

# 2024-2025 Ideal Year of Scouting



## TROOP RESOURCE



Scouts and their parents expect all Boy Scouts of America activities to be conducted safely. To ensure the safety of participants, the Boy Scouts of America expects leaders to use the four points of **SAFE** when delivering the Scouting program.

## SUPERVISION

Youth are supervised by qualified and trustworthy adults who set the example for safety.

- Accepting responsibility for the well-being and safety of youth under their care.
- Ensuring that adults are adequately trained, experienced, and skilled to lead the activity, including the ability to prevent and respond to likely problems and potential emergencies.
- Knowing and delivering the program of the Boy Scouts of America with integrity.
- Using qualified instructors, guides, or safety personnel as needed to provide additional guidance.
- Maintaining engagement with participants during activities to ensure compliance with established rules and procedures.

## ASSESSMENT

Activities are assessed for risks during planning. Leaders have reviewed applicable program guidance or standards and have verified the activity is not prohibited. Risk avoidance or mitigation is incorporated into the activity.

- Predetermining what guidance and standards are typically applied to the activity, including those specific to the Boy Scouts of America program.
- Planning for safe travel to and from the activity site.
- Validating the activity is age-appropriate for the Boy Scouts of America program level.
- Determining whether the unit has sufficient training, resources, and experience to meet the identified standards and, if not, modifying the activity accordingly.
- Developing contingency plans for changes in weather and environment and arranging for communication with participants, parents, and emergency services.

## FITNESS AND SKILL

Participants' Annual Health and Medical Records are reviewed, and leaders have confirmed that prerequisite fitness and skill levels exist for participants to take part safely.

- Confirming the activity is right for the age, maturity, and physical abilities of participants.
- Considering as risk factors temporary or chronic health conditions of participants.
- Validating minimum skill requirements identified during planning and ensuring participants stay within the limits of their abilities.
- Providing training to participants with limited skills and assessing their skills before they attempt more advanced skills.

## EQUIPMENT AND ENVIRONMENT

Safe and appropriately sized equipment, courses, camps, campsites, trails, or playing fields are used properly. Leaders periodically check gear use and the environment for changing conditions that could affect safety.

- Confirming participants' clothing is appropriate for expected temperatures, sun exposure, weather events, and terrain.
- Providing equipment that is appropriately sized for participants, is in good repair, and is used properly.
- Ensuring personal and group safety equipment is available, properly fitted, and used consistently and in accordance with training.
- Reviewing the activity area for suitability during planning and immediately before use, and monitoring the area during the activity through supervision.
- Adjusting the activity for changing conditions or ending it if safety cannot be maintained.

# **Scouting's Journey to Excellence**

## **2024 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 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. In-Person Committee meetings are preferred; virtual/remote meetings are acceptable.
Membership Measures	
2	The troop will have growth plan to serve diversity of our community and will conduct formal recruiting event. On December 31, 2024, the troop will have an increase in number of youth members as compared to the number registered on December 31, 2023. A membership growth plan template can be found at <a href="http://www.scouting.org/membership">www.scouting.org/membership</a> . The troop has an up-to-date pin on the "Be a Scout" website. 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 2024 reregistration with membership at 2023 reregistration.. For December charter expiration, use Jan. 2025 and Jan. 2024 recharter.
4	Hold at least two activities with a pack or Webelos den, and recruit new Webelos Scouts into the troop. Den chiefs are provided to one or more Cub Scout dens.
Program Measures	
5	Total number of Scouts BSA members 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 encouraged to use Scoutbook to track individual Scouts' advancements.
6	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, 2024. 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.
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. in-person PLC meetings are preferred, virtual/remote meetings are acceptable.
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. Ideally, "new" leader has never been registered as an adult with the BSA before, but at least must not have been registered with the BSA within past three years.
11	All leaders have completed and are current with 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](http://www.Scouting.org/jte)**



