units have the option to complete a swim test prior to their arrival. By participating in a pre-camp swim test your unit will gain campsite setup time. This will also make it easier to do individual unit activities before you come to Summer Camp.

- Regardless of where or when the swim test is given, the following procedures apply:
 - **The test is given one-on-one.** The test administrator and the swimmer are buddies during the administration of the test.
 - **Each component of the test is important.** The test must not be changed either to assist the Scout or to expedite the process.
 - **The test must be completed without aid or support.** Aid includes lifejackets, wetsuits, fins, etc. Swim goggles may be used to avoid eye irritation.
 - **Swim tests must be renewed annually,** preferably at the beginning of the outdoor season.
- Units schedule and complete swim tests prior to camp on their own. An American Red Cross Lifeguard, USCG Auxiliary Lifeguard, or equivalent must administer the tests and certify the results.
- Forms and procedures for unit-run swim tests can be found here: [Swim Classification Record](#)



The image shows a 'Swim Classification Record' form. It is a table with columns for 'Scout Name', 'Date of Swim Test', 'Swim Classification', and 'Counselor'. Below the table, there is a section for 'Counselor' and 'Date of Classification'. The form is titled 'Swim Classification Record' and includes instructions for use.

- The swim classification of individuals participating in Scouting America activities is a key element in Safe Swim Defense and Safety Afloat.
- All persons participating in Scouting America aquatics are classified according to swimming ability. The classification tests and test procedures have been developed and structured to demonstrate a skill level consistent with the individual's circumstances in the water.

What to Bring to Camp

A suggested packing list of items individuals and units should bring

What Campers Should Bring

- Sneakers/Hiking Shoes
- T-Shirts
- Underwear & Socks
- Jeans/Pants
- Shorts
- Long-Sleeve Shirts
- Pajamas
- Sweatshirt or light Jacket
- Official Scout Uniform
- Retro Apparel/Uniforms
- Scout Handbook
- Swimsuit
- Swim Towel
- Goggles
- Bike (see page 19)
- Camp Chair
- Rain Gear
- Shower Towel
- Personal Hygiene Items
- Small Pillow
- Extra Blanket
- Backpack
- Watch
- First Aid Kit
- Pocket Knife (Totin' Chip)
- Hat & Sunglasses
- Sunscreen
- Cash for Trading Post
- Insect Repellent (*non aerosol*)
- Flashlight or Headlamp
- Fishing Gear (*and license 16+*)
- Camera (*if you don't have cellphone*)
- Cellphone (*if unit permits responsible use*)
- Cellphone Charger (*if bringing cellphone*)
- Sleeping Bag
- Sleeping Mats or Cots
- Notebook & Pens/Pencils
- Merit Badge Pamphlets
- Mess Kit (*if patrol cooking*)
- CPAP and Power Supply
- Extra Batteries
- Extension cord



Materials We Provide in Your Campsite

- Picnic Tables
- Garbage Cans & Bags
- Flagpole
- Running Water
- Latrine
- Toilet Paper
- Fire Ring & Water Barrel
- Rake and Shovel
- Hand Sanitizer

What Your Unit Should Bring

- Lantern
- US Flag
- First Aid Kit
- Hand Soap
- Patrol Dining Tarps
- Wood Tools
- Dutch Ovens
- Troop/Crew Library
- Toilet Paper
- Tents
- Maps & Compasses
- Unit Kitchen (if Patrol Cooking)
- Extra Sleeping Bags
- Grill or Cooking Grate for Thursday

What NOT to Bring

- Shooting Equipment
- Fireworks
- Alcohol
- Valuables
- Inappropriate T-Shirts
- Excessive Jewelry
- Tobacco Products
- Illicit Drugs of Any Kind
- Pornography
- Knives With Blades Longer Than 3.5"
- Aerosol Cans
- Laser Pointers
- Firewood
- Sheathed or Fixed-Blade Knives

Forms and Resources

All the resources, forms & information to make your preparation easy

Below is a list of different resources available online at baylakescamps.org/bearpaw/ for you to dig into! All registration updates can be made online. You may request copies of any resource by calling the Bay-Lakes Council Center for Scouting at (920) 734-5705. Some of these forms may change April 15th due to expected rule changes regarding Recreational and Educational Camps and indemnification limits. You may be wise to wait until then to complete any of the waivers.

Informational

Camp Menus:

- Menus are typically released by the nutritionist in late April and will be posted in the forms section of the baylakescamps.org website.
- Menus include both dining hall and patrol cooking meals.

Camp Map:

- Complete camp maps with campsites, program areas, and building locations
- Here is a link: [Bear Paw Map](#).

Promotional Video:

- This video is a few years old, we are looking to produce a new one during the 2026 season. You could become famous if you're caught on camera being awesome!
- Here is a link to the YouTube video: [Bear Paw Scout Camp Video](#).

Registration

Register for 2027:

- The 2027 Summer Camp Registration for Bear Paw Scout Camp will open the last day of the first session of 2026 - It will open on Saturday, July 11th so you can secure your spot for next year before you leave camp this year!
- The registration will be found at www.scoutingevent.com/635-2027BPSCSummerCamp.

Help Signing Up for 2026 Classes:

- You can get more detailed instructions on how to sign up Scouts for classes here: [How to Sign Up for Classes on BlackPug](#).
- Classes will be released for sign-up on April 18th (*you must be up-to-date with the payment schedule in order to sign-up for classes*).
- Prerequisites will be available for review the week prior.

The Campership Application:

- This link will bring you to the 2026 [Campership Application](#) through April 30st.
- Beginning July 11th, we'll have the link redirect to the 2027 Campership Application.

Waivers

We will update this section of the Leader Guide once the 2026 waiver and indemnification updates have been completed on or before April 15th.

- **Whitewater Rafting:**
- **Cowboy Action Shoot**
- **ATV Safety Course & Trail Ride**
- **Horsemanship Merit Badge at Spur of the Moment Ranch**
- **Expeditions (adventure program for older Scouts)**
- **NRA First Steps Pistol Program**

Medical

- **Scouting America Health & Medical Record Form:** [Parts A, B, & C of the BSA H&MR Form](#)
- **Medication Use and Drug Administration Record:** [Medication Administration Form](#)
- **Bay-Lakes Council Special Dietary Request Form:** [Special Dietary Request Form](#)
- **Pre-Camp Swim Test Form:** [BSA Unit Swim Classification Form](#)
- **Summer Camp Early Release Form:** [Bay-Lakes Council Early Release Form](#)

Payments & Fees

Procedures for registering campers and paying their camp fees

2026 Bear Paw Summer Camp Fees

Camp Fees	Youth	\$415
	Adult	\$210
Late Registration Fee	<i>After 5/31/2026</i>	\$25
*Visitor Meals	All	\$8
Special Diets Fee	All	\$42
*Whitewater Rafting	Adult	\$30
*Shot Gun Ammo	5 Shells	\$5
*.22 Cal Ammo	10 cartridges	\$1
NRA First Steps Pistol Course	All	\$25
*Cowboy Action Shoot	All	\$10
Expeditions	14-17 Year-Olds	\$90
Horsemanship Merit Badge	11-17 Year-Olds	\$50
ATV Safety Course	Course Only	\$60
*ATV Trail Ride	Trail Ride Only	\$10



Asterisked items can be purchased separately at camp in either the Trading Post or Camp Office

Scouts BSA Summer Camp at Bear Paw Scout Camp



Session 1	July 05 to July 11	Sun. to Sat.
Session 2	July 12 to July 18	Sun. to Sat.
Session 3	July 19 to July 25	Sun. to Sat.
Session 4	July 26 to Aug. 01	Sun. to Sat.
Session 5	Aug. 02 to Aug.08	Sun. to Sat.

