CROSSROADS
OF AMERICA COUNCIL
BOY SCOUTS OF AMERICA®

TROOP RESOURCE

2022-2023
Ideal Year of
Scouting

INDIANAPOLIS

CROSSROADS

AIRSHOW™

October 28-29 2023

Indianapolis Regional Airport

Volunteer Opportunities Available!

crossroadsairshow.com @crossroadsairshow

Featured Act:

U.S. NAVY Blue Angels

Dear Troop Leader,

As we are sure is true for you, 2021 was a year filled with many challenges. And as we move into this new year, we know we will continue to navigate through additional challenges stemming from the COVID-19 pandemic. The pandemic forced us to make mission-driven decisions to ensure Scouting remained possible for the youth we serve. Our team quickly adapted to make Scouting available to all. We also found new ways for our volunteers to connect with youth virtually.

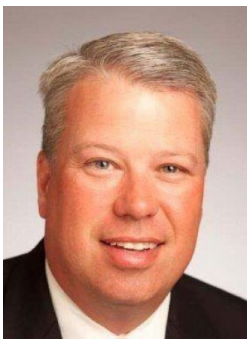
As we start a new year, we are hopeful that 2022 will bring a significant positive impact on thousands of families across the 26 counties we serve. You make Scouting possible in each community we serve. Thank you for helping transform today's youth into tomorrow's leaders.

Having a plan for the year, with a clear budget for financial expectations, helps eliminate stress on the unit leadership, as well as 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,

Joe W., Rafael S. & John W.



Joe Wlltrout
Scout Executive/ CEO

Rafael Sanchez
Council Board President

John Wiebke
Council Commissioner

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.
- 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

- 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.
- We will always operate as a volunteer-driven, professionally guided organization.
- The safety of our youth will always be paramount.

Scouting's Journey to Excellence

2022 Troop 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	The troop will have program plan and budget reviewed at all troop committee meetings. Troop will follow BSA policies relating to fundraising and fiscal management as found on Unit Money-Earning Application form and any other publication that the council has developed for fundraising and fiscal management. A meeting will be held with youth leaders where they are involved in developing plan for next program year. The troop's program plan should be shared with unit commissioner. Separate troops for males and females under the same chartered organization may have a shared unit committee. Committee meetings may be held remotely.
Membership Measures	
2	The troop will have growth plan to serve diversity of our community and will conduct formal recruiting event. On December 31, 2022, the troop will have an increase in number of youth members as compared to the number registered on December 31, 2021. A membership growth plan template can be found at www.scouting.org/membership. The troop has an up-to-date pin on the "Be a Scout" website. Given current challenges, holding formal recruiting events may not be possible. Bronze may be achieved by developing and implementing a recruiting plan involving direct personal invitations for youth to join.
3	Number of youth members on most recent charter renewal (A) divided by number of youth registered at end of prior charter year (B) plus all new youth joining(C) minus any ageouts (D). Total = (A) / (B+C-D). Age-outs are youth too old to reregister as Scouts. Compare membership at 2022 reregistration with membership at 2021 reregistration.. For December charter expiration, use Jan, 2023 and Jan.2022 recharter.
4	Will hold at least two activities with a pack or Webelos den, and will recruit new Webelos Scouts into the troop. Den chiefs will be provided to one or more Cub Scout dens. Virtual gatherings are acceptable.
Program Measures	
5	Total number of Scouts advancing at least one rank (Scout, Tenderfoot, Second Class, First Class, Star, Life, Eagle) during the calendar year (A), divided by the number of youth registered at the end of the year (B). Advancement = (A) / (B). The troop is strongly encouraged to use Scoutbook to track each individual's advancements.
6	Will conduct short-term (at least one overnight) campouts throughout the year.
7	Number of Scouts who attend any in-council or out-of-council long-term summer camp (of at least five nights), high-adventure experience, or jamboree, or serve on camp staff within the past year, divided by the Scout membership on June 30, 2022. Youth attending long-term specialty camps such as NYLT or STEM are also counted. Alternatives that spread the camping nights over multiple experiences may be included. Virtual alternatives are acceptable. These include virtual camping programs and other remote activities.
8	The troop will participate in service projects during the year and enter them on the internet advancement website or through Scoutbook. The projects may be completed as joint projects with other organizations. At least one project must benefit the chartered organization. Service projects may include home-centered efforts providing they serve others outside the home.
9	The troop is separated into patrols and each patrol has an elected patrol leader. If the troop has more than one patrol, there is an elected senior patrol leader. If the troop has more than one patrol, the PLC will meet at least four times each year. The troop will hold patrol leader training each year, and youth will have the opportunity to participate in advanced training. PLC meetings may be held remotely.
Volunteer Leadership Measures	
10	The troop will have Scoutmaster, ASM, and committee of at least three members. Ideally, chartered organization representative should not be dual registered as one of the committee members. Separate troops for males and females with same chartered organization may have shared unit committee. Troop will conduct courts of honor where youth are recognized and program plans shared with parents. Courts of honor may be done remotely. Ideally, "new" leader has never been registered before, but at least must not have been registered within past three years.
11	All leaders have completed youth protection training. Scoutmaster and 60% of the assistants will have completed position-specific training or, if new, will complete within three months of joining. Two-thirds of active committee members (including chartered organization representative) will have completed position-specific training. For Gold, one leader must have attended an advanced training course involving a total of 5 days or more, such as Wood Badge, Summit or Philmont Training Center, at some point in their Scouting tenure.