## 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 unit wants to do, then decide how much popcorn the 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	RE-register your unit, in January/February 2025 with new Scouts and parents added to your roster

## Let's Get Started

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 the district executive by June 30.***

- a) Hold a troop brainstorming session to see what the Scouts want to do next year  
(May troop meeting)
- b) Hold a committee meeting to plan out the next 12 months (May/June committee meeting)
- c) Use the Troop Program Planner to make planning easier
- d) Determine what advancement 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 troop's charter partner

**FUND** 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, peanuts, and/or 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 that 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 Troop Program Planner. With the input from the Scouts, parents, and leaders you can use this guide to plan the year.
- 2) Using your Troop 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 Trails End prize program. For example, hold a pizza party for the highest selling 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:
  - a. Take orders
  - b. Show and sell the products
  - c. Online sales
  - d. Parents selling at work to help their Scouts hit their goal
  - e. Store front sales: talk to your local businesses to see if you can sell there

## Membership

**GROW** 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.**

**Action Item: Meet with your District Executive (DE) to create your customized/individualized membership plan for your unit 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.

## Troop Responsibilities for Arrow of Light 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 the 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 provide them with den chiefs for each Cub Scout den.
- Work with pack leaders to conduct Arrow of Light 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 with the troop leadership accepting the Arrow of Light Scouts as they graduate to Scouts BSA.
- Attend the pack's blue and gold celebration.
- Arrow of Light leaders should be warmly invited to move into the troop with you Scouts.
- If a pack does not exist in your community, discuss with the head of your troop'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 dwindled.



**The easiest way to grow your troop is to retain your current Scouts.  
Be sure you have an engaging program.**

## **Patrol Method**

The patrol method 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 Scouts, 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 of include:

Patrol Leader	Chaplain Aide	Historian
Senior Patrol Leader	Instructor	Quartermaster
Asst. Senior Patrol Leader	Webmaster	Librarian
Troop Guide	Outdoor Ethics Guide	Den Chief Jr.
Assistant Scoutmaster	Scribe	
OA Representative		

## **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 courts of honor.

## **Scoutbook**

Leading young Scouts through adventures is one of the most fulfilling roles in the program. 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 help with daily unit management. For help or more information regarding Scoutbook contact the Scoutbook User Advisory Committee at [discussion.scouting.org](http://discussion.scouting.org) or email [scoutbook@cacin.us](mailto:scoutbook@cacin.us).

## **Program**

### **Cherokee 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, range and target sports, fishing, climbing, ATV riding. Scouts can earn merit badges along their advancement trail while having FUN. Register for camp at <https://csr.camp>.

### **National Youth Leadership Training**

National Youth Leadership Training (NYLT) is an exciting, action-packed program designed to provide youth members 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.

## Service Projects

Participate in Scouting for Food and a service project for your unit's charter organization or for the local school.

### Scouting for Food

Scouting for Food is an annual council-wide service project aimed at addressing hunger in our communities.

### Adopt-a-School

The hope at the heart of the BSA Adopt-a-School program is to build strong, sustaining relationships with your local schools, creating thousands of lasting community partnerships across the U.S. Through committed volunteer efforts — from school cleanup and landscaping to Scouts' active participation in school events throughout the year — the BSA® will become a defined presence in improving our nation's schools.

The BSA® Adopt-a-School program is an exciting and comprehensive undertaking that will connect Scout packs, troops, and crews across the country with schools in their communities. Participating Scouts then work, within clearly defined guidelines, to partner with school administrations and offer the volunteer services that most effectively meet their school's needs. With each unit offering their school a minimum one-year commitment, meaningful community relationships are built, and significant changes will happen in the schools. Units may use their service hours to count toward Journey to Excellence progress.

