2019-2020
IDEAL YEAR OF SCOUTING
Headquartered in Indianapolis, Indiana, Crossroads of America Council, Boy Scouts of America serves over 35,000 members in 26 counties in central Indiana. Our mission is to provide character development, citizenship training, and growth in physical, mental and spiritual fitness, to help create the next generation of leaders.

Our program opportunities for young men and women, ages 5-20, include: Cub Scouts, Scouts BSA, Venturing, Exploring, STEM Scouts, Sea Scouts and Reaching for Tomorrow.

**Districts**

- **Bear Creek** - serving Fayette, Franklin, Rush, Shelby, Union, Wayne and southern Randolph counties
- **Del-Mi** - serving Hamilton and Tipton counties
- **Golden Eagle** - serving Blackford, Delaware, Randolph and eastern Henry counties
- **Hou Koda** - serving southwestern Marion and Hendricks counties
- **Northeast** - serving northeast Marion and western Hancock counties
- **North Star** - serving northwest Marion and southern Boone counties
- **Pathfinder** - serving southern Marion and Johnson counties
- **Pioneer** - serving Hancock and southeast Marion counties
- **Sakima** - serving Madison and western Henry counties
- **Sugar Creek** - serving Boone, Montgomery, and Clinton counties
- **Wabash Valley** - serving Vigo, Vermillion, Clay, Parke, Sullivan and Putnam counties

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**UNIFORMS ■ APPAREL ■ INSIGNIA ■ LITERATURE ■ CAMPING ■ CRAFTS ■ AWARDS ■ GIFTS**

**GOLDEN-BURKE SCOUT SHOP**
7125 Fall Creek Road North
Indianapolis, IN 46256
(317) 813-7070

Hours of operation:
Monday, Wednesday & Friday 8:30am-7pm
Tuesday & Thursday 8:30am-5pm
Saturday 9am-3pm

**MUNCIE SCOUT SHOP**
3400 East Jackson Street
Muncie, IN 47303
(765) 288-0223

Hours of operation:
Monday - Friday 12:15pm-5:30pm

**TERRE HAUTE SCOUT SHOP**
501 S. 25th Street
Terre Haute, IN 47803
(812) 232-9496

Hours of operation:
Monday - Friday 12:15pm-5:30pm
Districts

Bear Creek - serving Fayette, Franklin, Rush, Shelby, Union, Wayne and southern Randolph counties

Del-Mi - serving Hamilton and Tipton counties

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Our program opportunities for young men and women, ages 5-20, include: Cub Scouts, Scouts BSA, Venturing, Exploring, STEM Scouts, Sea Scouts and Reaching for Tomorrow.
Every great project starts with a great plan. The same goes for Scouting. By following our proven Ideal Year of Scouting plan, you can expect to see...

- A stronger program for your youth at less personal cost to you
- Increased parental involvement
- More youth camping
- Better retention
- More funding with less time spent fundraising
- A simpler, easier and more enjoyable Scouting program

The Ideal Year of Scouting follows the BSA's Journey to Excellence recognition program. Think of Journey to Excellence (JTE) as your scorecard for Scouting success. The 2019 Journey to Excellence scorecard is located on the next page and will help you identify, quantify, track and report key factors to make the program you deliver even better for your Scouts.

During the spring of 2019, work through this book to set your goals and make your plans. You should have a clear picture of the program you will offer from August, through the school year.

Over the next few pages we’ll guide you through the Journey to Excellence criteria and set you on the path to your Ideal Year of Scouting. If you have questions or get stuck along the way, don’t worry…we’ve got you covered!

This guide and additional online resources are available at www.crossroadsbsa.org/IYOS.

You can also contact us at (317) 813-7125 and we’ll connect you with a Scouting professional who can help you achieve your Ideal Year of Scouting.

**JOURNEY TO EXCELLENCE QUALIFICATIONS**

Complete the 2019 Journey to Excellence Scorecard and submit with your 2019 recharter paperwork before December.
# Pack _____ of _____ District

2019 Scouting’s Journey to Excellence

"The BSA method for annual planning and continuous improvement"

<table>
<thead>
<tr>
<th>Item</th>
<th>Objective</th>
<th>Bronze Level</th>
<th>Silver Level</th>
<th>Gold Level</th>
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</tr>
<tr>
<td>#1</td>
<td>Planning and Budget: Have a program plan and budget that is regularly reviewed by the pack committee, and it follows BSA policies relating to fundraising.</td>
<td>Have an annual program plan and budget adopted by the pack committee.</td>
<td>Achieve Bronze; plus pack conducts a planning meeting involving den leaders for the following program year.</td>
<td>Achieve Silver; plus pack committee meets at least six times during the year to review program plans and finances.</td>
</tr>
<tr>
<td>#2</td>
<td>Building Cub Scouting: Recruit new youth into the pack in order to grow membership.</td>
<td>Conduct a formal recruitment program by October 31 and register new members in the pack.</td>
<td>Achieve Bronze; and either increase youth members by 5% or have at least 40 members.</td>
<td>Achieve Silver; and either increase youth members by 10% or have at least 60 members.</td>
</tr>
<tr>
<td>#3</td>
<td>Retention: Retain a significant percentage of youth members.</td>
<td>Reregister 60% of eligible members.</td>
<td>Reregister 65% of eligible members.</td>
<td>Reregister 75% of eligible members.</td>
</tr>
<tr>
<td>#4</td>
<td>Webelos-to-Scout transition: Have an effective plan to graduate Webelos Scouts into troops.</td>
<td>With a troop, hold two joint activities or 75% of second year Webelos have completed &quot;The Scouting Adventure.&quot;</td>
<td>60% of eligible Webelos register with a troop.</td>
<td>80% of eligible Webelos register with a troop.</td>
</tr>
<tr>
<td>#5</td>
<td>Advancement: Achieve a high percentage of Cub Scouts earning rank advancements.</td>
<td>50% of Cub Scouts advance one rank during the year.</td>
<td>60% of Cub Scouts advance one rank during the year.</td>
<td>75% of Cub Scouts advance one rank during the year.</td>
</tr>
<tr>
<td>#6</td>
<td>Outdoor activities: Conduct outdoor activities and field trips.</td>
<td>Each den has the opportunity to participate in three outdoor activities or field trips during the year.</td>
<td>Each den has the opportunity to participate in four outdoor activities or field trips during the year.</td>
<td>Each den has the opportunity to participate in five outdoor activities or field trips during the year.</td>
</tr>
<tr>
<td>#7</td>
<td>Day/resident/family camp: Cub Scouts attend day camp, family camp, and/or resident camp.</td>
<td>33% of Cub Scouts participate in a camping experience or have improvement over the prior year.</td>
<td>50%, or 33% and have improvement over the prior year.</td>
<td>75%, or 50% and have improvement over the prior year.</td>
</tr>
<tr>
<td>#8</td>
<td>Service projects: Participate in service projects.</td>
<td>Participate in two service projects and enter the hours on the JTE website.</td>
<td>Participate in three service projects and enter the hours on the JTE website.</td>
<td>Achieve Silver; plus at least one of the service projects is conservation-oriented.</td>
</tr>
<tr>
<td>#9</td>
<td>Pack and den meetings and activities: Dens and the pack have regular meetings and activities.</td>
<td>Hold eight pack meetings a year. Den or pack meetings have started by October 31.</td>
<td>Achieve Bronze; plus dens meet at least twice a month during the school year.</td>
<td>Achieve Silver; plus earn the Summertime Pack Award.</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Item</th>
<th>Objective</th>
<th>Bronze Level</th>
<th>Silver Level</th>
<th>Gold Level</th>
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<td>Points</td>
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<tr>
<td>#10</td>
<td>Leadership recruitment: The pack is proactive in recruiting sufficient leaders.</td>
<td>Have a registered assistant Cubmaster.</td>
<td>Achieve Bronze, and prior to recruiting event, the committee identifies pack and den leadership for the next year.</td>
<td>Achieve Silver, plus every den has a registered leader by October 31.</td>
</tr>
<tr>
<td>#11</td>
<td>Trained leadership: Have trained and engaged leaders at all levels. All leaders are required to have youth protection training.</td>
<td>Cubmaster or an assistant Cubmaster or pack trainer has completed position-specific training.</td>
<td>Achieve Bronze; plus the Cubmaster and den leaders have completed position-specific training or, if new, will complete within three months of joining.</td>
<td>Achieve Silver, plus two-thirds of committee members have completed position-specific training.</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Objective</th>
<th>Total Points:</th>
</tr>
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<tbody>
<tr>
<td>Planning and Budget</td>
<td>200</td>
</tr>
<tr>
<td>Membership</td>
<td>500</td>
</tr>
<tr>
<td>Program</td>
<td>900</td>
</tr>
<tr>
<td>Volunteer Leadership</td>
<td>400</td>
</tr>
</tbody>
</table>

- Bronze: Earn at least 525 points by earning points in at least 7 objectives.
- Silver: Earn at least 800 points by earning points in at least 8 objectives.
- Gold: Earn at least 1,050 points by earning points in at least 8 objectives and at least Bronze in #6.