Payments & Fees

Procedures for registering campers and paying their camp fees

Payment Schedule

The payment schedule is designed to help families who cannot afford to pay the entirety of the camp fee at once be able to break it down into smaller chunks. Other than to avoid the late fee there is no penalty for not being up-to-date with the payment plan. In order to sign-up for merit badges on April 18th all the youth on your registration need to have paid at least \$315.00 and all the adults at least \$165.00.

	Youth Fees	Adult Fees	Payment Window
Non-Refundable Deposit	\$15	\$15	12/01 to 01/31
Payment 1	\$100	\$50	02/01 to 02/28
Payment 2	\$100	\$50	03/01 to 03/31
Payment 3	\$100	\$50	04/01 to 04/30
Payment 4	\$100	\$45	05/01 to 05/31
Sub Total	\$415	\$210	<i>No Late Fee if by 05/31</i>
Payment of Ancillary Program Fees	\$X	\$X	<i>Additional Fees not paid at camp must also be paid by 05/31</i>
Late Fee	\$25	\$25	<i>Effective 06/01</i>



Ancillary fees that are incurred when registering for extra programs like Horsemanship, Training Courses, Expeditions, etc., those fees will be added to your total and need to be paid in full before June 1st as well to avoid the \$ 25.00 late fee. A few ancillary fees can be paid for with cash or credit while at camp. Those fees will not incur a late penalty.

Payment Method

All registration related fees can be paid online on the BlackPug ScoutingEvent portal using a credit/debit card or Bank ACH.

- **If paying by credit or debit, a 3.5% convenience fee will be added and is not refundable.**
- To avoid paying a convenience fee, send payment by mail or in-person to the Bay-Lakes Council Center for Scouting.
- Unit checks can be sent payable to: Bay-Lakes Council, BSA.
- Checks should be mailed to our post office box at: Bay-Lakes Council, P.O. Box 267, Appleton, WI 54912-0267. PLEASE DO NOT MAIL ANY FORMS TO THIS PO BOX! ALL FORMS SHOULD BE SENT TO CAMP. DO NOT SEND TO THE COUNCIL OFFICE. Thanks!

Discounts & Credits

If your unit earned FOS or Popcorn credits for camp, please call the Center for Scouting and they will validate your credit and apply it manually to your registration. (920) 734-5705

- Please call and work with Celina before May 31st.
- Otherwise the late fee will still apply.

If a Scout chooses to attend a second session at Bear Paw Scout Camp, they will be eligible for a 35% discount on their second week of camp.

- Again, this needs to be handled through the Center for Scouting.
- A second session is not subject to the late fee if the decision to do so is made after May 31st.



Policies & Procedures

Things you have to know so everyone can be safe and have a good time!

Medical Policies

- **All participants must submit a copy of their health forms to be kept on file after leaving camp, as mandated by the State of Wisconsin.**
- To expedite the check-in process, please send copies (not originals) of all health forms to the camp at least two weeks before your arrival. Ideally, aim to send them for all campers in your unit by June 1st to qualify for the complimentary slushie incentive.
- **Units that do not submit their medications to the Health Officer must store medications in a locked container at their site and designate a registered adult leader as the unit's Medication Administrator.**
 - This individual will be responsible for distributing medications to the appropriate Scouts.
 - Units that choose this option will receive a medication log sheet to complete and submit at the end of the session.
 - Alternatively, units may hand over their medications to the Health Officer for staff distribution, but Scouts will need to visit the Health Office at scheduled times to receive their medications.
 - The Unit Medication Administrator should complete the state-mandated Medication Administration Principles training course (covering Basic, Oral, Ear, Eye, and Topical methods) online.
 - This training will take approximately one hour.
 - After passing each assessment quiz at the end of the five modules, they should print their certificates of completion.
 - Copies should be brought to camp.
 - Any medication distribution logs created should be submitted to the camp Health Officer upon the unit's departure.
- **Please advise your Scouts not to bring over-the-counter medications** such as Tylenol or cough syrup, as the camp stocks these and can provide them if necessary, provided the Scouts' parents have indicated permission on the Health & Medication Release (H&MR) form.
- **Campers may carry bee sting medications, epinephrine auto-injectors, rescue inhalers, insulin syringes, or other life-saving medications and devices**, as long as this information is disclosed on their H&MR forms.
- These guidelines are required by either the State of Wisconsin, Scouting America, or both. Noncompliance may jeopardize our Educational/Recreational Camp License and/or our National Camp Accreditation Program Authorization to Operate. Thank you for your understanding.

Insurance

- When surgical treatment or hospital care is needed for Bay-Lakes Council Scouts/Scouters as a result of their participation in a Scouting Activity, benefits in excess of \$300.00 will be paid only if they are unrecoverable from any other insurance policy or service contract (i.e. family insurance policy).
- Therefore, it is imperative that you come prepared with the pertinent insurance policy information for every Scout/Adult. *(Why we recommend creating a binder with tabs for every unit participant...In an emergency do not count on being able to access the internet!)*

SAFEGUARDING YOUTH POLICIES

Nothing is more important to Scouting America than the safety of our youth members.

- We believe that even one instance of child abuse is unacceptable. Bay-Lakes Council and Scouting America are committed to providing a safe and secure environment for all.
- Safeguarding youth requires sustained vigilance, we work every day to protect children through these mandatory policies listed on page 17:



Policies & Procedures

Things you have to know so everyone can be safe and have a good time!