### Other Ideas for Service Projects

Remember to check with your chartered organization to see if they have any ideas for service projects

- Place American flags on grave sites for Memorial Day
- Assist agencies with food drive

## What makes a trained Leader?

TRAIN

**Council Standard:**  
**100% direct contact leaders trained.**  
**Youth protection training is required for all registered adults**

### **Every Scout Deserves a Trained Leader**

Every youth 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 positive influence on the lives of youth. How well we influence the lives of these young people 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. Scouts BSA 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 Scoutmaster, Committee Chair, and Chartered Organization Representative should meet annually to update their Leadership Inventory (see Troop Program Planner) to be prepared for the unknown.

## Rechartering Timeline

RETAIN

Renew your unit registration in  
January/February of 2025.

### 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 your district executive.

### October Roundtable

- 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
- Troops must have institutional head, charter representative, committee chair, Cubmaster, two committee members. Note: 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

### January/February

- Submit your charter online and let your chartered organization rep know to approve it online
- Work with district executive and commissioner to fix any errors
- Pay your recharter fee at the Scout service center

Please note: make sure your unit is budgeting for potential fee increases that are likely.



## Council Membership Committee

---

### 2024-2025 Membership Growth Plan – UNIT LEADER HANDOUT

---

Greetings,

As your council membership representative, I am granting you authority to make community connections to drive service-oriented membership in your unit. Service-oriented means generating community relationships through acts of service. Acts of service, a time honored tradition of Scouting, is our focus to improve recruitment effort.

As a unit leader, you are responsible for maintaining your unit. Part of that maintenance is working on year-round recruitment. Identifying recruitment opportunities can be difficult, and working closely with your unit leadership team and parents is crucial to your success. For example, you can identify valuable community partners - like the elementary school close to where your unit meets. *Focus on gathering places that have overlap with cub-aged children.* Further, with the involvement of your cub parents, you should leverage those relationships to build a lasting relationship with that community partner.

First, identify community service needs for that community partner or organization. For example, grounds beautification, building improvement, giving tree coordination, helps during festivals, book drive coordination, green effort coordination, school student council coordination, cleaning up after school events. Coordinate with the appropriate authority to plan and carry out a service project that addresses the identified service need.

At the council level, our goal is to generate reputational support and specific events to act as membership drivers to help you retain the scouts that you recruit and connect you with additional potential members.

The included materials are distributed in an effort to assist your service-oriented, year-round recruitment efforts. I hope that you find them helpful. I want you to feel empowered to grow. It can be difficult, because every unit faces unique circumstances related to recruitment. Please, feel free to reach out to me or your district membership chair if you have questions or comments.

Ira Knight  
Cubmaster, and  
Vice President of Membership, ONSC





## MEMBERSHIP GROWTH PLAN SUMMARY 2024

**Goal:** Simple, steady, and sustainable membership growth.

**Plan:** At all levels, ONSC will forge intentional and systemic relationships with relevant community organizations via a service-oriented approach. Utilize community organization relationships to register and retain new Scouts, especially new Cub Scouts.

We will accomplish our plan by focusing on five areas that impact membership, to achieve a 3% growth or year end total membership of 3,193 charted to 160 units.

- I. We will utilize Unit Individualized Membership Plans (IMP's) to educate unit leaders about effective service-related recruiting strategies. The council, through District Membership Committees and IMPs, will help unit leaders' goal-set for their units. Volunteers of ONSC will identify and connect with elementary schools, baseball parks, education and entertainment facilities. "If there's an elementary school, there should be a pack."
- II. We will build and clarify technological assets and develop recruitment tools such as a Cub-specific ONSC website landing page, a recruitment video for recruiters to show potential new Scouts and recruiting coins.
- III. Retention is a current council strong point. We will continue to maintain retention efforts through our spring Save-A-Scout and intentionally transitioning AOLs to Scouts in the fall. A unit of excellence campaign will be implemented to focus units on their Ideal Year to promote training, calendar, unit budget, Den Leader importance and year around consistency in program.
- IV. New Unit Development: ONSC will create unit growth by forging and growing community relationships to grow members in each unit; geographic distance from a unit is a factor that impacts family-extracurricular-choice. We will diligently proceed with identifying new charters organization opportunities and organize a new unit campaign for unit growth into ONSC. An emphasis for new Exploring post will be paramount to the new unit campaign.
- V. Explore Scoutreach Opportunities: ONSC will develop necessary relationships, explore requirements for financial and leadership infrastructure and identify at least one Scoutreach opportunity for 2024.