Our pack has completed online rechartering by the deadline in order to maintain continuity of our program.

We certify that these requirements have been completed:

Cubmaster ___________________________ Date ____________

Committee chair ___________________________ Date ____________

Commissioner ___________________________ Date ____________

This form should be submitted to the Scout service center or your unit commissioner, as directed by your council.
Scouting's Journey to Excellence
2019 Pack Planning, Performance, and Recognition

Journey to Excellence uses a balanced approach to measure performance. It guides program planning before the year begins, monitors activities for continuous improvement during the year, and recognizes performance at the end of the year. In planning your strategy, use actual numbers from the previous year to guide your performance improvement goal planning. The period for measuring performance will be the calendar year.

<table>
<thead>
<tr>
<th>Planning and Budget Measures</th>
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<table>
<thead>
<tr>
<th>Membership Measures</th>
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<table>
<thead>
<tr>
<th>Program Measures</th>
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<tr>
<th>Volunteer Leadership Measures</th>
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<td>10</td>
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<td>11</td>
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</table>

**Scoring the pack’s performance:** To determine the pack’s performance level, you will use the above information to determine the points earned for each of the 11 criteria and then add those individual point scores to determine a composite score. Count only the highest point total achieved in any one criterion. Bronze level requires earning at least 525 points in at least 7 criteria, Silver level requires earning points in at least 8 criteria and 800 points, and Gold level requires earning points in at least 8 criteria, meeting at least bronze standards in outdoor activities, and earning at least 1,050 total points.

For more resources including workbooks and planning guides: www.Scouting.org/jte
Planning your program is the first step in the Ideal Year of Scouting process. Use this guide to plan your program and provide unparalleled experience for your Scouts.

<table>
<thead>
<tr>
<th>Planning and Budget</th>
<th>Bronze Level</th>
<th>Silver Level</th>
<th>Gold Level</th>
<th>Total Points</th>
</tr>
</thead>
<tbody>
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<td>50 100 200</td>
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</tbody>
</table>

#1 The pack has a program plan and budget that is reviewed at all pack committee meetings, and the pack follows BSA policies relating to fundraising and fiscal management as found on the Unit Money-Earning Application form and any other publication that the council has developed for fundraising and fiscal management. Program plans and budget are reviewed with den leaders and parents at the start of the program year. The pack's program plan should be shared with the unit commissioner.

**PROGRAM PLANNING**

Utilizing Journey to Excellence criteria, the first step on the Ideal Year of Scouting path helps you develop an annual program plan, a budget to go along with that plan, and a fundraising plan to reach your program goals. The result is a well-managed, well-financed Scouting unit that spends time Scouting and not raising money.

**DEVELOPING YOUR PROGRAM:**

- Hold a Pack brainstorming session to see what they want to do next year (May meeting).
- Hold a parents meeting to plan out the next twelve months (May/June committee meetings).
- Determine what advancements each Scout will need for the next rank.
- Decide what camping opportunities to participate in.
- Plan to do at least three service projects.
- Plan the meeting dates.
- Recognize those Scouts who advance.

**FUNDING YOUR PROGRAM:**

So you’ve got a great program plan in place, now how are you going to pay for it? To get started download the Pack Budget Planner at: [www.crossroadbsa.org/iyos](http://www.crossroadbsa.org/iyos)

**FOUR STEPS FOR A SUCCESSFUL FUNDRAISING CAMPAIGN**

1. Establish an annual plan and budget using the Pack Budget Planner on page.
2. Determine the expenses from all activities, advancements, camping and training your unit wants to do, then decide how much popcorn your unit must sell to cover those expenses.
3. Set a pack fundraising sales goal and break down to a per-Scout goal based on your budget.
4. Put together an exciting popcorn kickoff for your unit. Communicate sales goals and share Trails End prize program details. Offer additional incentives for Scouts to sell. For example, sell $600 and you get to throw a pie in your Cubmaster’s face!
5. Be sure to utilize all of the sales methods that are available to you to make sure your Pack hits its sales goals.
   - Take order
   - Online Sales
   - Show and Sell the products
   - Door to Door Sales
# 2019-20 CUB SCOUT PROGRAM CALENDAR

## AUGUST

<table>
<thead>
<tr>
<th>Date</th>
<th>Activities</th>
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<tbody>
<tr>
<td></td>
<td>Join Night</td>
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<tr>
<td></td>
<td>Popcorn Kickoff</td>
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<td></td>
<td>Scout Day w/ Colts</td>
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<td></td>
<td>Pack Meeting</td>
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## SEPTEMBER

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<th>Date</th>
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<td></td>
<td>Pack Meeting</td>
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<td>Parent Orientation</td>
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<td></td>
<td>Bobcat Ceremony</td>
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<td></td>
<td>Scout Day w/ Indy Eleven</td>
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<td>Good Turn for Nature</td>
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<td></td>
<td>Sign up for Camp</td>
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## OCTOBER

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<th>Activities</th>
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<tbody>
<tr>
<td></td>
<td>Cub Scout Fun Day</td>
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<td>Pack Meeting</td>
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<td>Bewitch Belzer Bash</td>
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## NOVEMBER

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<tr>
<td></td>
<td>Scout Night w/ Pacers</td>
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<td>Pack Meeting</td>
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<td>Charter Turn-in</td>
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<td>University of Scouting</td>
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<tbody>
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<td>Pack Meeting/Holiday Party</td>
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<td></td>
<td>Breakfast w/ Santa</td>
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## JANUARY

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<td>Scout Night w/ Indy Fuel</td>
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## FEBRUARY

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<td>Blue &amp; Gold Dinner</td>
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<td></td>
<td>Monster Jam</td>
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## MARCH

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<tr>
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<td>Pack Meeting</td>
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<td>Easter Egg Hunt</td>
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<td>Supercross</td>
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<td>Adopt a School</td>
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<td></td>
<td>Pinewood Derby</td>
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## APRIL

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<td>Spring Campout</td>
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## MAY

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<tr>
<td></td>
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<tr>
<td></td>
<td>Scout Night w/ Indians</td>
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<td></td>
<td>Camp K Fishing Derby</td>
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## JUNE

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<th>Activities</th>
<th>Time</th>
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<tbody>
<tr>
<td></td>
<td>Attend Camp</td>
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<tr>
<td></td>
<td>Annual Planning Meeting</td>
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## JULY

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<tbody>
<tr>
<td></td>
<td>Attend Camp</td>
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<tr>
<td></td>
<td>Pack Summertime Activity</td>
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Cubmaster _________________________________________ Ph: __________________ Email:_______________________________
Chair _____________________________________________ Ph: __________________ Email:_______________________________

For Electric versions visit: www.crossroadbsa.org/IYOS
# SAMPLE PACK BUDGET (MEDIUM)

**ONLY ENTER DATA IN HIGHLIGHTED SPACES**

1. Enter all your activities and costs per Scout under each month.
2. Enter your number of Scouts and unit commission %.
3. Fill in the four shaded fields at the bottom of the sheet (Lower Left) & yellow cell for other income (Lower Center & Right).

<table>
<thead>
<tr>
<th>August</th>
<th>September</th>
<th>October</th>
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</thead>
<tbody>
<tr>
<td>Date</td>
<td>Activities</td>
<td>Cost</td>
</tr>
<tr>
<td>Scout Day w/Colts</td>
<td>$35.50</td>
<td>Scout Day w/Indy Eleven</td>
</tr>
<tr>
<td>First Outing</td>
<td>$10.00</td>
<td>Parent Orientation</td>
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<tr>
<td>Program Supplies</td>
<td>$5.00</td>
<td>Good Turn for Nature</td>
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<tr>
<td></td>
<td></td>
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</tr>
<tr>
<td>Program Supplies</td>
<td>$5.00</td>
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<tbody>
<tr>
<td>Date</td>
<td>Activities</td>
<td>Cost</td>
</tr>
<tr>
<td>Scout Night w/Pacers</td>
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<td>Monster Jam</td>
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<td>Supercross</td>
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<td>Scout Night w/Indians</td>
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<tr>
<td>Belzer Day Camp Balance</td>
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**Unit Expenses**
- Registration & Insurance: $40
- Boys’ Life: $12
- Advancements: $20
- Other Expenses: $20
- Rank Book: $15
- Total Expenses: $107

**Unit Income/Expense Summary**
- Unit Total Activity Cost & Expenses: $24,990
- Scout Total Activity Cost & Expenses: $714
- Other Income: $1,050
- Unit Popcorn Sales Goal: $64,703
- Scout Sales Goal: $1,849

---

**Unit Type**
- Unit #: 123
- Number of Scouts in Unit: 35
- Unit Commission %: 37%
Webelos-to-Scout transition:

Bronze:

25 Advancement:

200 Silver Level

200 25

We certify that these requirements have been completed:

Outdoor activities:

Day/resident/family camp:

200 50

Our pack has completed online rechartering by the deadline in order to maintain continuity of our program.

