

CONQUISTADOR COUNCIL, BSA



2020
- 2021

IDEAL YEAR OF
SCOUTING

DISTRICT MAP

The council is divided into 5 service areas called districts, where the Scouting program is delivered to the local communities.

- Lincoln County**
Sierra Blanca
- Chaves County**
Rio Hondo
- Eddy County**
Chisum Trail
- Lea County**
Oil Patch
- Curry, Roosevelt, DeBaca**
El Llano Grande

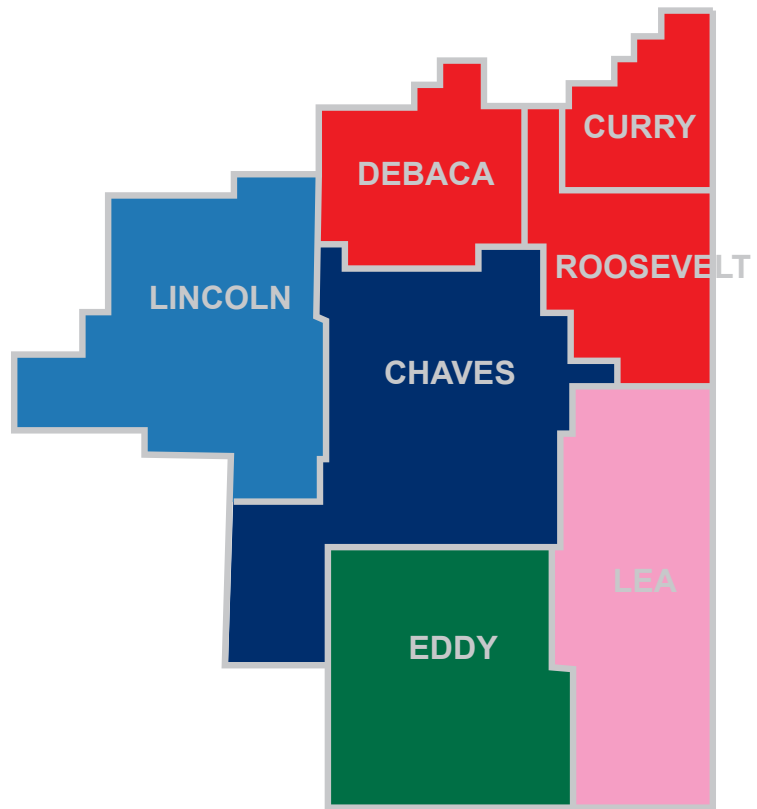


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This guide and all *Ideal Year of Scouting* resources can be found online:
<https://www.conquistador-bsa.net/>

HOW TO USE THIS GUIDE

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 2020 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 2020, 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 <https://www.conquistador-bsa.net/>.

You can also contact us at (575) 622-3461 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 2020 Journey to Excellence Scorecard and submit with your 2020 recharter paperwork before December.



Pack _____ of _____ District
2020 Scouting's Journey to Excellence
"The BSA method for annual planning and continuous improvement"

