

2025 BEAR PAW SCOUT CAMP LEADERS GUIDE

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



OUTWIT OUTPLAY OUTLAST



ADVENTURE
BEYOND THE EXPECTED

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Bear Paw 2025 Guidebook

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What's New

Exciting changes for our program

- Mail in your completed health forms and your completed unit swim classification form - Receive a FREE slushie per camper!
- Participants must be paid up-to-date with the payment plans in order to sign up for programming.
- Thursday evening campsite cookout (page 17)
- More open program time (page 16, 20-22)
- Updates to first year camper program (page 20)

Bear Paw Basics

Facts that would be useful for new leaders or units

- Bring your own tents; we do not provide them.
- No vehicles are allowed in camp during camp operation. Unit trailers and gear are transported to your campsite by your unit.
- Units have the option to cook all or some of their meals in their campsites. See page 11 for details.
- We encourage lots of energy in the Dining Hall during meals, so please join in on the fun!
- The health forms you turn in will remain at camp after you leave, so please provide us with copies and retain the originals.
- We have beautiful Bear Paw Lake for your swimming experience (no pool).
- Internet availability at camp is limited but cell phone coverage is good.
- Units are encouraged to assist with camp-wide duties such as flag ceremonies, cleaning the shower building, and maintaining a respectable campsite.
- All Adults must be registered members of the BSA with unit they are attending camp with to include Youth Protection Trained (page 6)
- Advancement instruction starts on the times given in this book and end 10 minutes prior to the listed ending time (page 18). Unless otherwise noted, merit badges meet Monday - Thursday.
- Friday is set aside as an open programming day (page 18).



The Bear Paw Experience

A message from the camp leadership

Camp Leaders

Thank you for choosing Bear Paw as your destination for summer camp in 2025; we're glad you're coming to our little slice of heaven!

Our traditions began 79 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.

This year, we will maintain the excellence we are known for while incorporating a plethora of exciting campwide games based loosely on the hit television show "Survivor." These campwide games will help sharpen many important outdoor Scout-skills. These contests and challenges are designed to be fun for both the Scouts and Scouters alike!

Our staff is delighted that your unit has chosen to take part in this experience. We began planning for this summer before last summer's season was even over. With hundreds of other camping options, we are glad you chose to spend your summer with us; it is our goal to provide you and your scouts with the experience of a lifetime. We have an exceptional group of staff and directors returning, along with several new faces to ensure we exceed your unit's expectations.

This guidebook provides you with details about our programs, procedures, and services. Please read the guidebook to prepare 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 and we look forward to seeing you at camp!

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

Dan
Skrypczak
Bay-Lakes Council Director of Camping Services
920-734-5705
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.

Camp Leadership

Over 100 years of collective camp staff experience

Patrick Williquette | Camp Director



Patrick Williquette has been a longtime member of the Bay-Lakes Council as a Scout, Leader & Staff Member. This will be Patrick's 5th year serving in the Camp Director role at Bear Paw. He has served many roles on camp staff at Bear Paw Scout Camp 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 University of Wisconsin- Green Bay. For Patrick 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.

Travis Erath | Program Director



Entering his 8th year on the camp staff, and 2nd as Program Director, Travis is excited to deliver a high-quality, fun-filled program. Over the past several years, he has served twice as an Outdoor Skills Director and once as the Camp Commissioner. Back home, Travis is a member of Troop 104 from Kaukauna, WI. He is an Eagle Scout and Vigil member of the Order of the Arrow. This year, Travis is thrilled to enhance the summer programming by collaborating with experienced area directors and summer camp staff. He aims to incorporate many fun unique quirks and features into the camp, crafting a one-of-a-kind scouting experience.

Zach Jensen | Camp Commissioner



For his 6th year on camp staff, Zach has decided to return a 2nd year as the Camp Commissioner. He has previously served as the Outdoor Skills director. With thirteen years' engagement in scouting and National Camp School training in Outdoor Skills, Zach loves to spend time outside learning and engaging in novel outdoor activities. Outside of summer camp, Zach is a student at the University of Wisconsin-Platteville studying Engineering Physics. This summer, Zach is excited to service the needs of Scouts, parents, and leaders with the help of assistant commissioners who can guide your patrol and troop program.

Leslie Schmidtke | Business Director



Leslie is in her 8th year on camp staff, and her 7th year as a Director. She has previously served as the Trading Post Manager and Services Director. In her freetime, 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 a avid trap enthusiast. Outside of summer camp, she holds a Masters degree from the University of Wisconsin-Steven Point, and works as a speech language pathologist for a school district.

Andy Anderson | Camp Ranger



Andy was born and raised in Escanaba where he earned his Arrow of Light. In college he was involved with law enforcement exploring. After college, Andy joined the army and was the Shooting Sports Director for Camp Alan Faye and Camp Pupukea. After leaving active duty, he was an Assistant Scoutmaster with Troop 828 and later the first Scoutmaster for Troop 825. Andy received his Wood Badge beads in 1991. In 1995, he accepted the Camp Ranger position. He is an EMT with Mountain Ambulance Service and helped start the Nicolet Search Team. He has completed the ranger certification from National Camping School and also served on National Camp School staff.