Silver:

200 200 50

Gold:

8

A membership growth plan template can be found at www.scouting.org/membership.

Number of youth members on the most recent charter renewal (A) divided by the number of youth registered at the end of the prior charter year (B) minus any age-outs (C). Total = (A) / (B-C). Age-outs are youth who are too old to reregister as Cub Scouts. If the pack has a December charter, use the one expiring on December 31, 2018; otherwise use the one expiring during 2019.

#2 A formal recruitment event is conducted, and new members are registered by October 15, 2019. On December 31, 2019, the pack has an increase in the number of youth members as compared to the number registered on December 31, 2018.

#3 A membership growth plan template can be found at www.scouting.org/membership. Number of youth members on the most recent charter renewal (A) divided by the number of youth registered at the end of the prior charter year (B) minus any age-outs (C). Total = (A) / (B-C). Age-outs are youth who are too old to reregister as Cub Scouts. If the pack has a December charter, use the one expiring on December 31, 2018; otherwise use the one expiring during 2019.

<table>
<thead>
<tr>
<th>Item</th>
<th>Objective</th>
<th>Bronze Level</th>
<th>Silver Level</th>
<th>Gold Level</th>
<th>Bronze Points</th>
<th>Silver Points</th>
<th>Gold Points</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Planning and Budget</td>
<td>Conduct a formal recruitment program by October 31 and register new members in the pack.</td>
<td>Achieve Bronze, and either increase youth members by 5% or have at least 40 members.</td>
<td>Achieve Silver, and either increase youth members by 10% or have at least 60 members.</td>
<td>50</td>
<td>100</td>
<td>200</td>
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<tr>
<td>#2</td>
<td>Building Cub Scouting: Recruit new youth into the pack in order to grow membership.</td>
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<tr>
<td>#3</td>
<td>Retention: Retain a significant percentage of youth members.</td>
<td>Reregister 60% of eligible members.</td>
<td>Reregister 65% of eligible members.</td>
<td>Reregister 75% of eligible members.</td>
<td>50</td>
<td>100</td>
<td>200</td>
</tr>
</tbody>
</table>

RACE INTO CUB SCOUTING!

The next step on your path to the Ideal Year of Scouting is recruitment. Recruiting new youth is the lifeblood of our organization and is essential to ensure the longevity of any Cub Scout Pack. All packs should strive for an increase in Cub Scout membership annually and hold recruitment events year-round including their own Join Night for Scouting.

JOIN SCOUTING NIGHT

Join Night for Scouting is our annual recruitment drive. In August and September, all across central Indiana, over 6,000 new youth will join the fun of Scouting at a Joining Night. Your pack’s Joining Night is one of the most critical events you will plan all year. Here are a few helpful hints to ensure your pack’s recruitment night is a success.

1. Plan Your Ideal Year of Scouting

   ◆ Create annual program plan
   ◆ Tie plan to a budget
   ◆ Develop a Pack Communication plan for communicating with families
   ◆ Communicate plan to Scouting families during Parent Orientation Meeting / Program Kick-off

2. Work with your District Executive and Membership Team

   ◆ Determine level of school access
   ◆ Develop a customized 12-step plan for every elementary school to promote Scouting

3. Have a Marketing Plan

Get the word out about your Join Night! For every elementary school, choose twelve steps to grow Scouting, including active and passive promotions. Marketing materials like fliers, posters, and yard signs provided at www.crossroadsbsa.org/recruitment

4. Select Adult Leaders

Joining Night should be about recruiting youth, not selecting leaders. Identify your leaders before the Joining Night or prior to your Parent Orientation Meeting.
**RETENTION BEST PRACTICES**

While recruiting new youth is essential, it is just as critical to retain current Scouts. The Scouting program transforms lives and the longer a youth is in the program, the more impact it has on their life. Packs should set a goal to reregister at least 75% of eligible youth members each year. Use the following tips to strengthen your retention efforts.

- **Attend a Crossroads of America Council summer camp.** Studies show Scouts that attend camp are more likely to stay involved in the program.
- **Every new Scout should advance in rank, earning at least Bobcat within the first 30 days of joining.**
- **Adult leadership in your pack should build an active relationship with the family of each Scout.** Have conversations on a regular basis to discuss the Scouts journey.
- **Ensure all parents leading den meetings are registered and TRAINED.**

| Item | Objective | Bronze Level | Silver Level | Gold Level | Bronze Points | Silver Points | Gold Points | Total Points:
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<tbody>
<tr>
<td>#4</td>
<td>Webelos-to-Scout transition: Have an effective plan to graduate Webelos Scouts into troops.</td>
<td>With a troop, hold two joint activities or 75% of second year Webelos have completed “The Scouting Adventure.”</td>
<td>60% of eligible Webelos register with a troop.</td>
<td>80% of eligible Webelos register with a troop.</td>
<td>25</td>
<td>50</td>
<td>100</td>
<td>200</td>
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</table>

#4 Hold at least two joint activities with a troop or troops and have graduating Scouts register with a troop. “The Scouting Adventure” for second-year Webelos is described in the Webelos Scout Handbook. If the pack has no second-year Webelos Scouts, this requirement is met at the Bronze level.

**WEBELOS TO SCOUT TRANSITION**

The Scouting journey doesn’t end for a youth after earning the Arrow of Light… in fact it’s just beginning! It should be the goal of every pack to graduate every Webelos Scout into a troop. Here are five tips to help this goal become a reality.

1. Develop a working relationship with the leadership of a Scouts BSA troop or troops in the community.
2. Work with troop leaders to secure den chiefs for each Webelos den and Cub Scout den.
3. Work with troop leaders to plan and conduct Webelos overnight activities.
4. Work with troop leaders to plan visits to troop meetings.
5. Plan a meaningful crossover ceremony at the pack’s blue and gold banquet.
6. Consider having your Arrow of Light Scouts begin meeting with a Troop as a “Webelos Patrol” at weekly Troop meetings and monthly outings. They can earn A.O.L. and the Scout badge that fall. Invite these 5th graders back to the Pinewood Derby and Blue & Gold to share their experiences.
CUB SCOUT PROGRAMMING

Another important component of the Ideal Year of Scouting is program. Program is the “core” of Scouting and encompasses everything from the outdoors to advancement. Exciting programs are why youth join and stay in Cub Scouts! It’s our job as leaders to make sure there’s adventure at every turn in youth’s Scouting journey.

### ADVANCEMENT

Recognition is important to Cub Scouts! The Cub Scout advancement plan provides fun for Scouts, gives them a sense of personal achievement as they earn badges, and strengthens family understanding as adult family members work with youth on advancement projects. Advancement also keeps youth in Scouting longer. Packs should plan to have at least 75% of their Cub Scouts advance in rank each year.

Make sure every new Scout earns Bobcat within the first 30 days of joining.

Scoutbook, the Boy Scouts of America’s online tool for managing and tracking Scouting advancement, is now completely, totally, 100 percent free. In addition, parents can track their child’s progress using the scouting app.

Longtime users know how Scoutbook makes it easy (and fun!) for Scouts, parents and leaders to track advancement and milestone achievements along the Scouting trail. Go to Scoutbook.com to sign up your unit!
SERVICE PROJECTS

Giving back is an essential part of the Scouting experience. Nothing your Scout unit can do raises community awareness more than a service project. These good turns are some of our best marketing tools and they send the message that Scouts are here and they’re making life better for others. Plan to participate in at least 3 service projects each year with your pack and make sure you record your project and hours online at www.scouting.org/jte.

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<tr>
<th>Item</th>
<th>Objective</th>
<th>Bronze Level</th>
<th>Silver Level</th>
<th>Gold Level</th>
<th>Bronze Points</th>
<th>Silver Points</th>
<th>Gold Points</th>
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<tr>
<td>#8</td>
<td>Service projects: Participate in service projects.</td>
<td>Participate in two service projects and enter the hours on the JTE website.</td>
<td>Participate in three service projects and enter the hours on the JTE website.</td>
<td>Achieve Silver, plus at least one of the service projects is conservation-oriented.</td>
<td>25</td>
<td>50</td>
<td>100</td>
</tr>
</tbody>
</table>

The pack participates in at least two service projects during the year and enters them on the Service Hours website or through Scoutbook. The projects may be completed as joint projects with other organizations. At least one project is conservation-oriented.