Item	Objective	Bronze Level	Silver Level	Gold Level	Bronze Points	Silver Points	Gold Points
Planning and Budget					Total Points: 200		
#1	Planning and Budget: Have a program plan and budget that is regularly reviewed by the pack committee, following BSA policies relating to fundraising.	Have an annual program plan and budget adopted by the pack committee.	Achieve Bronze, plus pack conducts a planning meeting involving den leaders for the following program year.	Achieve Silver, plus pack committee meets at least six times during the year to review program plans and finances.	50	100	200
Membership					Total Points: 500		
#2	Building Cub Scouting: Recruit new youth into the pack in order to grow membership.	Conduct a formal recruitment program by October 31 and register new members in the pack.	Achieve Bronze, and either increase youth members by 5% or have at least 40 members.	Achieve Silver, and either increase youth members by 10% or have at least 60 members.	50	100	200
#3	Retention: Retain a significant percentage of youth members.	Reregister 60% of eligible members.	Reregister 65% of eligible members.	Reregister 75% of eligible members.	50	100	200
#4	Webelos-to-Scout transition: Have an effective plan to graduate Webelos Scouts into troop(s).	With a troop, hold two joint activities or 75% of second year Webelos have completed "The Scouting Adventure."	60% of eligible Webelos register with a troop.	80% of eligible Webelos register with a troop.	25	50	100
Program					Total Points: 900		
#5	Advancement: Achieve a high percentage of Cub Scouts earning rank advancements.	50% of Cub Scouts advance one rank during the year.	60% of Cub Scouts advance one rank during the year.	75% of Cub Scouts advance one rank during the year.	100	200	300
#6	Outdoor activities: Conduct outdoor activities and field trips.	Each den has the opportunity to participate in three outdoor activities or field trips during the year.	Each den has the opportunity to participate in four outdoor activities or field trips during the year.	Each den has the opportunity to participate in five outdoor activities or field trips during the year.	50	100	200
#7	Day/resident/family camp: Cub Scouts attend day camp, family camp, and/or resident camp.	33% of Cub Scouts participate in a camping experience or have improvement over the prior year.	50%, or 33% and have improvement over the prior year.	75%, or 50% and have improvement over the prior year.	50	100	200
#8	Service projects: Participate in service projects.	Participate in two service projects and enter the hours on the JTE website.	Participate in three service projects and enter the hours on the JTE website.	Achieve Silver, plus at least one of the service projects is conservation-oriented.	25	50	100
#9	Pack and den meetings and activities: Dens and the pack have regular meetings and activities.	Hold eight pack meetings a year. Den or pack meetings have started by October 31.	Achieve Bronze, plus dens meet at least twice a month during the school year.	Achieve Silver, plus earn the Summertime Pack Award.	25	50	100
Volunteer Leadership					Total Points: 400		
#10	Leadership recruitment: The pack is proactive in recruiting sufficient leaders.	Have a registered assistant Cubmaster.	Achieve Bronze, and prior to recruiting event, the committee identifies pack and den leadership for the next year.	Achieve Silver, plus every den has a registered leader by October 31.	50	100	200
#11	Trained leadership: Have trained and engaged leaders at all levels. All leaders are required to have youth protection training.	Cubmaster or an assistant Cubmaster or pack trainer has completed position-specific training.	Achieve Bronze, plus the Cubmaster and den leaders have completed position-specific training or, if new, will complete within three months of joining.	Achieve Silver, plus two-thirds of committee members have completed position-specific training.	50	100	200

- 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.

Total points earned: _____

No. of objectives with points: _____

- 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

2020 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	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.
Membership Measures	
2	A formal recruitment event is conducted to serve the diversity of the local community and new members are registered by October 31, 2020. On December 31, 2020, the pack has an increase in the number of youth members as compared to the number registered on December 31, 2019. A membership growth plan template can be found at www.scouting.org/membership . The pack has an up-to-date pin on the "Be a Scout" website.
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) 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, 2019; otherwise use the one expiring during 2020.
4	Hold at least two joint activities with a troop or troops, and have graduating boys or girls register with a troop. "The Scouting Adventure" for second-year Webelos is described in the <i>Webelos Scout Handbook</i> . If the pack has no second-year Webelos Scouts, this requirement is met at the Bronze level.
Program Measures	
5	Total number of Cub Scouts advancing at least one rank (Bobcat, Lion, Tiger, Wolf, Bear, Webelos, Arrow of Light) during the calendar year (A), divided by the number of youth registered at the end of the year (B). Advancement = (A) / (B). The pack is encouraged to use Scoutbook to track each individual's advancements.
6	The pack has activities and field trips in the outdoors, which could include outdoor pack meetings, hikes, family campouts, parades, outdoor service projects, etc. All dens have the opportunity to participate.
7	Cub Scouts attend an in-council or out-of-council Cub Scout day camp, family camp, and/or Cub Scout resident camp in 2020. STEM programs either as a day camp or resident camp are also included. All levels are total number of different Cub Scouts attending (A) divided by total number of Cub Scouts registered in the pack as of June 30, 2020 (B). Total = (A) / (B).
8	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 must benefit the chartered organization.
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. Den meetings start by October 31, 2020 and all dens meet at least twice each month within the past year. Pack earns the Summertime Pack Award.
Volunteer Leadership Measures	
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 October 31, 2020. Program plans are shared with parents at pack meetings.
11	All leaders have completed youth protection training. <i>Bronze</i> : Cubmaster, an assistant, or pack trainer has completed position-specific training. <i>Silver</i> : Bronze, plus the Cubmaster and den leaders have completed position-specific training or, if new, will complete within three months of joining. <i>Gold</i> : Silver, plus 2/3 of committee members (including chartered organization representative) have completed training.

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



PROGRAM PLANNING

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.

Item	Objective	Bronze Level	Silver Level	Gold Level	Bronze Points	Silver Points	Gold Points
Planning and Budget					Total Points: 200		
#1	Planning and Budget: Have a program plan and budget that is regularly reviewed by the pack committee, following BSA policies relating to fundraising.	Have an annual program plan and budget adopted by the pack committee.	Achieve Bronze, plus pack conducts a planning meeting involving den leaders for the following program year.	Achieve Silver, plus pack committee meets at least six times during the year to review program plans and finances.	50	100	200

#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.