None of the goals set here can be accomplished alone by the ONSC Professional Team, which is why we should embrace the concept of the "volunteer-driven, professionally guided" committee structure. We have started building this committee at the council and district levels, but there is still much work to do before we reach a level where one person holds one job. This will remain a priority in 2024 and beyond as we grow our team. Expansion of the membership team is crucial to providing adequate support to new units and existing units, especially existing units that have urgent needs. For now, we are all-hands-on-deck.



### School Recruitment

*“Ask not what your school can do for you – ask what you can do for your school.”*

Recruitment at school can start in the spring months. March, April, and May provide an opportunity for a Unit to reach out to a local school and offer beautification resources. Cubs are very handy picking up trash, spreading mulch, planting flowers, and sweeping sidewalks.

In my experience, cubs thrive in an environment where they are useful. These beautification days should pave the way for an opportunity to speak with the school Principal about setting up a welcome table at the upcoming kindergarten welcoming night. In addition to a spring-time kindergarten welcoming night, schools typically have a few welcome events each year that you should endeavor to be present at: open house for students (fall), and a trunk-or-treat in October.

Further, most elementary schools have a student council. Your cubs, as leaders-in-training should work toward being on the student council or as a class representative. Cubs have a good understanding at what the needs of their school are, and can work with their den/Unit leaders to plan service opportunities in their school.

Unit leaders and supporting staff members should continue to meet as necessary with local elementary school stakeholders (principals/PTA staff). Unit leaders and supporting staff members should help identify timely in-classroom opportunities to educate students about proper flag code or other curriculum-based opportunities. Focus on units that deal with United States history, culture, or government. Stay vigilant for “Scout Night” opportunities that may arise.

Finally, unit leaders: ask yourself the following questions: what community wide event does your community host that your unit could maintain a presence at (bonus if it’s a fun opportunity!)? Does the organization or event have a bulletin board that you can post information on?

Are you in touch with other local unit leadership (cubmasters speaking with scoutmasters)? Are you following up to make sure each Cub becomes a Scout? Are Troops providing their Packs with Den Chiefs? Are there service opportunities that Troops could assist Packs with older Scouts?





– Sample Communication Templates –

School Communication Templates

Dr./Principal <Name>,

I hope you are well today!

You and I have not formally met, but we're connected by many students. I'm the cubmaster for Cub Scout Pack <##> in <your city>. We're a community-oriented Pack with over XX cubs, many of whom are your students.

I'm writing because I would like to know if you have a beautification day planned for your school. At some of the other elementary schools Scouts serve, we participate in a one-day service project to clean the flower beds, pick up trash, and otherwise primp the school grounds as spring approaches. I would like to offer our local Cubs to be part of any effort that you have planned. And if there isn't a current plan, we would be happy to select a Saturday to have some of our Cubs dig in at the school.

Do you have a date set for a beautification day for 2024? I'd like to be able to pass the word out to our cubs so they can ready their work gloves.

Thank you for being an awesome principal to so many of our growing scouts.

Yours in service,

<YOUR NAME>

Cubmaster, Pack <##>

Church Bulletin Templates

Short Option:

Cub Scout Pack <#> is now recruiting! Learn more about the adventure by attending their info meeting <Insert> or by contacting <COR>.

Medium Option:

Our church offers Boy Scouts of America programs as an outreach ministry and community service. The best way to reach youth is to start with those who are in our church. Please contact [identify the COR at the church] to find out more and join the Scouts today.