MAJOR COUNCIL SERVICE PROJECTS

◆ Scouting for Food
Participate in the Council’s annual Scouting for Food campaign that serves over 60 different food pantries across Central Indiana. This service project aims at addressing the issue of hunger in our communities. Through a partnership with Kroger and Gleaners Food Bank, Scouts canvas their neighborhoods to collect can goods to donate to their food pantry of choice. Bags and stickers will be available at March roundtable and participants will earn a patch. In 2020, this service project will move to the fall.

◆ Good Turn for Nature
This fall council service project aims to engage Cub Scouts, Scouts BSA, and Venturers directly in acts of conservation. Scouts will participate in activities at multiple sites across central Indiana learning about the importance of caring for nature. Identified conservation projects include:

- trash pick-up, weed cutting, tree/plant identification, bird identification, trail maintenance, and much more.

Keep up to date with all Crossroads of America Service Projects online at https://www.crossroadsbsa.org/activities/community/

HOW TO LOG SERVICE HOURS

Log your Scout’s service hours at http://servicehours.scouting.org

First-Time Users – Log In >>

What you will need:

• Your unit ID (five to 11 digits)
• Your unit number (four digits, no letters – ex. Pack 62 = 0062)

If you do not have this information, call your district or council and they can supply your unit ID.

To register on the site:

1. Place your cursor over the words New Users Click Here and click the left mouse button.
2. Click I agree at the Confidentiality Statement window. If you disagree, you will not be allowed to enter information into the site.
3. Use the unit ID (five- to 11-digit number) and local unit number (four-digit number) you received from the council to fill in the three fields on the user profile page. In the second field, select the type of unit you are registering. If you have not received your unit’s ID number or local unit number, call your local council or your district executive. If you are a volunteer for several units, each unit will have a separate ID and local unit number. (Keep this information somewhere where you can find it, because you will need it to change your user name or password.)

TIP: If your unit number has less than four digits, add zeros in front of the number so that you have four digits (example: Unit 12 = 0012)

4. Enter your name, address, city, state, zip code, e-mail address.
5. Type in a user name of your choice. If the user name you typed in is already in use, you will be asked to select another user name
6. Type in and verify your password. This can be anything you choose between six and 10 characters.
7. Click Register. The Home page of the data collection site appears.

If you have problems logging in, contact the local council or your district executive to verify your unit ID.

Returning Users – Log In >>

Type the user name and password that you created when you registered at the site.

• If you forgot your password, see the next section titled Forgotten Passwords.
• If you forgot your user name, you will need to contact your district executive or the council so that they can give you the user name you registered.
• If you have problems logging in, contact the local council or your district executive to verify your unit ID.

For more information and other project ideas, go to www.crossroadsbsa.org/civicservice
YOU TALKED, WE LISTENED!

After listening to input from dozens of focus groups and hundreds of families, the Crossroads of America Council has created a master plan for each of our properties. In the summer of 2019, we began several new projects at our facilities that you asked for, including new campsites, tents, and bathrooms at Kikthawenund, a personal watercraft program at Ransburg, and bounce houses at Belzer. The big change, however, is the redeployment of our properties to better serve our families at every level starting in 2020.

WHAT IF MY CHILD WILL BE IN KINDERGARTEN OR 1ST GRADE IN FALL OF 2019?

YOUR CHILD WILL BE A LION OR TIGER!

We have specifically designed Camp Belzer with your child in mind and will primarily serve as the day camp for our Lions and Tigers in the Indy metro area. Activities for our youngest Cub Scouts include Swimming, STEM, Archery, BB Guns, Bounce Houses, Obstacle Courses, and lots of active time in a beautiful, wooded setting along Fall Creek in Indianapolis.

Camp Belzer is a day camp that will offer your child the perfect “first taste” of summer camp. Camp runs Monday – Friday, from 8:30 – 4:00, with before and after care available.

Camp Belzer costs $155 per youth. Lunch, a t-shirt, and all activities are provided. Adults are free, and encouraged to attend if they desire, but not required.

Older or younger siblings may attend Belzer and participate in other programs, such as our week-long STEM or Aquatics Camp.

WHAT IF MY CHILD WILL BE IN 2ND OR 3RD GRADE IN FALL OF 2019?

YOUR CHILD WILL BE A WOLF OR BEAR!

We have specifically designed Camp Kikthawenund with your family in mind. In addition to the numerous facility upgrades, we completely redesigned the program at Camp Kikthawenund to serve Wolves and Bears and their families. Camp Kikthawenund is an overnight camp. Picture three days and two nights of unforgettable family adventure, conveniently located about 40 minutes north of Indianapolis. Activities for you and your child to enjoy together include archery, BB guns, fishing, swimming, challenge courses, and campfire shows.

First time camper? We’ve got you covered in our redesigned campsites featuring brand new state of the art canvas tents, new bathrooms, and convenient showers. Enjoy all meals and sweeping views of camp at our gorgeous dining hall.

Camp Kikthawenund costs $155 for youth and $50 for adults. It includes all meals, camping, and program. Camp is designed for you to enjoy with your Cub Scout, but other siblings are welcome to tag-a-long. Cub Scouts may also attend without their parents, but packs must maintain at least one adult for every four youth.
WHAT IF MY CHILD WILL BE IN 4TH GRADE IN FALL OF 2019?

YOUR CHILD WILL BE A WEBELOS SCOUT!

We have specifically designed Camp Krietenstein with your child in mind. Webelos are becoming more independent and want to challenge themselves with new adventures. Want to test your skill in the new drone field? Scale to the top of the climbing tower? Become a cast iron chef? Paddle across Lake Malone and conquer the iceberg? Hit the bullseye on our archery or air rifle ranges? All these adventures are waiting at Krietenstein, nestled in “covered bridge country” an hour west of Indianapolis.

All camping and meals are provided in our beautiful wooded campsites and spacious dining hall.

Camp Krietenstein is an overnight camp that serves as a bridge between the family camping of Cub Scouts, and the long-term campouts of the Scouts BSA program. It lasts five days, four nights from Monday to Friday. It costs $225 for Scouts, and $100 for leaders. It is designed for your Webelos to attend with their Webelos den and at least two adult leaders.

WHAT IF MY CHILD WILL BE IN 5TH GRADE OR OLDER IN FALL OF 2019?

YOUR CHILD WILL BE, OR IS ALREADY, IN THE SCOUTS BSA PROGRAM!

We have specifically designed Ransburg Scout Reservation with your child in mind. Situated on the banks of Lake Monroe in the Hoosier National Forest, Ransburg will satisfy anyone's thirst for adventure. If you can dream it, you can do it at Ransburg, where programs include water sports on Lake Monroe, Horseback riding or ATV treks in the forest, High Ropes courses, the iconic Firecrafter tradition, not to mention a robust program for first year Scouts.

Scouts arrive with their troops on Sundays and leave on Saturday morning, completing a full week of adventure. While there, they eat meals at the dining hall, camp with their troop, and choose from over 80 merit badges and activities.

Ransburg costs $295 for Scouts and $140 for leaders. If your Scout is a 5th grader, be sure to check with the troop leadership to see which week they have reserved!

DISTRICT DAY CAMPS

Located in seven communities across Central Indiana, District Day Camps will continue to operate for all Cub Scouts who are starting grades K– 4 in the fall of 2019.

District Day Camps cost $95/Scout and run Monday – Friday, 8:30 – 4:00, though some have overnight options on Friday.

Activities include Archery, BB Guns, STEM, crafts, field games, bounce houses, and more. Like Belzer, District Day Camps are designed with younger Cub Scouts in mind. Older Cub Scouts are encouraged, but not required, to attend Kikthawenund or Krietenstein.
PACK & DEN MEETINGS

Planning and Budget

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<tr>
<th>Item</th>
<th>Objective</th>
<th>Bronze Level</th>
<th>Silver Level</th>
<th>Gold Level</th>
<th>Bronze Points</th>
<th>Silver Points</th>
<th>Gold Points</th>
<th>Total Points</th>
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<tbody>
<tr>
<td>#9</td>
<td>Pack and den meetings and activities: Dens and the pack have regular meetings and activities.</td>
<td>Hold eight pack meetings a year. Den or pack meetings have started by October 31.</td>
<td>Achieve Bronze, plus dens meet at least twice a month during the school year.</td>
<td>Achieve Silver, plus earn the Summertime Pack Award.</td>
<td>25</td>
<td>50</td>
<td>100</td>
<td>200</td>
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#9 Have at least eight pack meetings or activities within the past 12 months, with one of those meetings being to review the pack's program plans and asking for parental involvement in the pack. All dens meet at least twice each month within the past year. Pack earns the Summertime Pack Award.