PLANNING & BUDGET

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).**
- **Use the Den & Pack Meeting Resource Guide to make planning easier.**
- **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 Scout 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:

<https://www.conquistador-bsa.net/>

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 or how many camp cards 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 or camp card 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
 - Show and Sell the products.

Cub Scout Pack

Date	What	1st Graders	2nd Graders	3rd Graders	4th Graders	5th Graders
8/18/2020	Sign Up Night					
8/25/2020	Large Group Meeting		Attend if a new member of Scouting			
9/1/2020	Small Group Meeting		Games Tigers Play (1 of 3)	Call of the Wild (1 of 3)	Kick-Off Meeting, Get to Know me Pack and the Bear Ahead	Bear Necessities (1 of 3)
9/8/2020	Small Group Meeting		Games Tigers Play (2 of 3)	Call of the Wild (2 of 3)	Attend if you were a member of Scouting prior to August, Optional Attendance for New Families	Bear Necessities (2 of 3)
9/15/2020	Onboarding Event		Games Tiger Play (3 of 3)	Call of the Wild (3 of 3) *	Attend if a new member of Scouting	Bear Necessities (3 of 3)
9/22/2020	Cyber Chip		Attend	Attend	Attend	Attend
10/6/2020	Large Group Meeting		Popcorn Sale	Full Fall Party, Popcorn Rally, Advancement & Awards		
10/13/2020	Small Group Meeting		Neighborhood w/Parent	Neighborhood w/Parent	Neighborhood w/Parent	Neighborhood w/Parent
10/17/2020	Camping Trip		Tiger Bites (1 of 3)	Air of the Wolf (1 of 3)	Attend if you were a member of Scouting prior to August, Optional Attendance for New Families	Baloo the Builder (1 of 3)
10/20/2020	Popcorn Sale		Tiger Bites (2 of 3)	Air of the Wolf (2 of 3)	Attend if you were a member of Scouting prior to August, Optional Attendance for New Families	Baloo the Builder (2 of 3)
10/27/2020	Small Group Meeting		Tiger Bites (3 of 3)	Air of the Wolf (3 of 3)	Score Front	Neighborhood w/Parent
11/3/2020	Large Group Meeting		Large Group Meeting	Halloween Party, Popcorn Rally Part 2, Advancement & Awards	Baloo the Builder (3 of 3)	Build It (3 of 3)
11/10/2020	Small Group Meeting		Family	Running w/Pack (1 of 3)	Neighborhood w/Parent	Score Front
11/17/2020	Small Group Meeting		Pick my Path	Running w/Pack (2 of 3)	Scouting For Food Drive - Distribute and pickup food for Local Food Pantries	Build It (1 of 3)
11/24/2020	Vacation Break			Running w/Pack (3 of 3)	Fur, Feathers, Ferns (2 of 3)	Build It (2 of 3)
12/1/2020	Small Group Meeting		On your Mark	Howling at Moon (1 of 2)	No Meetings	Neighborhood w/Parent
12/8/2020	Small Group Meeting			Howling at Moon (2 of 2)	Holiday Party, Popcorn Prizes, Advancements & Awards	Build It (3 of 3)
12/15/2020	Large Group Meeting			No Meetings	No Meetings	Earth Rocks (1 of 2)
12/22/2020	Vacation Break			No Meetings	No Meetings	Earth Rocks (2 of 2)
1/5/2021	Vacation Break					Looking Back, Looking Forward (1 of 2)
1/12/2021	Small Group Meeting		Pinewood Derby Clinic - Part 2	Duty to God (1 of 2)	Pinewood Derby Clinic	Looking Back, Looking Forward (2 of 2)
1/19/2021	Small Group Meeting		Tiger Circles Duty to God	Duty to God (2 of 2)	Fellowship, Duty to God (1 of 2)	Adventures in Science (1 of 5)
1/26/2021	Large Group Meeting		Curiosity, Intrigue (1 of 3)	Pinewood Derby, Friends of Scouting Kickoff, Advancement & Awards	Fellowship, Duty to God (2 of 2)	Adventures in Science (2 of 5)
2/2/2021	Small Group Meeting			Scout Sunday at your family's place of worship - please wear your uniform.	Super Science (1 of 3)	Adventures in Science (3 of 5)
2/9/2021	Family			Scout Sunday at your family's place of worship - please wear your uniform.	Super Science (2 of 3)	Duty to God and You
2/16/2021	Small Group Meeting		Curiosity, Intrigue (2 of 3)	Council Fire (1 of 3)	Council Fire (2 of 3)	Duty to God and You
2/23/2021	Large Group Meeting		Curiosity, Intrigue (3 of 3)	Council Fire (2 of 3)	Super Science (3 of 3)	Project Family (1 of 2)
3/1/2021	Small Group Meeting		Tiger Safe & Smart (1 of 3)	HomeTown Heroes (1 of 3)	District, Pinewood Derby, Adventure Day	Project Family (2 of 2)
3/9/2021	Small Group Meeting		Tiger Safe & Smart (2 of 3)	HomeTown Heroes (2 of 3)	District, Pinewood Derby, Adventure Day	First Responder (1 of 3)
3/16/2021	Vacation Break		Rumble in the Jungle	HomeTown Heroes (3 of 3)	No Meetings	First Responder (2 of 3)
3/23/2021	Small Group Meeting		Tiger Safe & Smart (3 of 3)	HomeTown Heroes (3 of 3)	Forensics (3 of 3)	Build My Own Hero (2 of 3)
4/6/2021	Large Group Meeting		Ready Set Grow	Grow Something (1 of 3)	Forensics (3 of 3)	Build My Own Hero (3 of 3)
4/13/2021	Small Group Meeting		My Tiger Jungle (2 of 3)	Grow Something (2 of 3)	Paws for Action (1 of 4)	
4/20/2021	Small Group Meeting		My Tiger Jungle (3 of 3)	Grow Something (3 of 3)	Paws for Action (2 of 4)	
4/27/2021	Small Group Meeting		Make Up Sessions	Tigers in the Wild (1 of 3)	Paws for Action (3 of 4)	
5/4/2021	Small Group Meeting			Tigers in the Wild (2 of 3)	Paws for Action (4 of 4)	
5/11/2021	Small Group Meeting			Tigers in the Wild (3 of 3)	Bear Picnic Basket (1 of 2)	
5/18/2021	Large Group Meeting		End of Year Celebration, Rank Advancements & Awards	Paws on the Path (3 of 3)	Bear Picnic Basket (2 of 2)	
5/25/2021	Vacation Break			No Meetings	Webelos Walkabout (1 of 3)	
6/1/2021	Vacation Break			No Meetings	Webelos Walkabout (2 of 3)	
6/8/2021	District Activity		Attend Cub Scout Day Camp	No Meetings	Webelos Walkabout (3 of 3)	
6/15/2021	Large Group Meeting		Attend Cub Scout Day Camp	Attend Cub Scout Day Camp		
6/22/2021	Vacation Break		Attend Cub Scout Day Camp Awards	Attend Cub Scout Day Camp Awards		
6/29/2021	Vacation Break		Attend Cub Scout Day Camp Awards	Attend Cub Scout Day Camp Awards		
7/6/2021	Large Group Meeting		Waterpark Party, 2021-22 Program Planning	Waterpark Party, 2021-22 Program Planning		
7/13/2021	Vacation Break			No Meetings		
7/20/2021	Vacation Break			No Meetings		
7/27/2021	Vacation Break			No Meetings		
8/3/2021	Vacation Break			No Meetings		
8/10/2021	Vacation Break			No Meetings		
8/17/2021	Vacation Break			No Meetings		



