



CROSSROADS
OF AMERICA COUNCIL
BOY SCOUTS OF AMERICA®



PACK RESOURCE

2023 - 2024
Ideal Year of
Scouting



Dear Cub Scout Leader,

Great projects begin with a great plan. The same is true for Scouting. By following a proven Ideal Year of Scouting plan, anticipate:

- Better retention of current participants
- Greater funds, with less time spent fundraising
- Increased parental involvement
- A strong program for youth with less strain on leaders
- More youth participating in camping
- A simpler, easier, and more enjoyable program

As we start a new year, we are hopeful that 2023 will positively impact thousands of families across the 26 counties we serve. You make Scouting possible in each community we serve. Thank you for helping transform today's youth into tomorrow's leaders.

Having a plan for the year, with a clear budget for financial expectations, helps eliminate stress on the unit leadership and parents. We know this guide will help you prepare for a strong year of Scouting.

Thank you for your continued support of Scouting!

Yours in Scouting,

Rafael Sanchez, Chuck Fippen, Joseph Wiltrout



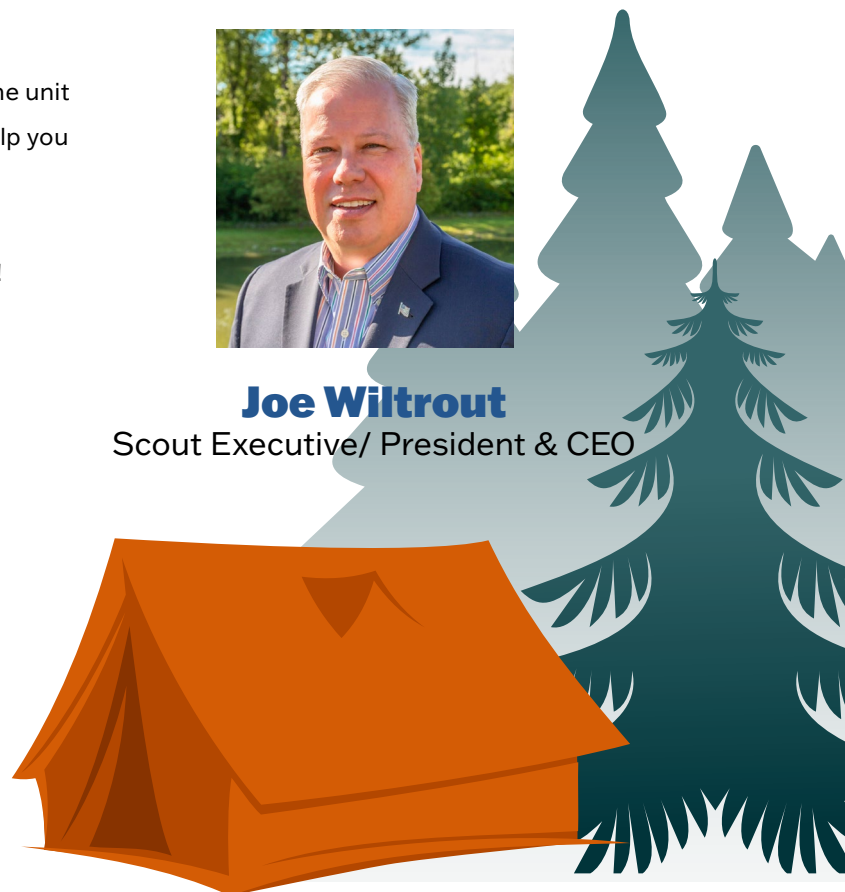
Rafael Sanchez
Council Board Chair



Chuck Fippen
Council Commissioner



Joe Wiltrout
Scout Executive/ President & CEO



About the Crossroads of America Council

Vision Statement

Unparalleled experiences create value, enthusiasm, robust growth and retention of program participants.

Mission Statement

It is the mission of the Crossroads of America Council, Boy Scouts of America to prepare young people to make ethical and moral choices over their lifetime by instilling in them the values of the Scout Oath and Law.

Crossroads of America Council Beliefs

We believe Scouting...