Youth in Cub Scouting meet regularly. Weekly den meetings are like stepping-stones: each week a Scout progresses a little further toward the next rank, learning skills as they go. The monthly pack meetings are like milestones that mark achievements along the Cub Scout trail and celebrate accomplishments along the way. Boring or unorganized meetings are the number one reason Cub Scouts drop out of Scouting! Don't fall into the trap of the same old routine. Below are some tips to make sure your meetings work.

1. **Plan Your Meetings in Advance**: Plan your meetings ahead of time with emphasis on the flow of activities.

2. **Code of Conduct**: Establish the rules that each meeting will follow.

3. **Ceremonies**: Ceremonies are important for marking the beginning and end of each meeting. They are also a time for reinforcing the aims and purposes of Scouting and bringing the Scouts together.

4. **Immediate Recognition**: Using immediate recognition is a method of encouragement along the advancement trail. Congratulate Scouts enthusiastically for their efforts.

5. **Treats**: Scouts love goodies! Simple nutritious refreshments add a finishing touch.

**DOWNLOAD PACK & DEN MEETING PLANS AT:**
www.scouting.org/Home/CubScouts/Leaders/CubmasterResources/PackMeetingPlans.aspx

DEN MEETING LOCATION

The location of the den meetings will vary, depending on the resources of the Cubmaster or the Den Leader. Meetings can also be held in a basement, garage, backyard, park, town square, or the activity room of an apartment complex. Some dens meet at the chartered organization’s meeting place or at the local school.

DEN MEETING ATTENDANCE

The den leader and assistant den leader (or another adult) attend all meetings with the Cub Scouts (at least two adults must be present at all meetings.) Tiger and Lion meetings are also attended by each Scout's adult partner. Wolf, Bear and Webelos den meetings are often attended by a den chief or an older youth who assists the adult leaders. Sometimes, a parent, guardian, or other family member might be asked to help at a specific meeting. Remember, when female youth are present, at least one registered female leader must also be present.

DEN MEETING AGENDA

All Cub Scout den meetings have the following parts:

- **Before the meeting**: before the Cub Scouts arrive, leaders gather to make preparations and handle last-minute details.

- **Gathering activity**: as the Cub Scouts begin to arrive, they join in an informal activity or game, often conducted by the den chief to keep the Scouts interested and active until the entire group has arrived.

- **Opening**: the opening is the official start of the den meeting. It usually consists of a formal ceremony, such as a flag ceremony, a prayer or song, or a group recital of the Scout Oath and Law.
Program: the program part of the meeting will vary by the age of the youth and may be broken into two or more parts. Generally, most of the meeting consists of a craft project, games, and activities that are all based on the monthly adventure they are working on.

Closing: the closing draws the meeting to an end. It's usually serious and quiet. Den leaders could present a thought for the day or give reminders about upcoming events.

After the meeting: the leaders review the events of the meeting, finalize plans for the next den meeting and review their progress toward the upcoming Pack meeting.

The monthly Pack meeting brings together Scouts from every den, their leaders and their families to participate in a large-scale event that serves as a showcase for everything the Scouts have learned and done in their individual den meetings. The Pack meeting gives the Scouts a larger experience beyond their own den and helps them to connect their individual activities to the entire Cub Scouting program.

THE PACK MEETING LOCATION

Pack meetings are usually held at the chartered organization’s facility or at another location provided or arranged by the organization. The meeting space will need to be large enough to accommodate all Cub Scouts and leaders in several dens, along with their families, and provide space for exhibits of den projects, presentations such as den skits and stunts, group activities, and pack ceremonies.

Pack meetings are generally held in the same place and at the same time each month, except when they involve outdoor activities. Blue and gold banquets, derbies, and other special events may also require a different meeting place.

PACK MEETING ATTENDANCE

Cub Scouting is a family program. Pack meetings are for families—parents or guardians, brothers, sisters, and other family members—as well as all the Cub Scouts, den leaders, and pack leaders. District Scouters, such as the unit commissioner, should always be invited to attend, along with members from the chartered organization, community leaders, or anyone the pack leadership wishes to invite. Visitors from another pack, a troop, or a crew may also be present.

THE PACK MEETING AGENDA

Cub Scout pack meetings include the following parts:

1. Before the Meeting: Adult leaders in the pack gather to be sure the meeting place is prepared: the room is set up, exhibits and displays are prepared, equipment is ready, and the agenda is distributed.

2. Gathering: A gathering time provides interesting things for Scouts and families to do while waiting for everyone else to arrive.

3. Opening: A brief ceremony marks the beginning of the meeting. Pack ceremonies often consist of a flag presentation, a brief prayer, or a song. The Cubmaster also welcomes and introduces new members and special guests.

4. Program: The program section of the meeting may include presentations and performances by the dens that demonstrate things the Scouts learned during the month, activities that involve the entire audience, or a featured event.

5. Recognition and Rank Advancement: An important part of the pack meeting is formal recognition given to the Cub Scouts who have earned badges, adventure loops, pins or other awards, and the leaders who have earned training awards, religious emblems, or other community awards.

6. Closing: The closing begins with announcements about special events, coming activities, the theme for the next month, and the date of the next pack meeting, followed by a closing ceremony.

7. After the Meeting: After the pack meeting, many packs provide refreshments for an informal fellowship session, and the leaders and Scouts help to put the meeting space back in order.

The outline above describes a typical pack meeting but is not mandatory. The pack meeting can be varied and adapted to suit the needs of the pack or those of a specific activities.
Volunteer Leadership

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<tr>
<th>Item</th>
<th>Objective</th>
<th>Bronze Level</th>
<th>Silver Level</th>
<th>Gold Level</th>
<th>Bronze Points</th>
<th>Silver Points</th>
<th>Gold Points</th>
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<tr>
<td></td>
<td>Planning and Budget</td>
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<td>Total Points: 200</td>
</tr>
<tr>
<td>#10</td>
<td>Leadership recruitment: The pack is proactive in recruiting sufficient leaders.</td>
<td>Have a registered assistant Cubmaster.</td>
<td>Achieve Bronze, and prior to recruiting event, the committee identifies pack and den leadership for the next year.</td>
<td>Achieve Silver, plus every den has a registered leader by October 31.</td>
<td>50</td>
<td>100</td>
<td>200</td>
</tr>
</tbody>
</table>

#10 The pack has a Cubmaster, an assistant, and a committee of at least three members. Ideally, the chartered organization representative should not be dual registered as one of the committee members. The pack identifies persons for next year’s leadership for existing dens, including Cubmaster, Den Leaders, and Webelos Den Leaders prior to the start of the program year. All dens have a registered leader by August 1, 2019.

Cub Scout Leadership

Volunteers make the Scouting program go. The BSA relies on its dedicated volunteers to promote its mission of preparing young people to make ethical and moral choices over their lifetime by instilling in them the values of the Scout Oath and Scout Law. Ensuring adequate volunteer support is the final step in the Ideal Year of Scouting.

Leadership Recruitment

Your pack could always use more volunteer help, right? But before you recruit a new leader, it is important to know what you need. Use the Pack Succession Planning Worksheet on page 20 to find out what volunteer positions are vacant. You should also plan your succession strategy to make sure you identify future leaders now instead of later. New recruits will also want to know their responsibilities and your expectations for them. Ask your pack families what volunteer positions they would like to fill. Use the New Parent Survey to help identify potential volunteers.


<table>
<thead>
<tr>
<th>Item</th>
<th>Objective</th>
<th>Bronze Level</th>
<th>Silver Level</th>
<th>Gold Level</th>
<th>Bronze Points</th>
<th>Silver Points</th>
<th>Gold Points</th>
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<tr>
<td></td>
<td>Planning and Budget</td>
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<td></td>
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<td></td>
<td>Total Points: 200</td>
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<tr>
<td>#11</td>
<td>Trained leadership: Have trained and engaged leaders at all levels. All leaders are required to have youth protection training.</td>
<td>Cubmaster or an assistant Cubmaster or pack trainer has completed position-specific training.</td>
<td>Achieve Bronze, plus the Cubmaster and den leaders have completed position-specific training or, if new, will complete within three months of joining.</td>
<td>Achieve Silver, plus two-thirds of committee members have completed position-specific training.</td>
<td>50</td>
<td>100</td>
<td>200</td>
</tr>
</tbody>
</table>

#11 All leaders have completed youth protection training. Bronze: Cubmaster, an assistant, or pack trainer has completed position-specific training. Silver: Bronze, plus the Cubmaster and den leaders have completed position-specific training or, if new, will complete within three months of joining. Gold: Silver, plus 2/3 of committee members (including chartered organization representative) have completed training.