SAFEGUARDING YOUTH POLICIES (continued)

- **One-on-one interactions between adults and youth members are strictly prohibited.**
- The privacy of youth is paramount. Both adult leaders and youth must honor each other's privacy, particularly in sensitive situations such as changing clothes, using restrooms, and bathing during camp.
- **The use of smartphones, cameras, mirrors, drones, and similar devices is not allowed in areas where individuals have a reasonable expectation of privacy.**
- **Male and female adults, as well as male and female youth, must have separate tenting or room assignments.**
 - Spouses are permitted to share tents.
 - There is absolutely NO sexual activity allowed during Scouting events, even among married couples.
- **The Buddy System is mandatory at all times.**
 - Buddies should choose each other, ensuring a maximum age difference of two years, similar maturity levels, and the same gender.
 - Truddies are allowed, but the same guidelines apply.
- **Hazing and initiation rituals are strictly forbidden and have no place in Scouting activities.**
- **Bullying, whether verbal, physical, or cyber, is not tolerated in Scouting.**
- Appropriate attire is required for all activities.
- All adults aged 18 or older who stay overnight on camp property must register as either adult participants (ages 18-20) or adult registered leaders (ages 21+) and complete the required Safeguarding Youth Training before arriving at camp.
- Any youth member who turns 18 while attending camp may continue to participate as a youth member.
- All Camp Staff, whether paid or volunteers, must undergo additional anti-abuse training.

Facility Procedures

Dining Hall Procedures:

- Meals will consist of the main entrees, sides cereal at breakfast, fruit or vegetables, sun butter and jelly at all meals, and a salad bar at dinner.
- All meals will be served cafeteria style and seconds will be available when announced.
- Grace will be said prior to each meal except breakfast (*which you can come into the dining hall and get in line without waiting to be released*).
- Those with special diet requests will follow the procedures shared with them as part of their orientation on Sunday.

Patrol Cooking Procedures:

- Your unit selects the meals you will cook in your campsite.
- All meals are Monday-Friday, So, if you choose to cook breakfast in your campsite, you will cook all 5 breakfast meals in your site.
- All campers will eat in the dining hall on Sunday evening and participate in the Lumberjack Pancake Breakfast on Saturday morning.
- If your unit would like the Patrol Cooking option, please have your unit's Summer Camp Registration Contact indicate -Patrol Cooking - on your unit's dining selections on the online summer camp registration under the Primary Contact tab.

Please notify us of any special dietary needs or restrictions a minimum of three weeks before your arrival using the "Special Dietary Request Form found [HERE](#)

Policies & Procedures

Things you have to know so everyone can be safe and have a good time!

Trading Post

- The Trading Post will have varying hours throughout the day. Be sure to check the sign on the sandwich board on the porch for the specific hours upon your arrival.
- Here, you can find all the essentials you need, ranging from hats, shirts, knives, and collectibles to water bottles, maple syrup, craft kits, and commemorative patches.
- Basic toiletries, mess kits, and camping supplies will also be available for purchase.
- Indulge in a selection of treats such as candy, soda, slushies, ice cream, popcorn, fresh fruit, and various snacks.
- If you plan to use the shotgun or rifle ranges during the open program, this is where you can buy tickets for ammunition.
- The porch and picnic tables are perfect for enjoying your snacks and relaxing. Please help us maintain cleanliness in this area! Remember, if you make a mess, clean it up... "A Scout is Clean!"
- We suggest that each camper bring extra money for purchases at the Trading Post.

Showers

- Positioned on either side of the camp, there are designated rooms for youth and adults, organized by gender.
- Campers are required to bring their own toiletries or can purchase them at our trading post.
- The showers located at the rear of the Leaders'/Commissioner's Building are reserved for camp staff use during summer camp hours from 9:00 PM to 11:00 AM.

CPAP Batteries

- Bay-Lakes Council Camps no longer provide batteries for CPAP machines due to liability issues. You are responsible for bringing your own batteries and chargers.
- With so many individuals using CPAP machines, we can no longer safely store, maintain, and provide enough batteries for everyone who needs them.
- Many CPAP manufacturers now recommend the use of portable rechargeable power stations versus batteries. Many users find these more efficient and they last longer between recharging.
- Your batteries or power station will last longer if you turn off any heating or humidifier options.

Camp Office

- Staff are generally available to answer questions in this building from 8:00 AM to 8:00 PM.
- Lost and Found is located in this building.
- Visitors must check-in to the office and obtain a name badge and purchase any meals they intend to partake in.

Health Lodge



- Available 24 hours a day in the upper level of the Camp office. If the Health Officer is not in the Health Lodge, report to the upper level of the Camp Office and they will contact the Health Officer via radio.
- For medication disbursement, the Health Lodge will be open a half-hour before and after each meal, and one hour prior to lights-out.
- Individual arrangements can be made if necessary. Please ensure that your campers are responsible in this matter. We recommend the use of a Unit Designated Medication Administrator who will ensure their campers receive their medications when they are supposed to throughout the day.

Policies & Procedures

Things you have to know so everyone can be safe and have a good time!

OTHER POLICIES

Bicycles

- Bike must be checked in at the Adventure Department prior to riding.
- Each bicycle is permitted to have a maximum of one rider.
- Bikes must stay on camp roads, not trails (*unless part of the mountain biking program*).
- When not in use, bikes near the unit campsite will be stored off the road in a designated area.
- Bikes must ride on the right-hand side of the road and announce when passing someone else on a bike or walking.
- Absolutely no riding after dusk without a light.
- All riders will maintain safe speeds (*10 MPH or less*), yield to pedestrians, wear a buckled helmet while riding, and obey traffic signs.
- Bikes will be walked in front of the Trading Post and on the Parade Grounds.
- Use of E-Bikes is prohibited unless explicit prior permission has been granted by the Bay-Lakes Council's Outdoor Program.



Emergencies

- In the event of a camp-wide emergency, the camp bell or siren may sound.
- During orientation on Sunday evening, staff will demonstrate what the siren and camp bell sound like.
- If the camp bell tolls once with a long pause between tolls, campers should report immediately to the parade grounds and await further instructions from the camp staff.
- Anytime the camp siren sounds, campers should report immediately to their assigned severe weather shelter.
- The camp staff undergoes training in handling common types of emergencies.
- A camp-wide emergency situation may consist of any severe weather, missing campers, missing swimmers, and any severe medical emergency.
- Anyone who becomes aware of an emergency situation or danger should notify the nearest staff member who will contact the appropriate camp leadership.
- Any information in regards to a bomb threat or unauthorized visitor should be reported to the camp office immediately.
- Please reiterate with your Scouts and Scouters the importance of properly using the Aquatics Buddy Tag Boards and always having a buddy.
 - Most "Lost Swimmers" or "Lost Campers" are not actually lost, they're simply unaccounted for because they did not follow procedures.
 - These searches can ruin the fun for others and create unnecessary risks for our staff.

Vehicles

- For the safety of the Scouts and Scouters, the speed limit on all camp roads is 10 MPH.
- No vehicles are to remain in the campsite after 5:00 PM on Sunday.
- Please respect the one-way traffic details shared during the check-in process.
- No one is permitted to ride on a trailer or in the back of a truck bed. Remember it is only a valid seat if it has a seat belt. Please see the Guide to Safe Scouting for additional information.
- We can no longer permit non camp vehicles to be utilized for campers with mobility issues.
 - **If you have a mobility issue and cannot move about camp via walking, you will need to own or rent a golf cart or outdoor rated mobility device.**
 - Bay-Lakes Council does not rent or provide golf carts for camper use.
 - You are responsible to transport a golf cart or other mobility assistance device to camp.
 - Please see the below Golf Cart, UTV, and ATV policy on page 20 for more information.