- Makes families stronger; families make Scouting stronger.
- Provides youth a variety of experiences to learn through success and failure in a safe environment.
- Inspires youth to live the core values of Scouting so they are able to serve as active and engaged leaders of the community.
- Creates an environment that helps instill values that inspire servant leadership.
- Creates values-based courageous leaders who have a life-long connection.
- Is a pacesetter for youth serving organizations.

Crossroads of America Council Parameters

- The safety of our youth will always be paramount.
- We will always seek to work within the framework of the national organization.
- We will always deliver programs that inspire and grow all youth.
- We will always strive to act in the best interests of Scouting.
- We will always have outdoor activities be a part of our overall program.
- We will always seek to keep Scouting accessible and affordable.
- We will always accept and consider feedback.
- We will always be good stewards of our assets.
- We will always conduct ourselves with integrity.

Scouting's Journey to Excellence

2022 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.

Planning and Budget Measures	
1	Program Plans and budget are reviewed with den leaders and parents at the start of the program year. Families are connected through Scoutbook. The Pack's program plan should be shared with your Commissioner
Membership Measures	
2	A recruitment is conducted by October 31, 2022. A "new" den has newly recruited members. A den of Tigers which last year was a Lion den is not a "new" den.
3	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) plus new members recruited during the year (C) minus any age-outs (D). Total = (A) / (B+C-D). Age-outs are youth who are too old to reregister as Cub Scouts. For (A) use the 2022 recharter membership and for (B) use the 2021 recharter membership. For more information, see Frequently Asked Question (FAQ) for Unit JTE.
4	Hold at least two joint activities with a troop or troops. Arrow of Light Scouts join a Troop. If the Pack has no second-year Webelos Scouts, this requirement is met at the Bronze level.
Program Measures	
5	New Cub Scouts earn Bobcat badge quickly. Pack Members earn Adventures and earn their new Rank.
6	Pack has activities for members and families. Some can be indoors, but preferably outdoors. Special activities (Pinewood Derby, space or raingutter regatta) are particularly effective program.
7	Cub Scouts attend council activity or Pack overnighter. Total different Cub Scouts attending (A) divided by total Cub Scouts registered as of 6/30/22. Total = (A)/(B). Ratio of 1:20: with 21 Cub Scouts, 2 adults; with 41 Cub Scouts, 3 adults, etc.
8	The Pack participates in a service project during the year and enters it through Scoutbook. Time averages adults and youth. Average = total time contributed by all participants (adults and youth) divided by number of participants. Participants do not need to be members.
9	Deleted
Volunteer Leadership Measures	
10	Develop a list of tasks for the Pack that families can choose. For Gold, ideally, the "new" leader has never been registered. At least, the "new" leader must not have been registered for the past three years.
11	All leaders have completed youth protection training. <i>Bronze:</i> Cubmaster, Committee Chair, 2 Committee members completed position specific training. <i>Silver:</i> Bronze, plus <i>all</i> den leaders have completed " <i>Before Your First Den Meeting</i> " by 10/31 or within 30 days of joining. <i>Gold:</i> Silver, plus <i>all</i> den leaders have completed position specific training by 12/31 or within 30 days of joining.

Your District Commissioner Team is always happy to work collaboratively with you on your Journey to Excellence.

Ideal Year of Scouting Steps



PLAN

Work your way through this guide and map out the advancement, activities, camping and training you'll need for your Ideal Year of Scouting.



FUND

Determine the expenses from all the activities, advancements, camping and training your units wants to do, then decide how much popcorn your Unit wants to sell to cover those expenses.



GROW

When you have a good plan, communicate to your current and potential Scouts to engage more boys and girls in the Scouting program, along with their parents to help make it all happen.



TRAIN

Plan to promote trainings to your current and new leaders; every Scout deserves a trained leader, and a plan for who will be the next leader.



RETAIN

Deliver a high caliber program experience to help youth and families enjoy all the benefits that Scouting has to offer.

Let's Get Started



PLAN

Planning your program is the first step in the Ideal Year of Scouting process. Use this guide to plan your program and provide unparalleled experiences for your Scouts.

Use the Ideal Year of Scouting (IYOS) program plan and submit pack calendar and budget to your district executive by June 30.