Mandatory Youth Protection Training

Over the past two years, we have worked with experts in the field of child abuse, child sexual abuse and maltreatment to develop new training and resources that will further strengthen our ability to protect youth. These changes include:

- Fully updated and revised Youth Protection Training developed with leaders in the field of child abuse prevention and includes insights from experts, survivors and the latest strategies for recognizing and preventing major forms of abuse. This is the designated Youth Protection training for all adults.
- Expanded youth protection content across all our communications channels will inform and engage our volunteers and parents.
- An expanded ScoutsFirst Helpline to aid volunteers and families in addressing potentially dangerous situations.
◆ The BSA also provides unlimited counseling and support for healing to anyone who has ever been abused in Scouting.

◆ Youth protection training for youth members will be available in 2019.

Crossroads of America Council is a leader in the movement to provide safe spaces and protection to our scouting families.

The Boy Scouts of America’s updated Youth Protection Training is mandatory for all registered adult leaders in all BSA programs. Other adults participating in Scouting are strongly encouraged to take this 90 minutes online training.

The mandatory training modules are the following:

◆ Overview and Policies
◆ Sexual Abuse
◆ Bullying

Go to my.scouting.org to take the training. Click here for instructions on completing the training.

If you have questions please contact training@crossroadsbsa.org for more information.

REQUIRED TRAINING POLICY

Crossroads of America Council has adopted a policy of requiring all Direct Contact Leaders to be trained for their respective leadership positions. The council is committed to providing the highest quality program possible to the youth it serves. Having trained adult leaders is critical to fulfilling that commitment. Every youth deserves a trained leader.

Cub Scout Leaders who assume Direct Contact positions must complete position specific training within 90 days of registering, or, if registering after September 30, must complete position specific training by December 31 of that year.

Scouts BSA Direct Contact Leaders must be trained for their respective positions by December 31, 2019, to be registered for their positions in 2020. Starting January 1, 2020 Scouts BSA leaders who assume Direct Contact positions have until the end of the calendar year to complete the training necessary for their positions.

Exploring, Venturing, and Sea Scout Direct Contact Leaders must be trained for their respective positions by December 31, 2020, to be registered for their positions in 2021. Starting January 1, 2021, Exploring, Venturing, and Sea Scout leaders who assume Direct Contact positions must complete position specific training within 90 days of registering or if registering after September 30, must complete position specific training by December 31 of that year.

Districts may elect to require other leaders to be trained for their respective position to be register.

All required training is available online at my.scouting.org with exception to Intro to Outdoor Leader Skills required for Scouts BSA. For a list of upcoming classroom trainings, check the Crossroads of America Council website at www.crossroadsbsa.org.

INTRO TO OUTDOOR LEADER SKILLS

IOLS for the Scouts BSA Outdoor is required training for Scoutmasters, Assistant Scoutmasters, and Crew Advisers. This is an introductory course recommended for any leader wanting to learn basic outdoor camping skills for the Scouts BSA Programs and covers: Campsite Selection, Cooking and Sanitation, Fires, Stoves, Campfires, Interfaith Services, Outdoor Ethics, Packing and Hiking, Plant and Animal ID, Map and Compass, Ropes and Knots, and Woods Tools. Council conducted IOLS trainings will be June 8-9, Aug. 3-4, Nov. at University of Scouting, and tentatively Dec. 14-15. All of the council IOLS trainings are being conducted at Camp Belzer.
**BALOO: BASIC ADULT LEADER OUTDOOR ORIENTATION COURSE**

BALOO is required training for Webelos Leaders to lead overnights and to allow leaders to take Cub Packs on Family Campouts. After an online prerequisite, in-person topics include incorporation of Adventure Loops, Health and Safety, Large Group Games, and Outdoor Ceremonies. For 2019 the council will be conducting BALOO with Intro to Outdoor Leaders Skills training which is required for Scouts, BSA. This combined training will be June 8-9, Aug. 3-4, and Nov. at University of Scouting. All the council BALOO/IOLS trainings are being conducted at Camp Belzer.

**WOOD BADGE**

Wood Badge is Scouting’s premier leadership training. Updated regularly and incorporating the best techniques and theories available, Wood Badge is the most advanced leadership training course in Scouting. The skills taught are applicable to all leaders and you will use your new skills in Scouting and your personal and professional life. Don’t miss out on this opportunity. The value of this training taught elsewhere can be thousands of dollars. There are two more opportunities in 2019, Summer and Fall! Plan on a Spring course in 2020.


**NATIONAL YOUTH LEADERSHIP TRAINING**

Do you want your Troop or Crew to operate more effectively in a youth led program? Then this NYLT is right for your youth leadership. NYLT, or National Youth Leadership Training is the most advanced youth leadership training offered at the council level and is a youth companion course for Wood Badge. Give your Scouts the best opportunity to rise to the height of their potential. There are two more opportunities in 2019, Summer and Fall! Plan on a Spring course in 2020.


**UNIVERSITY OF SCOUTING**

From required basic training for Cub Scout Pack and Den Leaders, to advanced activity specific training like caving in Indiana, this premier training has something for every leader. Save the date, November 9, 2019 at Carmel High School. With more than 150 courses offered that range from Scouting basics for new leaders to skills for high adventure, you will not want to miss the largest one-day training event of the year.
## Cubmaster & Assistant Cubmaster

**Before 1st Meeting**
- SC_450 Welcome
- SC_451 Aims and Methods of Cub Scouting
- SC_453 Advancement
- SC_454 Cub Scout Uniforms
- SC_456 Den Management
- SC_460 Conducting a Cub Scout Den Meeting
- SC_462 Inviting Adults in Cub Scouting

**Before First Outdoor Activity**
- SC_460 Preparing Families for Outdoor
- SC_461 Keeping Cub Scouting Safe
- SC_800 Hazardous Weather Training

**Earning Your Training Strip**
- SC_463 Pack Structure
- SC_464 Den Leaders and Den Chiefs
- SC_465 Childhood Development
- SC_466 Continue the Journey

**Total Time:** 49 min

---

## Den Leader & Assistant Den Leader

**Before 1st Den Meeting**
- SC_450 Welcome
- SC_451 Aims and Methods of Cub Scouting
- SC_452 Bobcat
- SC_453 Advancement
- SC_454 Cub Scout Uniforms
- SC_455 Conducting a Cub Scout Den Meeting
- SC_456 Resources
- SC_457 Den Management

**Before First Outdoor Activity**
- SC_460 Preparing Families for Outdoor
- SC_461 Keeping Cub Scouting Safe
- SC_800 Hazardous Weather Training

**Earning Your Training Strip**
- SC_462 Inviting Adults in Cub Scouting
- SC_463 Pack Structure
- SC_464 Den Leaders and Den Chiefs
- SC_465 Childhood Development
- SC_466 Continue the Journey

**Total Time:** 41 min

---

## Pack Committee Member

**Before Your First Meeting**
- SC_450 Welcome
- SC_451 Aims and Methods of Cub Scouting
- SC_454 Cub Scout Uniforms
- SC_455 Conducting a Pack Committee Meeting
- SC_462 Inviting Adults in Cub Scouting
- SC_463 Pack Structure

**Total Time:** 39 min

**Before Your First Outdoor Activity**
- SC_460 Preparing Families for Outdoor
- SC_461 Keeping Cub Scouting Safe

**Earning Your Training Strip**
- SC_466 Continue the Journey

**Total Time:** 4:09 min

---

## Pack Committee Chair

**Before Your First Meeting**
- SC_450 Welcome
- SC_451 Aims and Methods of Cub Scouting
- SC_454 Cub Scout Uniforms
- SC_459 Conducting a Pack Committee Meeting
- SC_462 Inviting Adults in Cub Scouting
- SC_463 Pack Structure

**Total Time:** 39 min

**Before Your First Outdoor Activity**
- SC_460 Preparing Families for Outdoor
- SC_461 Keeping Cub Scouting Safe

**Earning Your Training Strip**
- SC_466 Continue the Journey

**Total Time:** 1H 6:45 min

---

### Pack Trainer Position Required Courses
- Pack Committee Challenge
- Fundamentals of Training

---

**Classroom Option**

The online training plans listed below are also available in a classroom format:
- Cubmaster & Assistant Cubmaster: C40 Cubmaster & Asst. Cubmaster Position Specific Training
- Den Leader: C42 Cub Scout Den Leader & Asst. Den Leader Position Specific Training
- Committee Chair & Pack Committee: C60 Pack Committee Challenge

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**Page 1**

**Page 2**

*As of 03/07/19*
## Pack Succession Planning Worksheet

<table>
<thead>
<tr>
<th>POSITION</th>
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<tr>
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<tr>
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<tr>
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<tr>
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<tr>
<td>CAMPING</td>
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</table>
**FRIENDS OF SCOUTING**

*What is Friends of Scouting? What does it mean to be a Friend of Scouting? And why should you consider becoming one?*

First, the basics: Friends of Scouting is your council’s annual giving campaign. In most councils, Friends of Scouting (or FOS) represents the council’s largest source of income.