Policies & Procedures

Things you have to know so everyone can be safe and have a good time!

Golf Cart and Utility Vehicle Policy

The following policy governs the use of golf carts and UTVs on Bay-Lakes Council properties and at events, including training, camping, and field service activities. Uses of these types of vehicles are permitted solely for individuals with special needs (*those requiring mobility assistance*) or for approved programs, maintenance, and training purposes by approved volunteers and staff.

- **Eligibility:** Both golf carts (*small, gas or electric-powered vehicles, typically have open sides and are often limited to speeds under 25 MPH*) and UTVs (*small gas or electric-powered vehicles, typically with heavy duty suspensions and all-terrain tires and are typically capable of reaching speeds above 60 MPH*) may only be operated by approved adults aged 21 or older on Bay-Lakes Council owned properties.
- **Approval:** Both the vehicle and its operator(s) must be approved by the Council's Outdoor Program Department and must register with the Camp Director or Camp Ranger upon arrival.
- **Vehicle Condition:** All vehicles must be in good working order. UTVs must be equipped with a roll bar style body and seat belts.
- **Safety Equipment:** Each vehicle must be equipped with a functional fire extinguisher and a first-aid kit.
- **Daily Inspections:** Operators are responsible for conducting daily safety inspections.
- **Training Requirements:** All operators must adhere to the specific manufacturer's training requirements.
 - For training related to council-owned or leased golf carts or UTVs used by program staff, please contact the Camp Ranger for assistance.
 - For all other golf carts and UTVs, the operator must contact the manufacturer to obtain the necessary training. Please bring a certificate of completion or other relevant documentation as proof of having completed the manufacturer's specific training.
 - Additionally, all drivers of UTVs must complete both the online and in-person ROHVA training and copies of their certificates of completion must be submitted to the Camp Ranger.
- **Independent Operation:** All drivers must be capable of operating the golf cart or UTV without additional assistance.
- **Review of Rules:** Drivers must review the "Golf Cart Rules and Operations" sheet.
- **Vehicle Responsibility:** Adults must provide the vehicle themselves and must be able to operate, refuel, and safely remove it from camp in a legal fashion.
 - Repair services will not be available or provided by the Council.
 - Bay-Lakes Council will not assume any liability related to the operation of these vehicles.
- **Traffic Compliance:** Drivers must comply with all posted speed limits and traffic signs. Vehicles should remain on camp roads to prevent damage to grass and program areas.
- **Passenger Safety:** Passengers must be seated with seatbelts fastened if the vehicle is equipped with them. No one is permitted to ride while standing or in the cargo area or baggage rack.
- **Night Operations:** Vehicles may only be operated after dark if they are equipped with working headlights.
- **Respect for Activities:** Vehicle operation should not disrupt the experience of any Scouts, participants, or program presentations, such as campfires and flag ceremonies.
- **Insurance Requirement:** Proof of insurance is required prior to use on Council properties, with coverage limits of at least \$200,000 combined single limit.
- **Acknowledgment Form:** Operators must complete the applicable Golf Cart/UTV Policy and Acknowledgment Form and attach a copy of their insurance declaration of coverage. This form must be submitted to the Bay-Lakes Council Director of Outdoor Program or the Scout Executive before bringing the vehicle onto our property. **To ensure proper form review you must request it from council.**

Policies & Procedures

Things you have to know so everyone can be safe and have a good time!

Inherent Dangers

Everyone should be prepared for potential problems that are out of the control of the camp. There are a lot of natural hazards like rocks, roots, and branches that may cause injury or death if not cautious.

- Campers can avoid visits from animals by not allowing any food, drinks, or scented items in or near their tents.
- To avoid lost or stolen items, leave your valuables at home or have them stored securely in vehicles.

Damaged Camp Equipment

- Any damage to camp-owned equipment through abuse or neglect will be the responsibility of the unit.
- Replacement costs will be assessed to the unit based on the retail costs of the damaged item.
- Units will be responsible for paying for damaged equipment before leaving camp.

Fires & Firewood

- Units are prohibited from bringing firewood into camp because it can harbor many different kinds of invasive pests and diseases harmful to our trees.
- The Emerald Ash Borer is a direct threat to our ash trees at camp.
- Sapstreak Disease, caused by *Ceratocystis Virescens* (or *C. Coerulescens*), is a fatal fungal disease affecting Wisconsin Sugar maples, which is often spread via contaminated firewood. Our Maple Syrup program could be destroyed if you inadvertently brought contaminated firewood onto the property.
- fireguard charts are to be hung on the campsite bulletin boards for the duration of the week.
- “No Flame In Tents” signs are to be hung on the campsite bulletin boards for the duration of the week.
- Rakes, shovels, and water barrels are provided at your sites. **Please do not use the water in the barrels for any use other than to extinguish fires - it has been treated with an insecticide to prevent mosquito eggs from hatching.**
- Units are responsible for ensuring they have fire buckets filled with water positioned safely throughout their site in the event of a tent fire.

Tents

- All units must provide their own tents.
- **If you do not have a “No Flames in Tent” warning stenciled on your tents, you must display a “No Flames in Tent” sign at the campsite.**
- Please ensure there is one on the bulletin board. If it is missing, our staff can get you a new one.
- Separate tenting must be provided for male and female adults as well as for a male and female youth.
- Youth sharing tents must be no more than two years apart in age.
- Spouses may share tents.
- Scouts with significant special needs may be provided a waiver by the Scout Executive of Bay-Lakes Council to allow them to camp with their parent, legal guardian, or licensed caregiver.
 - These take time to obtain.
 - Please do not wait to request a review of your special needs scout’s specific circumstances.
 - It may not be feasible if the request isn’t received 30+ days in advance.

Pets

- No animals are allowed on camp properties except for guide dogs for the visually impaired or animals which are for a program/demonstration with the approval of the Outdoor Program Department.
- Wisconsin Rec/Ed Camps rules do not have an exception for “emotional support animals.”
- Please do not bring your pet from home.
- Please inform any visitors, parent drivers or guests that they should also leave their pet at home.

Policies & Procedures

Things you have to know so everyone can be safe and have a good time!