Preparation Timeline

A schedule for proper unit planning

Right Now

- If you haven't already, submit your unit reservation and camper deposits to secure space (page 9).
- Inform all Scouts, Arrow of Light Scouts, and their parents about your unit's summer plans.
- Recruit at least two 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. Any time your unit does not have two adults to spend the night, an adult staff member will be assigned for a fee of \$75 per night.
- Take note of the payment plan and be sure to stay on target with due dates (page 9).

February

- Visit bearpaw.camp often to find the latest forms and camp specific information referenced in this guide. Recommended for the Scoutmaster, Camp Coordinator, and SPL continue to read this guidebook to learn about our program. Email camp@baylakescamps.org to have any questions answered. Visit baylakescamps.org/youtube to find camp promotional videos and other resources.

March

- Turn in all Campership Applications to the Bay-Lakes office no later than April 1. Camp scholarships are available for both Bay-Lakes Council Scouts, as well as Scouts from other councils. While the campership dollars are limited, we try to help every scout who asks for assistance, even if it's only a partial campership.
- Begin signing Scouts up for their desired advancement sessions online. Signup opens March 15. (you must be up-to-date with the payment schedule found on the registration page)
- **Camper Deposits are due February 15. All remaining fees are due June 1 to the Bay-Lakes Office to avoid late fees.**

April

- Consider each Scout's advancement needs when planning for camp
- If desired, complete a pre-camp swim test (page 7). This speeds up the check-in process.

May

- Send out final camp notices to all parents including a list of what to bring (page 7).
- Have committee members visit parents of Scouts not registered to encourage their attendance with your unit, with another unit, or as an individual (page 9).
- Work with each Scout in planning an advancement schedule and getting them started with the pre-camp work once available. Each adult who will be at camp should have record of what each Scout will be doing for advancement.
- Ensure that all Scouts and Adults will have their medical forms completed before coming to camp (page 10).
- Complete special dietary requests for all Scouts requiring special meals (page 11).
- Add any additional campers to your registration and submit your final unit payment (due May 17). 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 by mail or in-person to the Bay-Lakes office.



Many units hold a parents' meeting or camp promotion night. This allows parents a chance to ask questions and learn about your unit's summer camping plans.

Two Weeks Before Camp

- Collect all Scout & Leader medical forms (ensure we will be able to keep a copy). You should send copies of all these to camp two weeks prior to your arrival.
- Check up on each Scout's pre-camp advancement work.
- Make final advancement changes up until two weeks prior to camp.
- Hold an inspection of personal packs and equipment. Also, prepare unit equipment for camp.
- Prepare multiple copies of your unit roster for camp and other leaders.

Several Days Before Camp

- Complete the final check on transportation to ensure everyone has a ride to and from camp.
- Remind the Scouts of the behavior standards necessary for a Scouting trip.
- Remind the Scouts to pack a lunch for the day you arrive unless you plan to stop.
- Plan to arrive between 1:00 and 3:00 PM.

Right Before You Depart

- Collect any remaining medical forms and ensure everyone has their medications in their original containers with a label containing the Scout's name and unit number.
- Ensure rides will be at camp to pick Scouts up before 10:00 AM on the following Saturday.

Preparation Suggestions

We strongly suggest you follow these in your planning

Leadership

- The adult leaders who will be staying at camp should have some camping and Scouting experience. Current unexpired **Youth Protection Training is also required of every adult in camp.**
- The safety of our youth is of greatest importance at camp. Therefore, **all adults accompanying a unit to camp must be registered as a leader with the unit they are attending with**, including completion of a criminal background check and youth protection training. These steps should be completed with your local council.
- Have one additional Leader, 21 or older (male or female) for every 10 Scouts.
- If your unit has any female youth, you must have at least one female registered adult, age 21+.

Arrival

- Have all heavy gear in one vehicle so it can be taken to your campsite all at once.
- Have a copy of all medical forms in alphabetical order for camp to keep. If you mailed in the medical forms and/or swim check, they will be at the medical recheck station.

Advancement

- It is 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 on the advancement list once available.
- All Scouts should be given a copy of their advancement schedule. Leaders should also have copies for easy reference. This report can be run from your online registration with us.
- Leaders should ensure each Scout has chosen programs according to their interests and ability.
- All Scouts should be made aware of their prerequisites.
- All Scouts are encouraged to read the merit badge pamphlet(s) before coming to camp. These are available for purchase (hard copy or digitally) at the Bay-Lakes Scout Shop or 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, we encourage you to help your Scouts find the right balance between advancement and fun, taking into consideration the difficulty of some merit badges and the emotional maturity of each individual Scout.

Forms and Resources

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

Below is a list of resources available online at [BearPaw.camp](https://www.bearpaw.camp). All registration updates can be made online. You can request copies of any resources by calling the Bay-Lakes Scout Center at (920) 734-5705.