Friends of Scouting campaign typically begins in November and ends in March. During the campaign, a volunteer will visit your pack meeting or troop court of honor to explain the campaign and make an appeal for your support. You’ll be asked to make a tax-deductible pledge to your local council.

The natural next question is: Why should I give money to my local council? Many councils answer this with what’s called “The Iceberg Analogy.”

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**What do councils provide? In other words: What’s beneath the surface?**

- **Volunteer and staff training**
- **Insurance coverage** to protect volunteers, chartered organizations, staff members and properties
- **Support staff** for registration, publications and other program support
- **Camp promotion** for Cub Scout day camps, Boy Scout summer camps, high-adventure bases and more
- **Camp rangers** to keep the council camps up-to-date and ready for Scouts and families
- **Camp equipment**, like tents, cooking equipment, camp vehicles, building repairs, canoes, equipment replacement and repair, and general upkeep of council camps
- **Recognitions for leaders** who complete training, volunteer for special projects and help in many Scouting roles
- **Professional staff** to work with volunteers to organize new units, manage fundraising programs, conduct training, assist membership recruitment, provide counsel and direct support for district, camps and programs
- **Administrative needs**, including postage, computers and links to the National BSA computer system, copy machines, folding machines and a printing shop
- **Service centers** to provide additional support to volunteers
- **Audio-visual supplies** used in training, at camps and in volunteer meetings
- **Postage** to mail materials to leaders, parents and youth members
- **A council website** to keep you informed
- **Reference publications and resources**, including program planning kits and to camping cookbooks
- **Camp scholarships**, uniforms and registration fees for disadvantaged young people

As you can see, there’s more happening at your council than the average volunteer sees. And it can’t happen without the support of volunteers like you.

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**EMPLOYEE MATCH PROGRAMS**

Some companies, possibly including the one for which you work, will match their employees’ charitable contributions. Be sure to see whether your workplace has such a program. If so, you’ll double your impact.

**How does it work?**

The Friends of Scouting (FOS) annual giving campaign is planned, directed and conducted by volunteers - and its success depends of them! Each volunteer team has a professional advisor (usually a district executive) to assist with communication, training and supplies.

The campaign kicks off during the Governor’s Luncheon for Scouting in December and wraps up by March. Each presented with receive council prepared materials to make a successful 10 minute presentation.

Instant recognition for all gifts and pledges is done at a pack or troop meeting for any giving level. The presenter will be responsible for following up with the unit FOS chairman to contact the families that were not at the presentation. They will collect the pledge cards and the contributions and deliver them to the district executive or local council service center.

For more information, please go to [http://www.crossroadsbsa.org/fos/](http://www.crossroadsbsa.org/fos/).
POPCORN

One of the goals of Scouting is to teach a Scout to become self-reliant and to earn their own way. Through a proper money-earning project, leaders have the opportunity to show Scouts how they, through their individual and combined efforts, can earn all the money it takes to operate their pack, troop, team or crew for the entire year. The only limiting factor is their level of participation.

POPCORN SALES METHODS

ONLINE

Average Sale Per Customer: $45

Description: Scouts solicit customers via email or social media. Customers order popcorn using Scout’s online link or searching for them on www.trails-end.com. Then customers pay shipping and receive popcorn within 3-9 business days.

Who Buys This Way? Out-of-town family and friends, parents’ co-workers, and social media connections.

Best Practice: Scouts self-register for online selling and create an account at the beginning of the sale (online sales begin Aug. 1). They are encouraged to email and share personal order links on social media. Within two weeks, they should follow-up with those who have not ordered and send thank you messages to those who have.

ORDER FORM (“TAKE ORDER”)

Average Sales Per Hour: Sky’s the limit!

Description: Customer orders popcorn on an order form and waits for it to be delivered in mid-November.

Who Buys This Way? Family members, friends, neighbors, parents’ co-workers, teachers, coaches, hairdressers, and customers purchasing only military magnets.

Best Practice: Help Scouts make a list of 10-15 family and friends they know will make a purchase. After initial contacts, they should be close to their goal and feeling confident of their sale victories! Unit decides whether to collect payment at the time of the order or delivery. Remember to explain to the customer that a product delivered back to them later in the sale is mid-November; otherwise, they assume that you will return within the next day or two.

Strategies:
• Take the order for to work
  • If not allowed to solicit at work, ask if putting a form in the break room is acceptable
• Create a map of your area
  • Print off Google Maps of your area, and give to Scout Families
  • Ask Scouts to mark houses that did and did not purchase
• Always save copies of order forms
  • Give your Scouts a copy of their previous year’s order form to follow up with past customers
  • Always have Scouts turn in their order form, even if they don’t sell______________________

STOREFRONT SALES

Average Sale Per Customer: $100

Description: Scouts sell popcorn (exchange popcorn and money on-the-spot) to strangers in front of high-traffic stores or events.

Who Buys This Way? Strangers, grocery store shoppers, college students, sports attendees, and festival attendees

Best Practice: The Council and Trail’s End will schedule bookings for Kroger, Walmart, Sam’s and Costco. A listing of these bookings will be available for sign up on the popcorn website. To increase sales, have the Scouts sell as one Scout one Parent. Have the Scouts use the Trail’s End app to take Credit Cards, Track Inventory, and see sales for the day.

Strategies:
• Secure the right location
  • Think outside the box- where do the people gather in your community?
• Retail stores, school sporting events, auctions, churches, farmers markets, fairs
  • Always get permission before selling
• Use the Trail’s End App
  • Have each Scout download the Trail’s End app, so they can take credit cards right on the spot using the square technology built in.
• Tell Scouts’ stories with pictures
  • Customers want to know what they are supporting

NEIGHBORHOOD BLITZ/DOOR-TO-DOOR SALES

Average Sale Per Customer: $200

Description: Scout, with a friend or family member, sells popcorn on-hand (in a wagon or vehicle) to customers at home; delivering the popcorn and collecting payment on-the-spot.

TIP: Present a customer receipt when collecting payment on-the-spot.

Who Buys This Way? Suburban neighborhoods, rural homes, city townhouses.

Best Practice: Allow the customer to received popcorn on-the-spot by placing an order in the Trail’s End app or order form.

Strategies:
• Neighborhood Blitz
  • Set a unit and per Scout fundraising goal for the day
  • As a group, canvas a large neighborhood in your area
  • Once goals are reached, have an ice cream or hot chocolate party in a nearby park

For more information, please go to http://www.crossroads.trails-end.com
SUPPORTING YOUR MONTHLY UNIT PROGRAM

One of the most critical components of the Ideal Year of Scouting is making sure you have an annual program plan. If you are still looking for a few fun events for the whole Scouting family then look no further. The Council provides a series of activities open to all Scouts and Scouting families. These events, available at a discounted cost exclusive to Scouts, are a great way to support your unit’s monthly program. For the complete list of Scout Community Activities visit https://www.crossroadsbsa.org/activities/community/.

GOLDEN-BURKE COUNCIL SERVICE CENTER
7125 Fall Creek Rd. N. Indianapolis, IN 46216
(317) 812-7125 ■ www.crossroadsbsa.org
HOURS OF OPERATION: 8:30 am - 5:00 pm (M-F)

LOOKING AHEAD TO #CAMP2020 ADVENTURES

Camp Belzer will primarily serve as the day camp for our Lions and Tigers in the Indy metro area. Its program is specifically designed for the boundless energy of our youngest Scouts!

K-1 5 DAY, 0 NIGHT $155 $0
GRADE DAY CAMP PER SCOUT PER ADULT

In addition to the numerous facility upgrades, we completely redesigned the program at Camp Kikthawenund to serve Wolves and Bears and their families. The camp will now offer a premier 3 day, 2 night experience for families to enjoy!