Visitors

- All visitors must check-in and check-out of the property at the Camp Office.
- Visitors are not allowed between the hours of 10:00 PM and 7:30 AM.
- Visitors are prohibited from bringing pets to camp. Pets are prohibited.
- Persons with disabilities requiring reasonable accommodations must notify the camp prior to their arrival.
- Guest meal tickets should be purchased for \$8.00 per meal in the Camp Office.
- Visitors are prohibited from participating in any programming unless they are a registered member of Scouting America, have submitted completed Parts A, B, & C of their H&MR form to the Health Officer for review, and have paid any applicable fees related to the program activity in the Camp Office prior to participating.
- Visitors are expected to adhere to all the same procedures as campers.

Mail / Email / Internet

Enveloped mail should be addressed as such:

(Camper's Name), (Unit #)
Bear Paw Scout Camp
PO Box 128
Mountain, WI 54149



Packages should be addressed as such:

(Camper's Name), (Unit #)
Bear Paw Scout Camp
14000 Bear Paw Camp Lane
Mountain, WI 54149



Due to a lack of camp-wide internet connectivity, we do not offer an e-mail service to scouts. Leaders may bring their own computers to use in the Leader's/Commissioner's building. If you need internet access to connect for work, please discuss with the Camp Ranger or Director. Internet connectivity is limited. Please do not share the provided network password with Scouts.

If there is an emergency family issue, please call (920) 427-9023 and the Camp Director will ensure that the camper receives the message

Cell Phones

- Cellular phone coverage around camp is good for those with AT&T, Cellcom, or Verizon service. Other providers may work in certain areas of camp.
- The use of smartphones, cameras, mirrors, drones, etc. where privacy is expected is prohibited.

Shoes

- Footwear is required everywhere in camp except at the Waterfront.
- No open-toed footwear are allowed outside of the shower houses or your tent.

Privacy

By participating in Bay-Lakes Council activities, you agree to allow Bay-Lakes Council to use your image in camp and council promotional marketing materials.

Policies & Procedures

Things you have to know so everyone can be safe and have a good time!

Leaving Camp Early

- Any Scouts leaving camp during their stay must have a release signed by their parent or guardian and approved by their Scout Leader. *(This is a State of WI requirement!)*
- We recommend having this form completed before a Scout attends camp.
- When checking-out, a member of the the camp leadership must give the final approval signature and the form must be retained for three years.
- The early release form can be found here: [Bay-Lakes Council Early Release Form](#)

Tobacco / Vaping

- The use or possession of tobacco and/or vaping products by anyone under the age of 21 is not legal and will not be tolerated.
- Scouting America requires that adults use only the designated area in the parking lot, away and out of sight from any youth.

Alcohol and Drugs

- The use of alcoholic beverages and controlled substances is prohibited on any property that is owned or operated by Scouting America.
- This policy will be strictly enforced for all those who use or visit our camp facilities.
- Violations will result in expulsion from camp and may be reported to authorities.



Arrival & Departure

How to check-in and check-out of camp on your first and last days

With many Scouts and Leaders arriving and checking-in at the same time, we need your help. We want to make this the most efficient check-in process you've ever experienced. Staff will be available in the parking lot and at various check-in points to assist wherever needed.

Sunday Check-In Process

- **Arrive between 1:00 and 3:00 PM on Sunday with your entire unit.**
 - If you will not be able to check-in during this period, please notify us in advance.
 - Units that would like to arrive on Saturday, may do so by indicating this in their registration (*you are responsible for your own meals prior to Sunday dinner*).
 - A member of our staff will greet you in the parking lot and lead your unit throughout all of the check-in procedures.
- **Move to the large tent for medical rechecks and swim-test signups.**
 - Be prepared to present a copy of everyone's medical forms, in alphabetical order, which the camp will retain per state law if they were not successfully sent, received, and reviewed prior to camp.
 - This is the single most significant pinch point in the check-in process. If you can **submit all of your campers' Health & Medical Record Forms prior to camp**, it will make for a much smoother and shorter check-in process for all the units attending that session, but especially yours!
- **Move into your campsite with your gear.**
 - Only one vehicle per unit will be allowed to go to your campsite at a time.
 - Unit trailers are allowed and can be parked within the confines of your site.
 - No vehicles are to remain in the campsites after 5:00 pm on Sunday.
 - Please respect the one-way traffic details shared during the check-in process.
- **Between 2:00 and 4:30 pm units may complete a swim test at the waterfront.**
 - This is required for anyone to enter the Waterfront area during your stay.
 - Each camper will receive a "buddy tag" which must be used to enter the Waterfront. (*Signup for a time at the large tent*).
- **A staff member will be in your campsite at 5:15 PM** to guide you to through our required Emergency Drill and then onto dinner.
- **Scouts and leaders should be in Field Uniform for dinner.**
 - After dinner campers will be given a camp safety briefing and be lead on a tour of camp.
 - This is a great opportunity for new Scouts to become familiar with camp and returning Scouts to be introduced to changes from previous years.
- **After the required safety briefing, while most of the youth and leaders are on the camp tour, one leader from every unit and the SPL should attend the adult leader meeting in the Leaders'/Commissioner's Building.**



Saturday Check-Out Process

After your unit has enjoyed the breakfast, flags and awards at the parade ground:

- Sweep the floors and wipe down walls in the campsite latrine. Scrub and clean urinal, toilet seats, and washbasin. Be sure to wear gloves and wash hands afterward.
- Return shovel, rake, broom, and other campsite supplies to the latrine.
- Leave a complimentary woodpile for the next unit.
- Pick up all trash in and around your campsite. Please deposit sorted trash in the dumpster behind the dining hall. Please do not put any bags in the recycling. All recycling must be loose items.
- Return any equipment borrowed from camp to the appropriate location.
- Settle your camp bill, pick up your patches, lost and found, medications, buddy tags and final merit badge report, and turn in your Adult Leader and SPL evaluations at the Camp Office. **Sign up for summer camp '27**

While at Bear Paw Scout Camp

All the basics on the program for your stay at camp

Daily Program Schedule:

6:00-6:30 AM..... Commissary Pick-Up (Patrol Cooking)
7:00 AM..... Wake-Up Bell
7:30-8:15 AM..... Breakfast
8:40 AM..... Flag Raising Ceremony & Morning News
9:00-11:50 AM..... Advancement Instruction
9:30-10:00 AM..... Leaders Meeting (*Leader's/Commissioner's building*)
11:30-12:00 PM..... Commissary Pick-Up (Patrol Cooking)
12:15-1:15 PM..... Lunch
1:15-1:50 PM..... Good Turns, SPL Meetings, and Troop Time
2:00-4:50 PM..... Advancement Instruction & Open Programming
4:30-5:00 PM..... Commissary Pick-Up (Patrol Cooking)
5:30-7:00 PM..... Dinner
6:40 PM..... Flag Lowering Ceremony & Evening News
7:00-8:30 PM..... Various Open Program Areas & Troop Time
8:45-10:00 PM..... Star Hikes
10:30 PM..... Quiet Time
11:00 PM..... Lights Out



Bell Schedule:

7:00 AM - Wake Up (Constant Toll)
7:25 AM - Breakfast Meal (3 Tolls)
8:35 AM - Flag Raising (4 Tolls)
12:00 PM - Lunch Waiters (2 Tolls)
12:10 PM - Lunch Meal (3 Tolls)
5:15 PM - Dinner Waiters (2 Tolls)
5:25 PM - Dinner Meal (3 Tolls)
6:35 PM - Flag Lowering (4 Tolls)

Any repeating single steady tolling is signalling an emergency. Please Come report to parade ground!