Information

- Camp Menus - detailed list for each meal. Menus are released in May and posted online. This includes both dining hall and patrol cooking menus.
- Promotional Video - show at a troop meeting to get everyone excited about the experience!
- Camp Map - complete with campsites, program areas, and building locations.

Registration

- 2026 Unit Reservation - reserve unit space for next year's summer camp programs. Opens June 22nd!
- Campership Application - complete for campers with financial need and submit no later than April 1st.
- The online How to login to Registration Help File - provides details for registering and making changes online.

Program & Advancement

- Advancement Schedule - provide to Scouts as they plan their advancement schedule.
- Advancement Prerequisites - provide to Scouts to prepare before camp.
- Precamp Swim Test - record results should be mailed or emailed directly to Bear Paw Scout Camp.

Medical

- Annual Health and Medical Form - complete for all campers and copies sent directly to camp.
- Scout Medication - complete for campers with medication and bring to camp.
- Special Diet Request - complete for campers with dietary needs at least 3 weeks in advance.



Stay informed and prepared for camp with all these resources and more at [BearPaw.camp](https://www.bearpaw.camp).

Please visit our youtube channel to view our promotional video.

[BayLakesCamps.org/youtube](https://www.baylakescamps.org/youtube)

Contact Bay-Lakes Camping for additional promotional materials.



Payments and Fees

Procedures for registering campers

2024 Camper Fees

Youth	\$375
Adult	\$195

Registration Timeline

June 1, 2024:

Reserve space for 2025, \$300.00 per unit.

Jan 1 - February 29, 2025:

Register campers with a \$15 non-refundable deposit.

March 15: Advancement & Expedition signup opens online. (Must be paid current to payment timeline.)

May 31: Final Camp Balance Due.

Unit Reservation Deposit

- A non-refundable deposit of \$200 per unit is due to hold space. These fees will be applied toward your 2024 camp balance.
- Reservations for 2025 will open June 1, 2024.

How to Register Scout/Leader Campers

- Register online or mail your unit roster to the Bay-Lakes office with the camper deposits of \$75 (due Feb. 29).
- The first \$75 deposits for each Scout/Leader is his/her reservation deposit and is nonrefundable, but transferable to another Scout/Leader in the same unit as a new reservation.
- Remaining balances are due May 31.
- Campers registered and/or paid in full after May 31 will be subject to a \$25 late fee.

Payment Schedule

	Youth Amount Due	Adult Amount Due	Due By
Deposit	\$15	\$15	01/15/25
Payment 1	\$76 [\$91 cumulative]	\$36 [\$51 cumulative]	02/15/25
Payment 2	\$76 [\$167 cumulative]	\$36 [\$87 cumulative]	03/15/25
Payment 3	\$76 [\$243 cumulative]	\$36 [\$123 cumulative]	04/15/25
Payment 4	\$76 [\$319 cumulative]	\$36 [\$159 cumulative]	05/15/25
Balance	\$76 [\$395 cumulative]	\$36 [\$195 cumulative]	05/31/25
Late Fee	\$25 [\$420 cumulative]	\$25 [\$220 cumulative]	06/15/25

How to Pay

- Online payment may be made through our online reservation system using a credit/debit card or Bank ACH. If paying by credit or debit card, a 3.5% convenience fee will be added. To avoid paying a convenience fee, send payment by mail or in-person to the Bay-Lakes office.
- Unit checks can be sent payable to: Bay-Lakes Council BSA, 2555 Northern Road, P.O. Box 267, Appleton, Wisconsin 54912.

Camperships

- Camp scholarship (camperships) are made available to assist any Scout with financial need the opportunity to receive assistance towards a Bay-Lakes Council summer camp experience.
- Request must be made using the campership application for each person in need no later than April 1. Go to: baylakescamps.org/campership to complete the 2025 campership request form.

Refunds

- Camp fees are nonrefundable. We encourage units to transfer fees to another Scout from within the unit attending camp. Should a written refund request be received, the Bay-Lakes Council will consider each situation and endeavor to be as fair as possible. All refunds are calculated after the \$15 nonrefundable deposit and are subject to our cancellation fee schedule on registration page.

Attending Bear Paw for a second week OR with another Unit?

- If a Scout is unable to attend with your unit, don't let them miss the summer camp experience. Register them with our provisional unit during sessions 1, 3 & 5.
- Scouts/leaders who want to experience a second week of summer camp may also register with our provisional unit or make arrangements to come to camp with another unit.