2-3 3 DAY, 2 NIGHT $155 $50
GRADE OVERNIGHT CAMP PER SCOUT PER ADULT

Camp Krietenstein will now serve exclusively as the Council’s Webelos Resident Camp. The unique 5 day, 4 night adventure will provide the perfect setting for Webelos to choose their own adventure.

4 5 DAY, 4 NIGHT $225 $100
GRADE OVERNIGHT CAMP PER SCOUT PER ADULT

Ransburg Scout Reservation, a premier destination for troops across the country, will continue its tradition of excellence and unparalleled adventure for youth in the Scouts BSA program.

5+ 7 DAY, 6 NIGHT $295 $140
GRADE OVERNIGHT CAMP PER SCOUT PER ADULT

FACILITY RENTAL & YEAR-ROUND CAMPING RESOURCES

Visit https://www.crossroadsbsa.org/rent/ for more information on renting year-round facilities.

CAMP BELZER
6102 Boy Scout Road
Indianapolis, IN 46226

CAMP RANSBURG
7599 E Waldrip Creek Rd.
Bloomington, IN 47401

CAMP BEAR CREEK
7417 S. Scout Rd.
Connersville, IN 47331

CAMP WILDWOOD
5103 E Old Maple Ave.
Terre Haute, IN 47803

CAMP KIKTHAWENUND
7651 W 500 N.
Frankton, IN 46044

CAMP KRIETENSTEIN
6443 E County Road 575 N.
Center Point, IN 47840

CAMP RED WING
5757 E. Inlow Springs Rd.
Muncie, IN 47302

CAMP KIKTHAWENUND
7651 W 500 N.
Frankton, IN 46044

CAMP KRIETENSTEIN
6443 E County Road 575 N.
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HOURS OF OPERATION: 8:30 am - 5:00 pm (M-F)

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Golden-Burke Scout Center
7125 Fall Creek Road North
Indianapolis, IN 46256
Phone: (317) 813-7125
Toll Free: (877) 925-1900
Fax: (317) 813-7126

camping@crossroadsbsa.org

www.crossroadsbsa.org/camp
TELL YOUR SCOUTING STORY!
AND A CHANCE TO WIN A $250
SCOUT SHOP GIFT CERTIFICATE

CENTRAL INDIANA BOY SCOUTS OF AMERICA
VIDEO CONTEST

CONTEST GUIDELINES

• Scouts submitting a video must be a current Crossroads of America Council member or recent Eagle Scout (age 18 or younger)
• Videos should be approx 2 minutes in length and accompanied by a storyboard and must be in horizontal format
• Credit will be given to the Scout submitting the video
• All messages should focus on Scouting activities and how individuals, families, schools and/or communities are impacted #CACimpact
• Topics could include: Scout Oath/Scout Law in action (A Scout is), Scout Me In/Scouts BSA, Scouts with Disabilities, Camping, Exploring, Venturing, STEM Scouts, Sea Scouts, Volunteer Recognition, and/or Character/Leadership development (Scout Mission)
• Final image should include the producer’s first name, age, Pack/Troop# AND Crossroads of America Council logo and website (image on Facebook)

TWO WAYS TO WIN

ALL finalists will receive a $50 Scout Shop gift certificate
TWO overall winners will receive a $250 Scout Shop gift certificate
A COMMITTEE WILL DETERMINE FINALISTS AND WINNERS WILL BE DETERMINED BY SOCIAL MEDIA VOTING (LIKES).

SUBMISSION DEADLINE JULY 15, 2019

CONTEST SUBMISSIONS CAN BE SUBMITTED BY:

1. TAG THE COUNCIL @BSACROSSROADS
2. POST WITH HASHTAG #CACIMPACT
3. EMAIL VIDEO OR YOUTUBE LINK TO: MARKETING@CROSSROADSBSA.ORG
4. UPLOAD TO CROSSROADSBSA.ORG/CONTACT/SHARE-STORY

ALL SUBMISSIONS WILL BECOME PROPERTY OF CROSSROADS OF AMERICA COUNCIL
CONTEST SUBMISSIONS MAY BE SUBMITTED TO A UNIT LEADER FOR A BELT LOOP OR MERIT BADGES.
JOIN US FOR

SCOUTING DAY WITH THE INDIANAPOLIS ALLEYCATS
JULY 14th, 2019 4PM GRAND PARK IN WEST FIELD, IN

Participate in an Ultimate Disc clinic before the game

Receive an AlleyCats Gift!

Join us for dinner with the team at Stacked Pickle following the game.

Scouts FREE w/ paid admission of $9!

AND Scouts get FREE ADMISSION ALL SEASON with a paid admission. Only $9!

Use discount code: CROSSROADS

Buy now at myalleycats.com
2019-20 COMMUNITY ACTIVITY PARTNERS SCHEDULE

AUGUST 2019 – SCOUT NIGHT WITH THE COLTS
Scouts get to enjoy a discounted ticket to watch the Colts play. Afterwards, Scouts to go out onto the field of Lucas Oil Stadium and will receive a patch! Pre-Colts Game Scout Exclusive Experience hosted by the Colts Mascot, Blue!

SEPTEMBER 2019 – SCOUT DAYS WITH THE Indy Eleven
All Scouts can come out to enjoy a day of fun with the Indy Eleven! Special pricing and activities for the whole family! Please check out website for more details.

SEPTEMBER 2019 – BIG MACHINE 400 AT THE BRICKYARD WEEKEND / CAMPOUT
Enjoy special Brickyard Scout Night ticket pricing, receive unique Brickyard Scout Night patch and experience unforgettable moments at the 26th Running at the Big Machine 400 at the Brickyard.

NOVEMBER 2019 – INDIANA PACERS
Come see the Pacers and get the best deal in town! For $12 (plus tax) you get a ticket to the game, shoot a free throw on Bankers Life Fieldhouse main court, and hear a special post game talk by a player. For an upgraded ticket you get a discount on that ticket, all the benefits of the $12 ticket plus a t-shirt, hot dog, chips and small Pepsi product.

JANUARY 2020 – INDY FUEL
The Indy Fuel Hockey team is the AA team of the Black Hawks. Scouts will be able to go on the ice after the game and shoot a puck, and then watch a movie and campout in the Coliseum! This game is also the Fuel’s Salute to Military and Public Safety individuals.

JANUARY 2020 – IUPUI
Watch your IUPUI Jaguars battle it out in Horizon League conference play this season! Scouts and their families will receive special ticket pricing, patches and participate in post-game layup lines on the court. Additional details will be available at www.crossroadsbsa.org/activities.

FEBRUARY 2020 – MONSTER JAM
Check out the action as these 10,000-pound monsters’ trucks come to town. With the purchase of a Saturday event ticket that starts at $16.00, all scouts and their families will be given a free Friday night pit pass that will give you private access to meet drivers and see Monster Jam trucks on Lucas Oil Stadium floor. Order tickets through www.monsterjam.com/scouts.

MARCH 2020 – MONSTER ENERGY SUPERCROSS
This is an exciting, racing sport with specialized high performance off-road motorcycles. See the best riders in the world fly over triples and go bar to bar racing towards a championship. Scout and Family prices start at just $11.00. Order tickets through www.supercrosslive.com/scouts.

APRIL 2020 – LARGEST PINewood DERBY TRACK AND BEST IN SHOW AT THE INDIANA STATE MUSEUM
Come race on the 125’ long two and half story track in the entryway of the Indiana State Museum. It is an impressive site. Plus take part in the best in show if your car is built more for fun than designed for speed. Something for everyone at a great price!

Events are subject to change and any updated information will be available on the council website www.crossroadsbsa.org.
Kentucky Kingdom and Hurricane Bay is bigger, better, and wetter than ever! With more than 70 thrilling rides – including six world-class roller coasters, two wave pools, water slides, and lots of children’s rides – plus food, games, and shows, we’ve got something to delight every member of the family!

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Join us for Scout Night in the Fall of 2019!

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- Receive all of the above and so much more!

Be watching for more information to come out in September 2019!
BSA PROGRAMS WORK.
With fun and discovery at every turn, Boy Scouts of America programs make the most of right now. But what's more, they build positive character and provide young people a foundation they can stand on to embrace opportunity, make new discoveries, and overcome obstacles.

- The more time kids spend in Scouting, the better the outcomes in character development.
- Scouts are more likely to embrace positive social values than non-Scouts.
- When asked what was most important to them, Scouts were significantly more likely than non-Scouts to choose “helping others” or “doing the right thing” versus “being smart,” “being the best,” or “playing sports.”

INFORMATION PART OF A 3-YEAR STUDY CONDUCTED BY TUFTS UNIVERSITY.

HOW TO STAY IN THE KNOW WITH BSA PROGRAMS AND ACTIVITIES

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