Afternoon Activities:

- Free time every afternoon Monday through Thursday for fun activities like open shooting, boating, field sports, and swimming.
- Program areas will also have organized and themed events/competitions. These various activities will be detailed when you arrive at camp.

Friday Afternoon Activities:

Friday is set aside for any final advancement work and fun! Here are some of the many activities campers can choose to participate in. Many more will be added to this list before your arrival:

- ATV Training and Trail Rides
 - ASI ATV Training course for only \$60
 - Trail ride to follow training course!
- Adult Leader Shoot-off (9:00 AM)
- Triathlon (9:00 AM)
- Lost Mountain Hike - Join us for a 5 mile hike!
- Water Carnival (3:00 PM)
- Whitewater Rafting (8:00 AM - 12:15 PM)
 - Only costs \$30 per person (ages 14+)
 - Contact Dave Benton at canoescout71@gmail.com to register.



While at Bear Paw Scout Camp

All the basics on the program for your stay at camp

Evening Programs

Sunday

- **Camp-wide Safety Drill, 5:25 PM depart campsite with Troop Guide and meet at Flagpole:** Before dinner, we'll test the tolling bell and meet at designated locations at the parade ground for headcounts and then we'll test the siren so you know what to expect.
- **Camp-wide Tours & Safety Briefing, after dinner at Waterfront Hill:** An opportunity for new Scouts to become familiar with the layout of camp and returning Scouts to be introduced to changes from previous years.
- **Adult Leader & SPL Meeting, Commissioner Building:** A first day orientation to prepare you for the rest of the week. Please send one adult leader and the SPL from your unit **immediately after safety briefing.**
- **Opening Campfire, 8:00, Meet at the Flagpole:** Following dinner sit back and enjoy the staff welcoming you home with skits, songs, and special messages. Please line up on the parade ground when you hear the 4-bell toll to be led into the fire bowl.

Monday

- **Cowboy Action Shoot, 7:00 PM, Meet at Shooting Sports Range.** Cowboy Action Shoot waiver required. Cost \$10.00 per participant.
- **Astronomy Merit Badge, Evening 1 of 2, 10:00 PM, Meet at the Bus Stop:** Star hikes for Astronomy Merit Badge may be moved due to inclement weather. Be prepared to be flexible. All Scouts and Leaders can participate. Enjoy learning about the constellations, planets, and stars.
- **Jurassic Park Movie, 8:30 PM** at the Trading Post

Tuesday

- **Astronomy Merit Badge, Evening 2 of 2, 10:00 PM,** Meet at the Flagpole: Star hikes for Astronomy Merit Badge may be moved due to inclement weather. Be prepared to be flexible. All Scouts and Leaders can participate. Enjoy learning about the constellations, planets, and stars.

Wednesday

- **Camp-Wide Games, 7:00 PM, Meet at the Flagpole:** All units are encouraged to participate in a number of Scouting-themed competitive activities.
- **OA Brotherhood Ceremony, 8:30 PM,** All Brotherhood and Vigil honor members of the order of the arrow are invited to attend this ceremony; those participating should meet at the white flagpole at 8:30 PM and Arrowmen will guide you to the Brotherhood bowl.

Thursday

- **Unit Campsite Cookout, 6:00 PM, in your campsite:** Each unit will cook their evening meal in their campsite. Thursday afternoon, troops will pick up their items from the commissary. This evening is your opportunity for your unit to run your own program. We encourage units to bring their own cooking gear.
- **Scouts Own Service, 8:00 PM, Meet at the Chapel:** Units will be asked to sign-up to lead an interfaith chapel service. Units are invited to contribute to chapel service by signing up to lead an approved song, reading, or prayer/meditation. Musical accompaniments are always appreciated.
- **Karaoke, 8:45 PM, Meet at the Trading Post:** For fun-filled dance party on the porch!

While at Bear Paw Scout Camp

All the basics on the program for your stay at camp

Friday Evening

- **Leader Cookout, 6:00, Welcome Tent:** Adult leaders are invited to join Bay-Lakes council and camp leadership for a special dinner. Hear from a member of the council key-3 with updates about the council and national organization.
- **Closing Campfire, 8:00 PM, Meet at Parade Ground:** To finish off your last night with us, we will have some special entertainment and recognitions to share with you. Units will be asked (*through their SPL*) to perform skits or songs for the rest of camp to enjoy.
- **Order of the Arrow Callout, after Closing Campfire**



All About Prerequisites

Very important stuff, please read carefully

Please make sure Scouts complete the listed prerequisites specific to each merit badge.

Class Catalog can be found here: [BPSC 2026 Class Catalog](#) **Please Note: Prerequisites will NOT be finalized until April 1st.**

Range & Target Activities merit badges have proficiency components which require a significant percentage of available class time to complete, it is imperative that each Scout in the merit badge class comes fully prepared with the required prerequisites completed and documented such that they can actively participate in the class discussions. Failure to be prepared will likely result in partial.

If you are an adult, age 21 or older, who currently holds NRA or BSA National Camp Range & Target Activities credentials and are interested in volunteering on our ranges while at camp with your unit, please send Dan Skrypczak at daniel.skrypczak@scouting.org a copy of your credentials and indicate which unit you're with, and which session you'll be attending. If we know we'll have additional qualified shooting sports supervision present during certain sessions, we may be able to create additional capacity for our shooting sports merit badge offerings those weeks.

We will be offering again the ability for campers to earn their NRA Marksman Award (which they're allowed to wear on their field uniform). We are ordering the certificates and medals which will be available for sale in the trading post for those scouts and scouters who earn it.

The only pistol shooting that can occur at camp per the new Scouting America Range & Target Activities Manual needs to be part of the NRA FIRST Steps Pistol Orientation Shooting Experience. This program has a 1:30 PM start Monday-Thursday and is only open to older scouts, minimum age 14, or 13 AND completed the 8th Grade. This experience has an additional \$25.00 fee which will be added to your registration upon signing up. Space is limited.