- a. Hold a parents brainstorming session to see what the Scouts want to do next year (May pack meeting)
- b. Hold a parents meeting to plan out the next 12 months (May/June committee meeting)
- c. Use the Pack Program Planner to make planning easier
- d. Determine what advancements each Scout will need for next rank
- e. Decide what activities the Scouts will do
- f. Decide what camping opportunities to participate in
- g. Participate in Scouting for Food and a service project for your packs charter partner or participating elementary school(s)
- h. Plan the meeting dates

Action Item: Upload calendar by June 30
To upload, click [here](#)

Click here to view the Council Calendar



Imagine kicking off your Scouting year with a 12-month program and not collecting any money from Scouting families! Units can pay for the entire program without any out-of-pocket expenses by selling popcorn. Fund your program is step two of the Ideal Year of Scouting process.

Commit to sell popcorn with a goal of 50% of your Scouts selling.

Our popcorn campaign brings in funding for Scouting programs to enhance unit experiences. Popcorn returns over 73% support to local units through community engagement from August through November. All units can participate in the Trails End program to recognize seller achievements.

5 Steps For a Successful Popcorn Campaign

1. Establish an annual plan and budget using the Pack Program Planner online. With input from your Scouts, parents, and leaders you can use this guide to plan the year.
2. Using your Pack Program Planner, set a unit popcorn sale goal and break it down to a per-scout-goal.
3. Put together an exciting incentive program for your unit along with the prize program. For example, sell \$500.00 and throw a pie in your leader's face or hold a pizza party for the highest selling Den.
4. Conduct a FUN unit popcorn kick-off to communicate the goals to families.
5. Utilize all sales methods available to make sure your unit and Scouts hit their goals.
 - Take orders
 - Show & sell the products
 - Online sales
 - Parents selling at work help their Scouts hit their goal
 - Store front sales: talk to your local businesses to see if you can sell there

Action Item: Click [here](#) to register your Unit's popcorn commitment



Membership

Grow is the third step in the Ideal Year of Scouting process. When you have a good plan, communicate it to your current and potential Scouts to engage more youth in the Scouting program, and their parents to help make it all happen.

**Recruit new youth into a pack to grow membership.
Goal: at least 25% of pack membership is female.**



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Goal: at least 25% of pack membership is female.**

The Recruitment Resources page on the Crossroads of America Council website is full of tools to help you understand recruitment, contains position descriptions, videos, joining flyers, national resources and more.

[Click here to access the Recruitment Resources Page](#)

Action Item: Meet with your District Executive to create your customized membership plan for your Pack by June 30.

Unit New Member Coordinator

It is important to identify a dedicated person to spearhead your recruitment campaign. This person focuses on inviting new members to join and engaging their families so that they feel welcomed and want to stay!

Pack Responsibilities for Webelos to Scout Transition

- Develop a working relationship with the leadership of a Scouts BSA troop or troops in the community.
- Most troops should have either an Assistant Scoutmaster or a committee member assigned to new Scouts.
- Your unit commissioner can help put you in contact with troop leaders.
- Compare calendars of troop and pack activities to coordinate the activities.
- Community events can be done together, and planning can help coordinate equipment use.
- Work with troop leaders to secure den chiefs for each Cub Scout den.
- Work with troop leaders to plan and conduct Webelos overnight activities.
- Work with troop leaders to plan visits to troop meetings. Never show up without first calling in advance.
- Invite the Scoutmaster and troop youth leaders to special pack activities.
- Plan a meaningful crossover ceremony at the pack's Blue and Gold Banquet.
- Have troop leadership be present to accept the Webelos Scouts as they graduate to Scouts BSA.
- The local Order of the Arrow lodge can often be a valuable resource in conducting ceremonies.
- Webelos leaders should be strongly encouraged to move into the troop with the youth.
- If a troop does not exist in your community, discuss with the head of the pack's chartered organization the possibility of organizing a troop.
- A graduating Webelos den can form the nucleus of a new troop.

At least 75% of Cub Scouts should advance one rank during the Scouting year.

Advancement

One of the core methods of Scouting is the advancement program. Cub Scouts and Scouts BSA learn and grow in the program by setting goals and reaching them, receiving public recognition as they progress through the ranks.