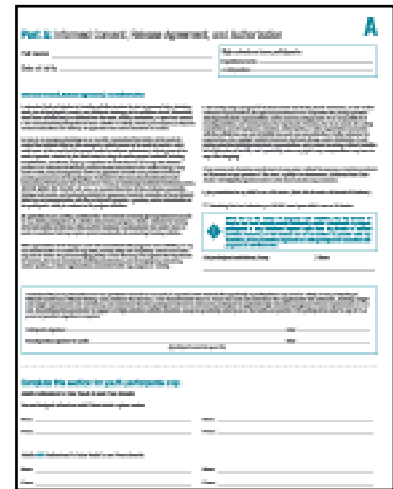
Questions about the Black Pug registration system? Looking to connect your Scout with another unit or our provisional unit? Interested in being a leader for our provisional unit? Please call us at (920) 734-5705

Policies and Procedures

Things to help prepare your unit for camp

MEDICAL POLICIES

- Every participant must provide a copy of their annual health and medical form to be kept on file after they leave.
- To speed up check-in, you should send copies (NOT originals) of all medical forms to camp two weeks prior to your arrival.
- Units can keep medication in a locked container at their site and distribute to their Scouts. Units choosing to do so will be provided with a medication log books to fill out and turn in at the end of the week. Units are welcome to turn their medications into the health office for us to distribute. Lock boxes are available on a limited basis.
- Bee sting medication, inhalers, an insulin syringe, or other medication or device used in the event of life-threatening situations may be carried by a camper but should be brought to medical checks.
- The above requirements are those of the State of Wisconsin and the Scouting America.



Health & Medical Record Form

- Parts A, B, and C are to be completed annually and signed by a licensed physician for any overnight campers (youth or adults).

Insurance

- When surgical treatment or hospital care is needed for Bay-Lakes Council Scouts/Scouters, 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.

YOUTH PROTECTION 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. Scouting America is committed to providing a safe and secure environment for all. Youth protection requires sustained vigilance, and we work every day to protect children through mandatory policies.

- One-on-one contact between adults and youth members is prohibited.
- Privacy of youth is respected. Adult leaders and youth must respect each other's privacy, especially in situations such as changing clothes and taking showers at camp.
- The use of smartphones, cameras, mirrors, drones, etc., in places or situations where privacy is expected is prohibited.
- Separate tenting must be provided for male and female adults as well as for male and female youth. Youth sharing tents must be no more than two years apart in age. Spouses may share tents.
- The buddy system must be used at all times. Buddies should know and be comfortable with each other. Buddies should select each other, with no more than two years' age difference, the same level of maturity, and the same gender.
- Hazing and initiations are prohibited and have no part during any Scouting activity.
- No bullying. Verbal, physical, and cyber bullying are prohibited in Scouting.
- Appropriate attire is required for all activities

FACILITY POLICIES

Dining Hall Procedures

- Meals will consist of the main entrées, 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.
- Everyone is asked to wear the official Scouts BSA Field Uniform to all evening meals.

Patrol Cooking Procedures

- Your unit selects the meals you will cook in your camp site. All meals are Monday – Friday. So, if you choose to cook breakfast in your camp site, you will cook all 5 breakfast meals in your site.
- Food will be provided by camp and can be picked up at the Commissary building located behind the dining hall during the scheduled pickup time for each meal.
- All campers will eat in the dining facility on Sunday evening and participate in the Lumberjack Pancake Breakfast on Saturday morning.
- If your Troop would like the Patrol Method 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 three weeks before your arrival using the “Special Dietary Request Form” available at bearpaw.camp.

Trading Post

- The Trading Post will be open at various times throughout the day. Look for hours when you arrive.
- Here you will find all the merchandise you need, including everything from hats and shirts to collectibles. You will also be able to purchase toiletries, cooking supplies, and camping necessities.
- You will be able to purchase candy, soda, slushies, and any other food items. The porch and picnic tables are there for you to enjoy your snacks. Please have your Scouts clean up after themselves!
- A camp patch will be given to each camper registered in camp.
- We recommend that each person brings an extra \$100 for purchases in the Trading Post.

Showers

- Located on each side of camp with separate rooms for youth and adult by gender.
- Campers need to bring all their own toiletries or purchase them at our Trading Post.

CPAP Batteries

- Bear Paw Scout Camp no longer provides 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.
- Kickapoo campsite has electrical power and Fox campsite has the Fox shower house located nearby, but both will require the use of extension cords, which camp does not provide.

Camp Office

- Staff is generally available to answer questions in this building from 8:00 AM - 8:00 PM.
- During the check-in process, units are encouraged to sign up for flag ceremonies during the week.
- Lost & found is located in the office.

Health Office

- Available 24 hours a day in the upper level of the camp office. If the Health Officer is not in the Health Office, report to the upper level of the camp office for assistance.
- For medication disbursement, the Health Office will be open a half-hour before and after each meal, and 1 hour prior to taps. Individual arrangements can be made if necessary. Please ensure that your Scouts are responsible in this matter. We recommend that one Leader be responsible for ensuring the Scouts receive their medication when they are supposed to.

OTHER POLICIES

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 seat if it has a seat belt. Please see the Guide to Safe Scouting for additional information.

Bicycles

- Bikes 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 any signs.
- Any rule infractions will result in the individual losing their privilege to ride on camp property.