Long Option:

Scouting is a values-based program with its own code of conduct. The Scout Oath and Law help instill the values of good conduct, respect for others, and honesty. Scouts learn skills that will last a lifetime, including basic outdoor skills, first aid, citizenship skills, leadership skills, and how to get along with others.

Our church offers Boy Scouts of America programs as an outreach ministry and community service. The best way to reach youth is to start with those who are in our church. Please contact [identify the COR at the church] to find out more and join the Scouts today.

# 2024 Council Program Calendar + FINAL

## January

6 – Camp Staff Interviews, CSR  
6 – CSR Fun Day, CSR  
12-15 – NYLT Weekend 2, CSR  
14 – Hemric Service Day, Hemric

## February

3 – Cub Scout Leader Extravaganza, St. Pius X  
3 – Commissioners College  
10 – Scouting for Food; Door Hanger Distribution  
17 – Scouting for Food; Food Collection  
24 – Scouts BSA Leader Skills Day, St. Pius X

## March

1-3 – CSR Leadership Team Retreat, CSR  
8-10 – OA Spring Fellowship, CSR  
23-24 – NRA Rifle & Shotgun Basic Course, CSR  
31 - Easter

## April

6 – Cub Scout BB & Archery Day, CSR  
6 – CSR Fun Day, CSR  
6 – Wilderness First Aid, CSR  
5-7 – Cub Scout Day Camp NCS, CSR  
19-20 – BALOO, Hagan  
19-21 – OA Conclave  
25 – Program Preview Rally  
26-28 - Camp Staff Development 1, CSR  
26-28 – NRA Rifle & Shotgun Instructor Course, CSR

## May

3-5 – OA Spring Induction, CSR  
4 – Cherokee Beaver Day, CSR  
10-11 – Camp Staff Development 2, CSR  
11 – Cub Scout BB & Archery Day, CSR  
18-19 – IOLS, CSR

## June

31-2 – Mom & Me, CSR  
7-9 – Leave No Trace, CSR  
8 – CSR Fun Day, CSR  
7-15 – CSR Staff Week  
15 – CSR Open House  
16-22 – CSR Week 1  
23-29 – CSR Week 2

## July

30-6 – CSR Week 3  
7-13 – CSR Week 4  
13 – Popcorn Kickoff, SSC  
14-20 – CSR Week 5  
21-27 – CSR Week 6  
28-31 – Cub Overnight 1

## August

31-3 – Cub Overnight 2  
15 – Membership Rally  
16-18 – Certified Angular Instructor, Hagan  
24-25 – IOLS, Hagan

## September

6-8 - OA Induction Weekend, CSR  
7 – Cub Scout BB & Archery Day, CSR  
15 – Train-the-trainer, SSC  
21 – OA Vigil, CSR  
21 – Cub Fishing Day, 5 Locations  
27-28 – BALOO, Hagan  
28-29 - IOLS, Hagan

## October

4-5 – OA Fall Fellowship, CSR  
11-13 – Cub Scout Howl-o-ree, CSR  
12 – Hemric Service Day, Hemric  
18-20 – Cub Scout Howl-o-ree, CSR  
25-27 – OA Fall Council of Chiefs

## November

1-3 District Camporee Weekend, TBD  
8- OA Stew Sale, CSR  
8-10 – AOL Camporee, CSR  
16 – Hagan Beaver Day, Hagan  
30 – Winter Camp Workday, CSR

## December

6-8 – OA Lodge Officer Training, CSR  
6-8 – NRA Muzzle Loader Basic & Instructor Course, CSR  
14 – Staff Interviews, SSC  
14 – Holiday Classic Shoot, CSR  
27-30 – Winter Camp, CSR  
28-30, Leave No Trace, CSR (part of Winter Camp)  
28-30 – NYLT Weekend 1, CSR  
28 – Basic Life Support (part of Winter Camp)  
29 – Polar Cub Day Camp  
29 – Wilderness First Aid (part of Winter Camp)