The Cub Scout program is centered primarily in the den, the home, and the neighborhood, but often takes place in the outdoors. It leads to advancement through seven ranks, which—except for the Bobcat rank—are grade or age-based. Cub Scout dens are named for the rank, other than Bobcat and Arrow of Light, that the members are working to achieve. Cub Scouts are eligible to earn ranks as follows:

Lion: For youth who are kindergarten age

Bobcat: Earned first by all Cub Scouts except Lions, no matter when they join

Tiger: For youth who have completed kindergarten or are 7 years old

Wolf: For youth who have completed first grade or are 8 years old

Bear: For youth who have completed second grade or are 9 years old

Webelos: For youth who have completed third grade or are 10 years old

Arrow of Light: For youth who have completed fourth grade

Cub Scouts do not “go back” and work on ranks designed for earlier grade levels, even if missed due to their time of joining. Likewise, Cub Scouts do not “move ahead” to work on the next rank until the completion of the current school year (or until their next birthday if their chartered organization transitions by age), with the exception of those who earned the Webelos rank in the fourth grade.

Scoutbook

Leading young Scouts through adventures Scouting is one of the most fulfilling roles in the organization. But sometimes the act of leading can get lost in the act of reporting, limiting the amount of time spent with Scouts.

[Scoutbook](#) provides access to valuable tools and resources that will help with the day-to-day management of a unit, giving every leader more of what they need most: time with your District’s unit information.

For help or more information regarding Scoutbook contact the Scoutbook User Advisory Committee at discussion.scouting.org or email scoutbook@cacin.us.

Cub Camping

Participate in day camp and/or Cub overnight camp with a goal of 60% of your Scouts attending.

Belzer Day Camp

Camp Belzer is the primary day camp for our rising Tigers and Wolves in the Indianapolis metropolitan area. Its program is specifically designed for the boundless energy of our youngest Scouts!

Discovery Day Camp

Camp Belzer also serves as the day camp for youth 5-10 years old. Its program changes each week and is designed to last the summer. This camp is open to the public. Scouts are encouraged to attend with a friend. Some families may choose to send their Scout to more than one session.

Regional Day Camp

Regional Day Camps are offered throughout Central Indiana for Scouts who cannot easily travel to Camp Belzer. At Day Camp, your Scouts will experience outdoor adventures, make new friends, and challenge themselves with new skills.

Family Camp

Camp Kikthawenund serves rising Bears, rising Webelos, and their families. This camp offers a premier 3 day, 2 night experience for families to enjoy!

Arrow of Light Overnight Camp

Camp Kikthawenund also serves as the Council's Arrow of Light Overnight Camp. The unique 4 day, 3 night adventure will provide the perfect setting for rising Arrow of Light Scouts to learn new things and put their Scouting skills to the test.

Campership Program

The purpose of the council campership program is to make summer camp available to deserving Scouts registered in the Crossroads of America Council who could not otherwise afford the attendance fees. This program may provide up to 1/2 of camp fees. Paying a Scout's way is a joint effort of the Unit (Pack, Troop, Crew), the Unit's chartering organization, the Scout and their family, and the campership program. Details of the application are confidential. Applications are typically due before early bird pricing ends.

Action Item: To register for summer camp, [click here](#).

Service Projects

Participate in Scouting for Food and a service project for your Pack's charter partner or participating elementary school.

Adopt-a-School Program

August 26

The [Boy Scouts of America Adopt-a-School](#) program is a way for youth to give back to their elementary schools. Each quarter, the youth and their leaders conduct a service project benefitting their school. These projects are based on the needs of the school, which may consist of grounds beautification, building improvements, teacher appreciation, clean-up before or after school events, and help during festivals/carnivals.

Scouting for Food

April 22 - April 29

[Scouting for Food](#) is an annual council-wide service project aimed at addressing the issue of hunger in our communities. Through a partnership with Kroger, Scouts collected nearly 200,000 food items for those in need. This is the equivalent of approximately 114,000 meals. During the month of April, Scouts will be delivering bags with food donation information to the community then picking up the bags of food at a later date. Once food is collected, units are to take it directly to their food pantry of choice.

Good Turn for Nature

September 9 - October 14

Join Good Turn for Nature activities at participating parks, nature centers or natural areas to get outside and learn about the importance of caring for nature. Visit the [Good Turn for Nature](#) website for more information.