Mail / Email

- Please have mail addressed in the manner to the right.
- You are encouraged to mail things several days early to ensure we receive it before checkout day.
- Due to lack of computer capabilities, we do not offer an e-mail service for the Scouts. Leaders may bring their own computers to use in the commissioner building.
- If there is an emergency family issue, please call (920) 427-9023 and the Camp Director will ensure that the camper receives the message.

Mailing Address

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

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

Cell Phone

- Cell 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., in places or situations where privacy is expected is prohibited.

Leaving Camp Early

- Any Scouts leaving camp during their stay must have a release signed by their parent or guardian and approved by the Scout Leader.
- We recommend having this form (available at bearpaw.camp) completed before a Scout attends camp.
- When checking out, a member of the camp leadership must give the final approval signature.

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. BSA 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 the Boy Scouts of 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.

Privacy

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

Visitors

- All visitors must check in and out at the camp office.
- Visitors are not allowed between the hours of 10:00 PM and 7:30 AM.
- Visitors should not bring pets.
- Persons with disabilities should notify camp prior to their arrival if accommodations are needed.
- Guest meal tickets may be purchased for \$8 per meal in the camp office.

Emergencies

- In the event of a camp-wide emergency, the camp bell or siren may sound.
- If the camp bell is rang once, campers should report immediately to the flagpole 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.

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 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 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.

Shoes

- Footwear is required everywhere in camp, except at the Waterfront.
- No open toed (flip flops, sandals, etc) are allowed outside of the shower houses or your tent.

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. Units are encouraged to gather downed wood at camp.
- Fireguard charts are furnished for each campsite and must be filled out upon check-in. Fireguard charts are to be hung on the campsite bulletin board for the duration of the week.

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 Camping Department
- Please do not bring your pet from home. Be sure to inform any visitors, parent drivers or guests that they should also leave their pet at home.

Tents

- All units must provide their own tents.
- If you do not have a "No flames in tent" sign stenciled on your tents, you must display a "No flames in tent" sign in the campsite. We have a sign posted on each bulletin board.
- Separate tenting must be provided for male and female adults as well as for male and female youth. Youth sharing tents must be no more than two years apart in age. Spouses may share tents.

Arrival and Departure

How to check in and 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.

Check-In Process

1. 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 indicated this in their registration (you are responsible for your own meals prior to Sunday dinner).
2. A member of our staff will greet you in the parking lot and lead your unit throughout the entire check-in procedure.
3. Move to the large tent for medical rechecks and swim check signup. Be prepared to present a copy of everyone's medical form for camp to keep in alphabetical order at the medical recheck station.
4. 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.
5. 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).
6. A staff member will be in your campsite at 5:45 PM to guide you to through our required Emergency Drill and then onto dinner. Scouts and leaders should be in Field Uniform for dinner.
7. Flag lowering will be at 6:50 PM. After this 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. One leader from every unit and the SPL should attend the adult leader meeting in the Commissioner Building.

If your unit needs to arrive early, please indicate this in your registration. Units that arrive early are on their own until check-in starts on Sunday.

Check-Out Process

1. 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.
2. Return shovel, rake, broom, and other campsite supplies to the latrine.
3. Leave a complimentary woodpile for the next unit.
4. 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.
5. Return any equipment borrowed from camp to the appropriate location.
6. Settle your camp bill, pick up your patches, medication, and final merit badge report, and turn in your Adult Leader and SPL evaluations at the Camp Office.
7. Sign up for summer camp 2026.



Any Scout leaving prior to Saturday must have a completed Scout release form on file (requires a parent's signature). This form is available [online](#) or at the camp office.

While at Bear Paw

All the basics on the program for your stay at camp

DAILY PROGRAM SCHEDULE

6:00-6:30.....	Commissary Pickup (Patrol Cooking)
6:45.....	Wake up Bell
7:30-8:15.....	Breakfast
8:40.....	Flag Raising Ceremony & Morning News
9:00-11:50....	Advancement Instruction
9:30-10:00....	Leaders Meeting (commissioner building)
11:30-12:00..	Commissary Pickup (Patrol Cooking)
12:15-1:15....	Lunch
1:15-1:50.....	Good Turns, SPL meetings, and troop time
2:00-4:50.....	Advancement Instruction & Open programming
4:30-5:00.....	Commissary Pickup (Patrol Cooking)
6:00-7:00.....	Dinner
7:00.....	Flag Lowering Ceremony & Evening News
7:15-8:30.....	Various open program areas & troop time
8:45-10:00....	Astronomy MB Star Hike (See Page 16)
10:30.....	Quiet Time - Lights out

Bell Schedule

6:45 am Wakeup (constant)
7:25 am Breakfast (x3)
8:30 am Flag Raising (x4)
12:00 pm Lunch Waiters (x2)
12:10 pm Lunch (x3)
5:45 pm Dinner Waiters (x2)
5:55 pm Dinner (x3)
6:50 pm Flag Lowering (x4)

Any Single Bell Toll is for an Emergency. Please report to the flagpole.

AFTERNOON ACTIVITIES

- Free time from 3:30-5:00 pm is great for 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 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 you arrive.