Program Offerings

Merit Badges and other programming being offered

Merit Badges Offered:

Animal Science	Journalism
Archaeology	Kayaking
Archery	Leatherwork
Art	Lifesaving
Artificial Intelligence (AI)	Mammal Study
Astronomy	Mining in Society
Basketry	Model Design and Building
Bird Study	Motorboating
Camping	Moviemaking
Canoeing	Multisport
Chemistry	Music
Chess	Nature
Climbing	Oceanography
Communication	Orienteering
Complete Angler Award	Painting
Cooking	Pioneering
Cycling	Pulp and Paper
Emergency Preparedness	Reptile and Amphibian Study
Energy	Rifle Shooting
Engineering	Rowing
Environmental Science	Salesmanship
Expeditions	Scouting Heritage
Exploration	Sculpture
Fingerprinting	Search and Rescue
Fire Safety	Shotgun Shooting
First Aid	Signs, Signals, and Codes
Fish and Wildlife Mangt.	Small-Boat Sailing
Fishing	Sustainability
Forestry	Swimming
Game Design	Veterinary Medicine
Geocaching	Weather
Geology	Whitewater Merit Badge
Horsemanship	Wilderness Survival
Indian Lore	Wood Carving
Insect Study	

Programs Offered:

Atlatl Spear Throwing
ATV Instruction - 14 & 15 Year Olds
ATV Instruction - 16 & Older
ATV Trail Rides
Camp Wide Games
Campsite Cook Out
Campsite Gateway Competition
Cowboy Action Shoot
Eagle Challenge: First Class
Eagle Challenge: Second Class
Eagle Challenge: Tenderfoot
Edible Glacier
Expeditions
Field Games
Fishing Tournament
High COPE
Human Foosball
Instructional Swim
Karaoke Party on the Porch
Log Rolling
Lost Mountain 5 Mile Hike
Low COPE
Lunch Afloat
Mile Swim
Mountain Biking
Movie Night at the Trading Post
Nine Square in the Air
NRA FIRST Steps Pistol Orientation Experience
Obstacle Course
Order of the Arrow Socials
Pioneering Projects
Sailing Lessons
Service Projects
Star Hikes
Triathlon
Water Carnival
Whitewater Rafting
And MUCH MORE!!!!

Adult Leader Training Available:

Climb On Safely
Introduction to Outdoor Leadership Skills
Nap On Safely
Safe Swim Defense
Safety Afloat
Thursday Dutch Oven Cook-Off
Trek Safely
Wilderness First Aid*



Program Schedule

When the merit badges and other program classes are being offered Mon.-Thurs.

	9:00	9:30	10:00	10:30	11:00	11:30	Lunch	12:00	2:30	3:00	3:30	4:00	4:30
Angling									Fishing MB		Fishing Tournament		
Aquatics													
Handicraft													
High Adventure													
Nature													
Eagle Challenge													
Outdoor Skills													
Range and Target Activities													
OA/ Trading													
STEM													

*** 1:30 PM Start

** 8:30 AM Start

* Two Day Merit Badge

CAPS, BOLD, EAGLE REQUIRED

Eagle Challenge

Superb first year camper program

Eagle Challenge offers opportunities to help young Scouts complete much of their Tenderfoot, Second Class, and First Class ranks using the EDGE method. Led by experienced staff members, the program is a comprehensive program which teaches young Scouts basic skills for camping, first aid, knots, lashings, swimming, map and compass, and nature skills. Here we also invite Scouts to experience all that Bear Paw has to offer, from its towering trees, winding trails, and beautiful Bear Paw Lake!

- We teach the Scouts the skills, but **our staff will not sign-off any requirements**. Instead, we provide printed attendance records and it is the Troop's responsibility to evaluate the Scout's knowledge and sign off any requirements for advancement.
- The requirements selected are those that we thought could be taught more thoroughly and lend themselves well to our camp setting.

ATV Program

Adventure for your older Scouts!

Our ATV program allows Scouts 14 and older the opportunity to ride in one of those most beautiful places in the state! Riders will take part in the 3+ hour ASI ATV Safety Course designed to teach participants how to properly handle their ATV in all sorts of riding conditions. After ground school and riding drills, riders will take part in a trail ride exploring all the land that surrounds Bear Paw. Riders will see rugged terrain, wooded land, and much more. This course will result in ASI ATV rider certification! **There is a \$60 fee to take part in this program.**

Proper dress is required including:

- long pants (*preferably jeans or another rugged material*)
- long sleeves (*shirt, jacket, etc*)
- and boots.

Helmets, goggles, and gloves will be supplied by camp.

Offered Friday at 9:00 AM and again at 2:00 PM.

Participants must pre-register using our online class registration system. Only 8 seats available per session.



Space is Limited and prerequisites **MUST** be competed prior!

- All participants must complete the online safety e-course offered by the ATV Safety Institute <https://cvt.svia.org/login/index.php> and bring Proof of Completion to the course. Completing this free online ATV E-Course is required before you can participate in the ATV program at camp.
- (*After April 15th*) Please fill out the ATV Participation and Hold Harmless Agreement found at [2026summercampbearpaw](https://www.scouts.org/2026summercampbearpaw) (under "Attachments" section of registration landing page), and bring it to camp.
- ALL riders must have a Wisconsin DNR Approved ATV Education Card.
 - This card can be obtained through a Wisconsin DNR class or online at www.offroad-ed.com/wisconsin.
 - Fees for DNR approved ATV education cards vary by state.
 - If you choose not to obtain this card and are pulled over by authorities, Bay-Lakes Council will not pay any fines incurred due to a failure to produce a WI DNR approved ATV education card (*some states have reciprocal agreements*).

Expeditions

A week of pre-planned adventures for your older Scouts

Expeditions are perfect for those Scouts who have already done much of what Bear Paw offers, but still want to experience camp. Expedition is a half-day program (*Monday -Thursday afternoons from 2:00 – 5:00 PM and Friday Morning from 8:00 AM - 12:00 PM*) with activities both on and off camp property. Scouts must be 14 to participate. **There is an additional \$90 per person to participate.** Signup is limited to 10 Scouts per week.

Monday: Atlatl Experience & COPE/Climbing - Participants will learn the fundamentals of Atlatl throwing and spend time on our both our High COPE course, and our newly renovated Low COPE course, as well as on our Climbing tower!

Tuesday: Whitewater Kayak Intro - Participants will learn the fundamentals of Whitewater Kayaking so they can safely participate in future whitewater activities other than just rafting.

Wednesday: ATVs and Fly Fishing - Scouts who have already attained their ASI Rider Card will be able to participate in a trail ride to Gardner Dam Adventure Base and back to Bear Paw. Those who have not yet completed the course will be invited to do so during this time. Some sessions, we expect to have Master Angler Instructors available at GDAB to help teach Fly fishing basics.

Thursday: Horse Trail Ride - Head up to the horse ranch and take a long trail ride on horseback.

Friday: Whitewater Rafting- Prepare to take on the rapids as you go whitewater rafting? This exhilarating adventure will be challenging, exciting, and most of all super fun!



Other Program Opportunities

Adventure for your entire unit!