Other Ideas for Service Projects

Remember to check with your unit's chartered organization to see if they have any projects.

- Place American flags on grave sites for Memorial Day
- Assist agencies that provide food to those in need
- Participate in caroling at a nursing home
- Adopt-a-park
- Send cards to service members and spouses
- Plant trees





How Do I Record a Unit Activity Using Internet Advancement (IA)

Who Can Record Activities?

Unit Leadership –unit activities, unit leaders, unit key 3, unit advancement chairs and key 3 delegates are each invited to create and approve unit activities, each containing many participants.

Reports are available for providing quick summaries of unit and individual progress over time. For full access to enter activities for everyone in the unit and to approve activities, you must be the unit leader, chartering organization representative or committee chair of your unit on your official roster (not just in Scoutbook.) If not one of these three, you will need to be designated in organization security manager at [my.Scouting.org](https://my.scouting.org) as a key 3 delegate or an advancement chair by someone holding one of the three positions above.

What makes a Leader?



Council Standard:
100% direct contact leaders trained.
Youth Protection Training is required for all registered adults.

Every Scout Deserves a Trained Leader

Every young person in the Scouting program needs and deserves a leader who understands the aims of the program and knows how to deliver it with enthusiasm and fun—in short, a trained leader. Because they understand their role, trained leaders have a positive influence on the lives of youth. How well we influence the lives of these youth depends on their leaders' understanding of the program and their responsibilities.

Common sense tells us that training is important, and research shows the importance of trained leaders. A trained leader is knowledgeable and more confident in the role being performed. Trained leaders exhibit a knowledge and confidence that is picked up by people around them. Trained leaders impact the quality of programs, leader tenure, youth tenure, safety, and a whole lot more. A trained leader is better prepared to make the Scouting program all it can be!

Direct Contact Trained Leaders

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.

District may elect to require other leaders to be trained for their respective position to be registered.

Leader Succession Plans

Good succession planning ensures that the Unit continues to succeed even if a leader moves away. The Cubmaster, Committee Chair, and Chartered Organization Representative should meet annually to update their Leadership Inventory (see Pack Program Planner) to be prepared for the unknown.



Take Youth Protection Training Online

Take YPT online at [My.Scouting.org](https://www.scouting.org).

1. Log on to [My.Scouting.org](https://www.scouting.org) and login or create an account if you're a brand new BSA volunteer.
2. From the [My.Scouting.org](https://www.scouting.org) portal, click on E-Learning and take the Youth Protection Training.
3. Upon completion, you may print a certificate of completion to submit with a volunteer application.
4. When you receive this membership card, log into [My.Scouting.org](https://www.scouting.org), and update your profile with your member ID number. This will link your Youth Protection training records and all training records with your BSA membership.
5. Retake every two years.
6. Must have current YPT training to attend summer camp.

Mandatory Reporting of Child Abuse

All persons involved in Scouting shall report to local authorities any good faith suspicion or belief that any child is or has been physically or sexually abused, physically or emotionally neglected, exposed to any form of violence or threat, exposed to any form of sexual exploitation including the possession, manufacture or distribution of child pornography, online solicitation, enticement or showing of obscene material. No person may abdicate this reporting responsibility to any other person.

The safety of our members is our first priority. All Scouting volunteers must complete Youth Protection Training every two years to remain registered as a volunteer in the Boy Scouts of America. Please visit <https://www.scouting.org/youthprotection/> to get started.

In the State of Indiana, it is the responsibility of any individual who witnesses or suspects abuse and/or neglect to make a report to the Indiana Department of Child Services by calling 1-800-800-5556. After you have filed your report, call Jay Stoecker, Deputy Scout Executive / Executive Vice President of Operations, 317-813-7124, so that we can take any additional precautions in order to ensure the safety of all youth in Scouting.

Rechartering Timeline



Renew your unit registration in October/November of 2023.