Scoring the troop's performance: To determine the troop'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 750 points, and Gold level requires earning points in at least 8 criteria, meeting at least bronze standards in either short-term or long-term camping, and earning at least 1,000 total points.

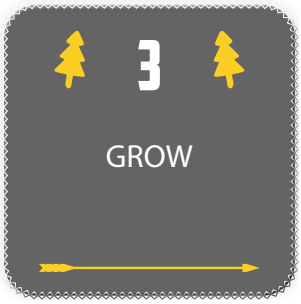
For more resources including workbooks and planning guides: www.Scouting.org/jte

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

Ideal Year of Scouting Steps

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

Determine the expenses from all the activities, advancements, camping and training your unit wants to do, then decide how much fundraising your unit must do to cover those expenses.



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.

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.

Re-register your unit, in October/November of 2021 with new youth and parents added to your roster.

Let's Get Started

★ ★ ★
1
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 unit calendar and budget to the district executive by June 30.

a. Hold a Troop brainstorming session to see what the Scouts want to do next year (May PLS meeting)

b. Hold a committee meeting to plan out the next 12 months (May/June committee meeting)

c. Use the Troop Resource Guide to make planning easier

d. Consider 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 charter partner or participating school(s)

h. Plan the meeting dates

Action Item: Upload calendar by June 30
To upload, click here

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 and camp cards. 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 Program Planning Template online. With input from your Scouts, parents, and leaders you can use this guide to plan the year.

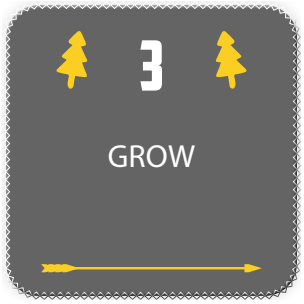
2. Using your Program Planning Template, set a unit popcorn sale goal and break it down to a per-scout-goal.

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 or Patrol!