Units can also add a short-term weekend camping adventure with either a Whitewater or COPE & Climbing Experience at Gardner Dam Adventure Base during July. Your unit can add a weekend patrol-cooking adventure to the beginning or end of your Scouts BSA Resident Summer Camp session.

Our commissary will provide you with the food to cook, you will bring your own equipment. You could also choose to pick a weekend in July to come to Gardner Dam Adventure Base which is separate from your Summer Camp session. This opportunity is available regardless of whether your unit attends Scouts BSA Resident Summer Camp at a Bay-Lakes Council Camp. **The cost for this program is \$40.00 per person.** Units must provide their own two-deep leadership and all Youth Protection rules must be followed.



ADVENTURE BEYOND THE EXPECTED

Leader Programs

There's fun for the "big kids" too!

With everything in store for the "big kid" campers, there should be no reason why you shouldn't have even more fun than the Scouts!

Leader Meeting:

- Held daily in the commissioner building at 9:30 AM, these meetings will consist of the camp leadership giving you a run-down of all the day's program information.
- Only one leader is required to attend these meetings.

Help us Help You:

- We understand that your own unit's interests are the number one priority, but we welcome your assistance.
- We ask that you help contribute to the camp with any special skills that you have. Help is always appreciated within program areas, guarding on the Waterfront, and service projects.

Projects:

- We have a large group of volunteers who work on projects around camp throughout the summer and year.
- If you might be looking to help, please feel free to seek out our Camp Ranger as there is always projects happening.
- Some tasks are as simple as painting to general construction.
- Ask about joining our Camp Engineer Team.

Training Opportunitites:

- The Commissioner Corp will be offering the following training opportunities most sessions (*depending on the availability of certified trainers*), you will sign-up at camp on Sunday:



- Climb On Safely
- Introduction to Outdoor Leadership Skills
- Nap On Safely
- Safe Swim Defense
- Safety Afloat
- Thursday Dutch Oven Cook-Off
- Trek Safely
- Wilderness First Aid*



Contact Us

Have a question, need help, please reach out, we're glad to help!

Bay-Lake Council, BSA

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Appleton, WI 54912-0267
920-734-5705
920-734-1991 (fax)
www.BayLakesBSA.org

Bay-Lakes Outdoor Program Department

920-734-5705
Celina Smith
Bay-Lakes Camping Assistant
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920-734-5705 x112

Patrick Williquette

Camp Director
Bear Paw Scout Camp
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920-427-9023 (cell)

Bear Paw Scout Camp

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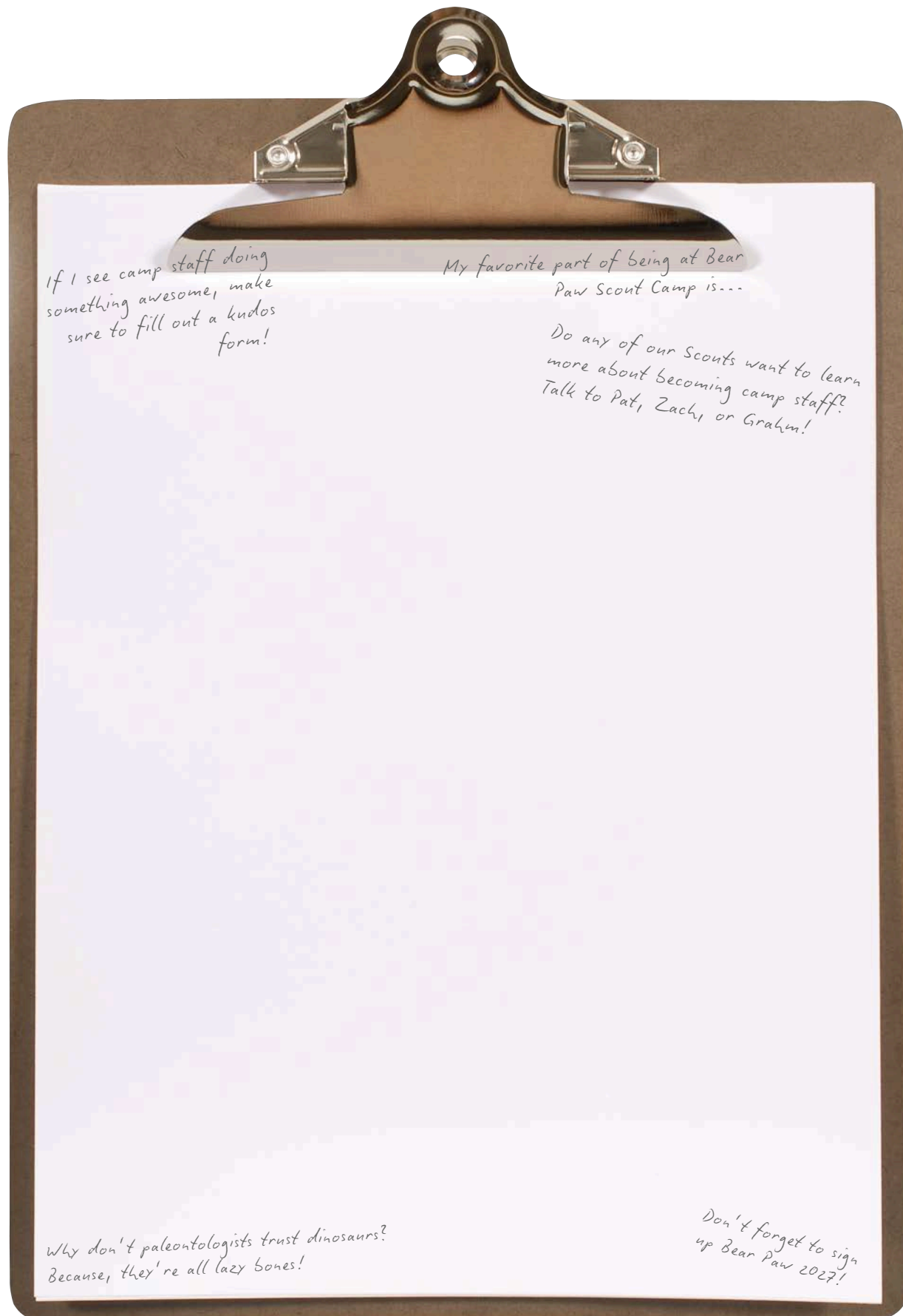


Dan Skrypczak

Director of Outdoor Programing
daniel.skrypczak@scouting.org
920-734-5705

Notes

A place for you to take notes on this dig!



If I see camp staff doing something awesome, make sure to fill out a kudos form!

My favorite part of being at Bear Paw Scout Camp is...

Do any of our Scouts want to learn more about becoming camp staff? Talk to Pat, Zach, or Graham!

Why don't paleontologists trust dinosaurs? Because, they're all lazy bones!

Don't forget to sign up Bear Paw 2027!

Camp Map

Showing the way this slice of heaven!