September

- Print your roster from my.scouting.org
- Review and audit your membership
- Collect and submit membership applications for new youth and adult members online at BeAScout.org or on paper to the Council office by September 30 so they're added for your online recharter processing

Make sure:

- Birth date, social security numbers and position codes are on all adult applications, using the 2020 printing or newer
- Background Check Authorization Statement is signed on all adult applications
- Birth date and parent signature is included on youth applications
- Confirm all signatures are present on all applications
- Turn in to the Crossroads of America Council office

October Roundtable (second Tuesday or Thursday of the month)

- Learn about Recharter process
- Participate in your fall membership inventory
- Contact your District Commissioner team for help with the online system

October/November

- Go online to verify your membership roster and that new applications have been added
- Make sure all positions are updated
- Packs must have institutional head, charter representative, committee chair, Cubmaster, Den Leader, two committee members. Note: Pack Trainers, New Member Coordinators, Activity Chairs, Popcorn Kernels all count as committee members
- Update chartering partner information changes with your district professional's help
- Your District Executive meets with your chartering partner's Institutional Head (Executive Officer) to review charter/roster and obtain all signatures

November Roundtable

- Submit your Charter online and let your Chartered Organization Rep know to approve it online
- Work with your District Executive and commissioner to fix any errors
- Pay your recharter fee at the Council office with a deposit to the Unit's registration holding account

Please note: Make sure your Unit is budgeting for potential fee increases that are likely!



Let's Get Connected!

**Follow the Lange Innovation Center
to find opportunities for you and your
family or business to get involved.**

Questions regarding Classes, Events & Programs:

Program@LangeInnovationCenter.org

**Questions regarding Registration, Group Reservations,
Facility Rentals and more:**

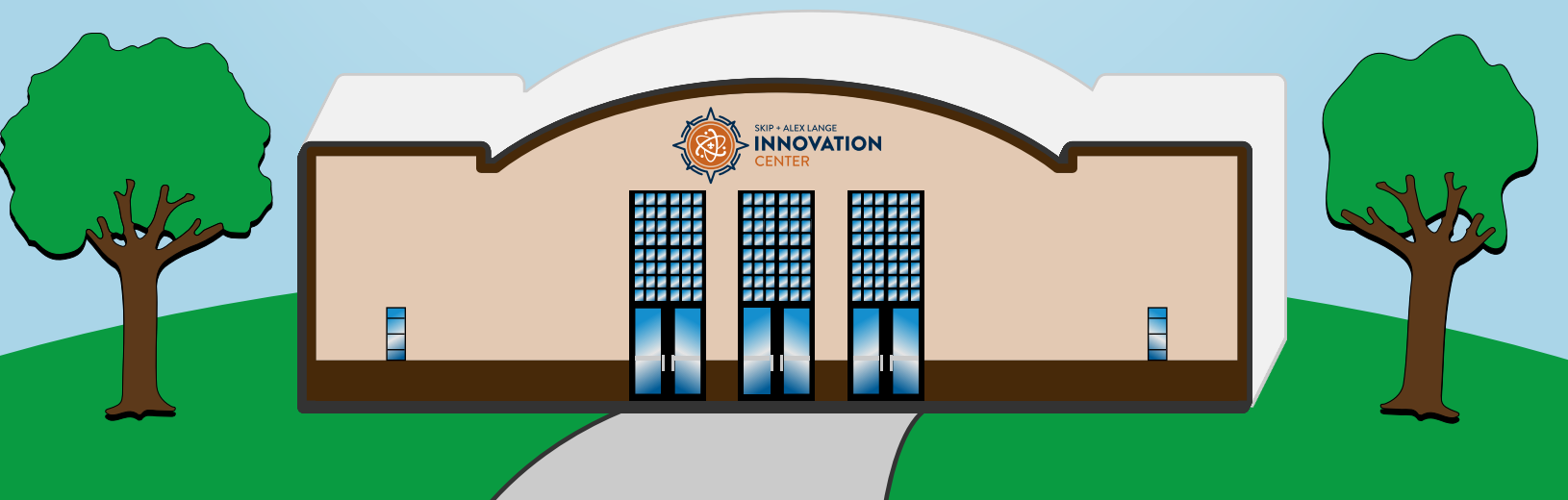
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**October 28-29
2023**

**Indianapolis
Regional
Airport**



Volunteer Opportunities Available!

crossroadsairshow.com

[@crossroadsairshow](https://twitter.com/crossroadsairshow)

Featured Act:

U.S. NAVY

Blue Angels

crossroadsbsa.org



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