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



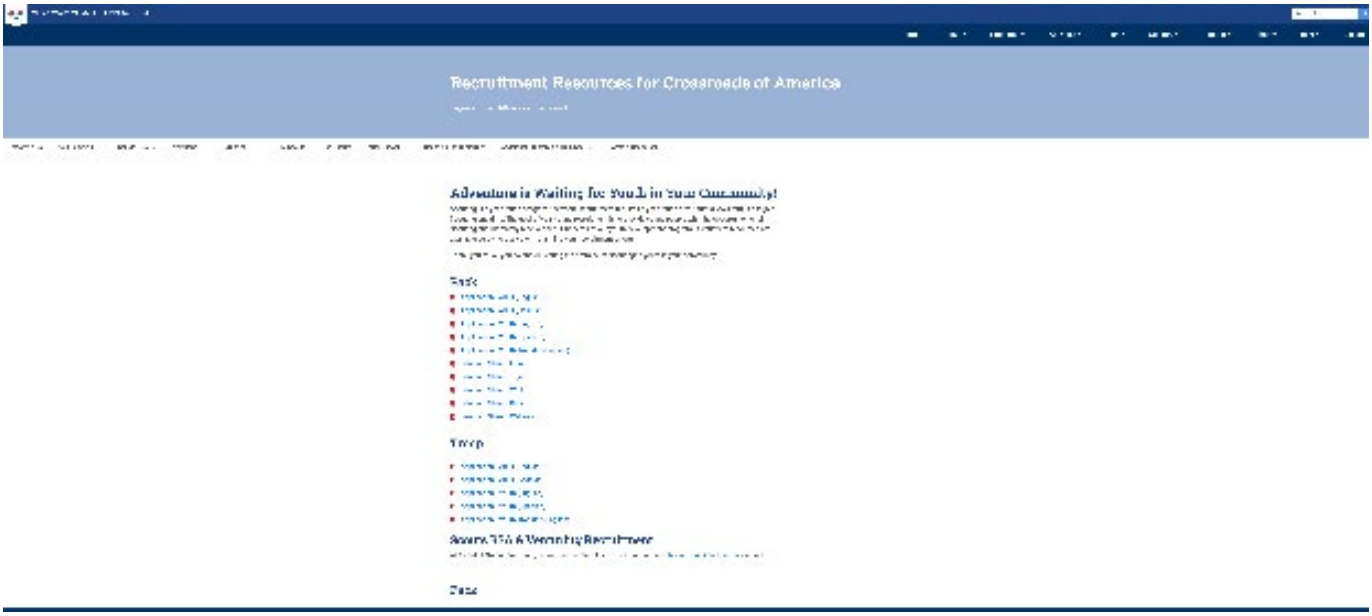
Membership

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 to grow membership.

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.

crossroadsbsa.org/resources/recruitment



Create a Facebook Fan Page & Maintain an Active Social Media Presence

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!

Troop Responsibilities for Webelos to Scout Transition

- Develop a working relationship with the leadership of all Cub Scout packs in your community.
- Packs have an Arrow of Light Den Leader.
- Your unit commissioner can help put you in contact with Pack leaders.
- Compare calendars of Troop and Pack activities to coordinate joint activities.
- Community events can be done together, and planning can help coordinate equipment use.
- Work with Pack leaders to to provide them with den chiefs for each Cub Scout Den.
- Work with Pack leaders to plan and conduct Webelos overnight activities.
- Work with Pack leaders to plan visits to troop meetings. Always be courteous by inviting them well in advance
- Invite the Cubmaster and adult den leaders to special Troop activities.
- Support a meaningful crossover ceremony at the Pack's Blue and Gold Banquet.
- Have Troop leadership 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.
- Arrow of Light leaders should be warmly invited to move into the troop with the youth.
- If a Pack does not exist in your community, discuss with the head of the Pack's chartered organization the possibility of organizing one.
- A graduating Arrow of Light can form the nucleus of a new troop or be the key to revitalizing a Troop where membership has dwlindled.

Be a large part of growing your Troop by retaining your current Scouts. Be sure to have an engaging program!

Patrol Method

The team system, or Patrol Method as referred to in the Scouts BSA program, is the basic organizational structure of the Troop. It is comprised of small groups of young people supported by an adult. Each Patrol typically consists of 6-8 young people, operating as a team and providing leadership. Make sure to encourage camaraderie amongst a Patrol by having them select a Patrol name, emblem, flag, and yell.