# 2025 Council Program Calendar

## January

4 – Camp Staff Interviews, CSR  
11- OA Conclave Workday  
12 – Scouts on Skis – Weekend 1  
18-20 – NYLT Weekend 2, CSR  
19 – Hemric Service Day, Hemric  
26 – Scouts on Skis – Weekend 2

## February

1 – Commissioners College  
1 – District Pinewood Derby  
2 – Scout Sunday Celebration  
8 – OA Conclave Workday - CSR  
16 – Scouts on Skis Weekend 3  
22 – OA Conclave Workday - CSR

## March

1-3 – CSR Leadership Team Retreat, CSR  
8-10 – OA Spring Fellowship, CSR  
14-16 – Shooting Sports MB Weekend, CSR  
15 – OA Conclave Workday, CSR  
16 – Train-the-Trainer, SSC  
21-23 – NRA Rifle & Shotgun Basic Course, CSR  
21-23 - LNT Level II Training Part 1, CSR  
22 – Scouting U (Cub & Scouts BSA Combined), TBD  
29 – OA Conclave Workday, CSR

## April

5 – Cub Scout BB & Archery Day, CSR  
5– Wilderness First Aid, CSR  
4-6 – LNT Level II Training Part 2, CSR  
4-6 – Cub Scout Day Camp NCS, CSR  
11-13 – OA Conclave  
24 -Program Preview Rally  
25-27 - Camp Staff Development 1, CSR  
25-27 – NRA Rifle & Shotgun Instructor Course, CSR  
25-27 – BALOO, Hagan

## May

2-4 – OA Spring Induction, CSR  
3 – Cherokee Beaver Day, CSR  
9-10 – Camp Staff Development 2, CSR  
10 – Cub Scout BB & Archery Day, CSR  
17-18 – IOLS, Hagan

## June

30-1 – Mom & Me, CSR  
6-8 – Leave No Trace, CSR  
7 – CSR Physical Day & Pre-Camp Swim Checks  
7 – Staff Move-in Day

## 8-14 – CSR Staff Week

14 – CSR Open House  
15-21 – CSR Week 1  
22-28 – CSR Week 2

## July

29-5 – CSR Week 3  
6-12 – CSR Week 4  
13-19 – CSR Week 5  
20-26 – CSR Week 6  
27-30 – Cub Overnight 1

## August

30-2 – Cub Overnight 2  
22-24 – IOLS, CSR

## September

5-7 – OA Induction Weekend  
6 – Cub Scout BB & Archery Day, CSR  
12-14 – BALOO, CSR  
12-14 - Shooting Sports MB Weekend, CSR  
20 – OA Vigil, CSR  
20 – Cub Fishing Day, 5 Locations  
26-28 – Wood Badge Weekend 1, CSR

## October

3-5 – OA Fall Fellowship, CSR  
10-12 – Cub Scout Howl-o-ree, CSR  
11 – Hemric Service Day, Hemric  
17-19 – Cub Scout Howl-o-ree, CSR  
24-26 – Wood Badge Weekend 2, CSR

## November

7-9 District Camporee Weekend, TBD  
14- OA Stew Sale, CSR  
14-16 – AOL Camporee, CSR  
22 – Hagan Beaver Day, Hagan

## December

6 – Winter Camp Workday, CSR  
12-14 – OA Lodge Officer Training, CSR  
12-14 – NRA Muzzle Loader Basic & Instructor Course, CSR  
20 – Staff Interviews, SSC  
20 – Holiday Classic Shoot, CSR  
27-30 – Winter Camp, CSR  
28-30, Leave No Trace, CSR (part of Winter Camp)  
28-30 – NYLT Weekend 1, CSR  
29 – Polar Cub Day Cam