- Adult Leader Shootoff (9:00 am)
- ATV Riding - Limited space, see page 20 for details.
- 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) - experience some of the best whitewater in Wisconsin. Cost is \$30 per person. (Ages 14 & older) contact Dave Benton at canoescout71@gmail.com to register.



ADVANCEMENT REGISTRATION & NOTES

- Registration for advancement and leader training can be done online beginning March 15 with participant being paid in full. Instructions can be found in the online help file available at bearpaw.camp. Units are encouraged to complete advancement registration before coming to camp.
- Leaders will have the afternoon to review advancement/program schedules with Scouts and bring any changes/updates to the Adult Leader meeting on Sunday evening. Our staff will then update the corrections in the registration system if/when capacities permit the requested changes.
- Bear Paw utilizes an electronic blue card system in Black Pug. Units will be able to print out blue cards at home, at the conclusion of camp. Units can access their blue cards by logging onto their online summer camp registration and going to the Reports tab.
- Unit leaders will be able to import all advancement earned at Bear Paw Scout Camp directly into their unit's Scoutbook account. Units can access their Scoutbook import file by logging onto their online summer camp registration and going to the Reports tab.

EVENING PROGRAMS

Sunday

Campwide Safety Drill, 5:45 PM Meet at Flagpole: Before dinner, we'll test the bell alarm and meet at designated locations at flagpole for headcount.

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. One adult leader and SPL will report to the Commissioner's building while all other unit participants take a tour of camp.

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 at the flagpole area to be led into the fire bowl.

Monday

Cowboy Action Shoot, 7:00 PM, Meet at Shooting Sports Range. Cowboy Action Shoot waiver required. (See Page 29 or bearpaw.camp and bring it to camp.) 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.

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, 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.

EVENING PROGRAMS

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. Limited cooking equipment is available, should a unit need it. This evening is your opportunity for your unit to run your own program.

Staff Development, 6:00 PM, Dining Hall: While units are enjoying time together at their campsite cookouts, our camp staff will be meeting to further improve their servant leadership skills and have a little fun as a team. All our staff members are dedicated to ensuring campers have an excellent experience at Bear Paw. We ask that campers refrain from entering the Dining Hall on Thursdays after 5:00 PM so that this important staff development can commence uninterrupted. **Two or more Senior Camp Staff will be available at the Camp Office** and/or at the Trading Post (with a radio) should you need anything during this time

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 accompaniment is always appreciated.

Friday

Leader Cookout, 6:00, Welcome Tent: Adult leaders are invited to join Bay-Lakes council and camp leadership for a steak 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 the Parade Field:

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

Saturday

Lumberjack Breakfast, Meet at the Flagpole: Join us on Saturday for our traditional breakfast of freshly made pancakes, sausage, fruit, cake, with juice and coffee.

All About Prerequisites

Very important stuff, please read carefully

2025 Scouts BSA Advancement Changes

Prerequisites are available at scoutingevent.com/635-BearPaw2025

Special Considerations Regarding Range & Target Activities Merit Badges:

Bay-Lakes Council wants every youth who attends one of our two Scouts BSA Resident Summer Camp Programs to have a safe and fun opportunity to earn Rifle Shooting, Shotgun Shooting, and Archery Merit Badges while at our camps. As part of our commitment to safety, we will follow the mandatory safety protocols which require us to maintain specific ratios of Qualified Shooting Sports Staff to Shooters. The maximum number of Scouts permitted to participate in each offered session of the shooting sports merit badges will be dependent on the number of qualified shooting sports staff we are able to secure for the summer.

The Scouting America National Shooting Sports Committee highly recommends that participation in the Range & Target Activities merit badges offered at Scouts BSA Resident Summer Camps be reserved for 3rd & 4th Year Campers (ages 14-17) because the younger 1st and 2nd Year Campers (ages 10-13) typically haven't developed the needed physical strength, hand-to-eye coordination, nor emotional maturity necessary to enjoy the challenging shooting proficiency requirements for these badges.

Bay-Lakes Council Camps recognize that there are some 10-13-year-olds whose shooting skills are much more advanced than their peers. Therefore, we will not restrict 1st and 2nd Year Campers from registering for Range & Target Activities merit badges. Nevertheless, we ask parents and adult unit leaders to critically evaluate the likelihood of your younger Scouts passing the proficiency requirements BEFORE you register them for a R&TA merit badge. If you're confident they'll leave camp with a partial R&TA merit badge, please do them the service of encouraging them to wait until they're a couple of years older. By directing them toward more age-appropriate merit badge offerings, you're increasing the chance that they'll leave camp feeling a sense of pride and accomplishment and simultaneously not filling a limited class spot, which an older Scout with dwindling summer camp opportunities, could have filled.

Additionally, regardless of the age of the Scouts you are registering for R&TA merit badges, please make sure they complete the listed prerequisites specific to each merit badge. 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.

Eagle Challenge

Superb first year camper program

Eagle Challenge offers opportunities to help young Scouts complete 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!