Scout Leadership

To earn certain ranks, such as Star, Life, and Eagle, a Scout must be active in an acceptable position of responsibility. Acceptable positions include:

Patrol Leader
Senior Patrol Leader
Asst. Senior Patrol Leader
Troop Guide
Order of the Arrow Representative
Jr. Assistant Scoutmaster
Chaplain Aid
Instructor
Webmaster
Outdoor Ethics Guide
Den Chief
Scribe
Librarian
Historian
Quartermaster
Bugler*

*Not accepted as leadership position for Eagle Rank

Advancement

One of the core methods of Scouting is the advancement program. Scouts learn and grow in the program by setting goals and reaching them. This recognition must occur promptly, ideally at the quarter Court of Honors.

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 discusssion.scouting.org or email scoutbook@cacin.us.

Program

Ransburg Scout Reservation Summer Camp

Summer camp is what many scouts enjoy most about scouting. Our camp provides unique adventures such as sailing, horseback riding, paddle boarding, STEM activities, shooting sports, fishing, climbing, and much more. Scouts can earn Merit Badges along their advancement trail with having FUN.

National Youth Leadership Training

National Youth Leadership Training (NYLT) is an exciting, action-packed program designed to provide youth members of the Boy Scouts of America with leadership skills and experience they can use in their units and in other situations demanding leadership of self and others. This six-day course is patterned after a month in the life of a unit. Content is delivered in a group and team outdoor setting with an emphasis on immediate application of learning in a fun environment. NYLT will be offered at three different times during the year. A spring and fall course will each be held over two weekends at Camp Kikthawenund and a week long summer course is held at Camp Krietenstein.

Action Item: To register for summer camp, click here.

Service Projects

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

Adopt-a-School Program

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

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

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

Action Item: Click here to register for Adopt-a-School by July 31

Action Item: Click here to make your Unit's commitment for the Council's Good Turn for Nature initiative.

How to Log Your Service Hours

Each pack, troop and crew is encouraged to participate in service projects, with one benefiting your chartering organization.

How to Log Your Hours – New method for recording service hours!

Video Tutorial – Internet Advancement Activity Logs
Tracking the progress of unit members in the following activities is made fun and simple with the Activities module in Internet Advancement

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 as a key 3 delegate or an advancement chair by someone holding one of the three positions above.

What makes a Trained Leader?

4
TRAIN

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.

Unit 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 (Leadership Inventory)

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

Action Item: Succession Plans due September 30.
Click here to upload your Succession Plans

Take Youth Protection Training Online

Take YPT online at www.My.Scouting.org:
1. Log on to My.Scouting.org and login or create an account if you're a brand new BSA volunteer.
2. From the My.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, 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 Report 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.

Notify our Director of Support Services at (317) 813-7124 of this report, or of any violation of BSA'S Youth Protection policies, so that he may take appropriate action for the safety of our Scouts, make appropriate notifications and follow-up with investigating agencies.

How often do I need to take trainings?

- Youth Protection – every two years (must be current at time of registration/recharter)
- National Camping School – good for five camping seasons
- Safe Swim Defense – every two years
- Paddle Craft Safety – every three years
- Aquatics Supervision/Swimming and Water Rescue – every three years
- BSA Lifeguard – every three years
- Accreditation training – every two years
- Lead Climbing Instructor – every five years
- Climbing Instructor – every two years
- COPE/Climbing Inspector – every two years
- Safety Afloat – every two years
- Chain Saw Safety – every two years
- Trainer's EDGE – one time
- Hazardous Weather – every two years
- Physical Wellness – every two years
- Climb On Safely – every two years
- Trek Safely – every two years

Ideal Year of Scouting Steps

5. Recharter: Renew your unit registration in October/November of

Rechartering Timeline

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 Autherization Statement is signed on all adult applications
- Birth date and parent signature is included on youth applications
- Re-confirm all signatures are present on all applications
- Turn in to the Crossroads of America Council office

October Roundtable (first 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
- Unit must have institutional head, charter representative, committee chair, Scout Master, two committee members. Note: Unit 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 Orgainzation 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!

CROSSROADS
OF AMERICA COUNCIL
BOY SCOUTS OF AMERICA®