Program Notes

- We teach the Scouts the skills, but do 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 an instructional class 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.



Space is limited. 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. There is a \$60 fee to take part in this program.

- All participants must complete the online safety e-course offered by the ATV Safety Institute (<https://cbt.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.
- Please fill out the ATV Participation and Hold Harmless Agreement found at scoutingevent.com/635-BearPaw2025 (under "Attachments" section of registration landing page), and bring it to camp.
- ALL Scouts must have their states 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 DNR approved ATV educationcard.

Offered Friday at 9:00 AM and again at 2:00 PM. Participants must pre-register using our online registration system. Only 8 spots are available each session.

Expeditions

Adventure 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 (morning from 9:00 – 12:00) with activities both on and off camp property. Scouts must be 14 (or 13 AND have completed the 8th Grade) to participate. There is an additional \$90 per person to participate. Signup is limited to 10 Scouts per week.

Monday: Whitewater Kayak Intro

Participants will learn the fundamentals of Whitewater Kayaking so they can safely participate in future whitewater activities other than rafting.

Tuesday: COPE & Climbing

After some great low COPE activities to heighten team-building skills, Scouts will get to spend quality time on the High course and Climbing Tower at Gardner Dam Adventure Base.

Wednesday: ATV 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: Whitewater Rafting

Prepare to take on the rapids as you go whitewater rafting! This exhilarating adventure will be challenging, exciting, and most of all, fun!

Friday: Shooting Sports Experience

Try your hand at many different shooting sports, including the Cowboy Action range.

Excursions

*Daily activities are subject to change. All equipment is supplied by camp.
* denotes a waiver form required. (See Page 28 or bearpaw.camp)*

Adventure for your unit

The Unit Excursion Program provides units the opportunity to design one or more overnight off-property high adventure outpost excursions for their youth and adults. National Camp Accreditation Program Standards do not permit any participant to partake in more than three outpost excursions per camp session. We provide the design framework, food, equipment, and a staff guide. Units provide the youth participants, two-deep qualified adult supervision, and transportation. Units can choose from a menu of overnight high adventure trips:

- One-night Whitewater Adventure
- One-night Canoe River Trips (multiple river trips to choose from)
- One-night Sea Kayaking trip in Door County
- One-night COPE & Climbing Challenge Trip
- One-night ATV Journey
- One-night Backpacking Adventure
- One-night Mountain Bike Journey
- One-night Guided Fishing Trip

If there are other high adventure activities allowed per the Guide to Safe Scouting which your unit would like to do which are not listed here. Please let us know and if we have the staff with the required certifications, we'll work with you to deliver the programing your scouts are looking for!

There is a cost of \$50.00 per participant per day excluding the 2 deep leadership provided per unit.

To register for a Unit Excursion Program, a unit leader who will be attending camp and participating as an Adult Crew Adviser for the outpost excursion experience should contact Dave Benton at canoescout71@gmail.com by April 15th 2025. Dave will work with you to design an excursion experience for your unit's crew which will be customized to safely challenge but not exceed the average skill level of your youth participants. We will provide appropriate staff support to ensure your excursion is a fun, exciting, and safe adventure!



Adventure Excursions- NEW

GARDNER DAM ADVENTURE BASE**

(Unit or Provisional based)

Full Week Program - Sample Schedule Below (Customization Available)

AM	Monday Kayak Into	Tuesday Whitewater*	Wednesday Whitewater*	Thursday ATV-1	Friday Option-Day
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PM	Monday Kayak Into	Tuesday Climbing/High COPE/Rappel	Wednesday Fly Fishing	Thursday ATV-2	Friday Option-Day
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*** Alternates:**

- Sea Kayaking
- Biking
- Canoeing

**** Lodging at Garder Dam Adventure Base - 18 miles from Bear Paw**

- Lodging is available with AC, multiple bedrooms, showers, kitchen, and great room.
- Patrol cooking program
- Camping available at Bear Paw or GDAB

EXPEDITIONS - BEAR PAW (NEW OPTIONS)

Half-Day Program (Mornings) - Sample Schedule Below

AM	Monday Kayak Into	Tuesday Climbing/High COPE/Rappel	Wednesday ATV-1 or Fly Fishing ATV-2 (Optional Afternoon Trip)	Thursday Rafting or Biking	Friday Option-Day
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WHITEWATER MERIT BADGE - BEAR PAW OR GDAB

(Additional Capacity Added)
Half-Day Program (Afternoons)

PM	Monday Kayak Into	Tuesday WW-MB 2	Wednesday WW-MB 3	Thursday WW-MB 4	Friday Option-Day
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Other Program Opportunities

Adventure for your 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.



Leader Programs

Even something for the “big kids” to have fun

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 Meetings

- 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.

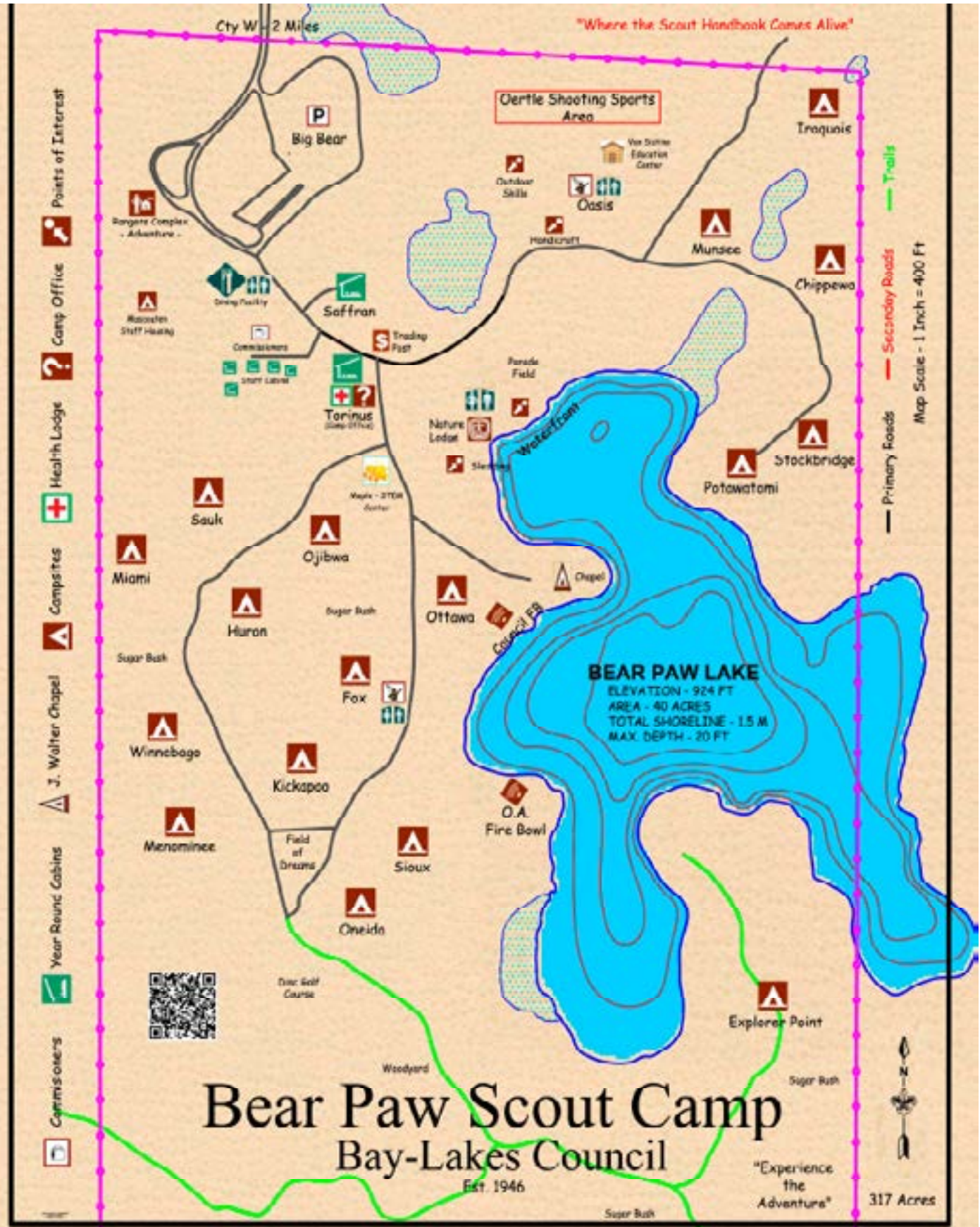
TRAINING OPPORTUNITIES

Construction in Progress

Specific training opportunities are still being developed: Keep checking back to for updates. All offerings and schedules will be posted there. A complete list of offerings will also be available when you arrive to camp.

Map of Bear Paw

showing the way around your woodland haven





ADVENTURE BEYOND THE EXPECTED

Bay-Lakes Council, BSA
2555 Northern Road
PO Box 267
Appleton, WI 54912-0267
920-734-5705
920-734-1991 (fax)
www.BayLakesBSA.org

Bear Paw Scout Camp
14000 Bear Paw Camp Ln
Mountain, WI 54149
715-276-6167
www.BearPaw.camp

Bay-Lakes Camping Department
920-734-5705

Celina Smith
Bay-Lakes Camping Assistant
Celina.smith@scouting.org
920-734-5705 x112

Dan Skrypczak
Director of Camping Services
daniel.skrypczak@scouting.org
920-734-5705

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

BAY-LAKES COUNCIL CAMPS

Thanks you for choosing Bear Paw Scout Camp!



A Nationally Accredited Program

The Bay-Lakes council camping department is committed to camps that meet high standards for health and safety, food service, program, maintenance, conservation, staffing, and administration. All of our camps are inspected and accredited on an annual basis.

This Emblem is one of your assurances of a quality camp!