PACK OPERATING BUDGET

UNIT DETAIL:
 Chartered Org Rep: _____
 Committee Chairperson: _____
 Cubmaster: _____
 Finance Coordinator: _____
 Events Coordinator: _____
 Unit Commissioner: _____

Date Budget Completed: 2020-21

Pack #: _____

District: _____

Projected # of Cub Scouts: **60**
 Projected # of registered adults: **17**

		Actual Budget		
		Annual Cost Per Person	No. of Cub Scouts/ Adults	Total Unit Cost
PROGRAM EXPENSES:				
Registration Fees (1)	Total youth + adults @ \$80 ea. <i>Reflects September 2020 to December 2021</i>	\$ 80.00	77	\$ 6,160.00
Unit Charter Fee (2)	Yearly flat fee @ \$40			\$ 40.00
Boys' Life (3)	Total subscriptions @ \$17 ea. <i>Reflects August 2020 to December 2021</i>	\$ 17.00	60	\$ 1,020.00
Accident Insurance Fees (4)	Total youth + adults @ \$ _____ ea.	\$ 1.00	77	\$ 77.00
Advancement (5)	Ideally, 100% of youth included in adventure loops, ranks, etc. (example @ \$25 ea.)	\$ 25.00	60	\$ 1,500.00
Recognition (5)	Handbooks (1) for each youth @ \$16.99 ea.	\$ 16.99	60	\$ 1,019.40
Pack Leaders	Thank-you's, veteran awards, etc.	\$ 25.00	17	\$ 425.00
Special Events (6)	Blue and gold banquet	\$ 10.00	180	\$ 1,800.00
	Pinewood derby cars	\$ 5.00	44	\$ 220.00
	District Event (Adventure Academy)	\$ 5.00	44	\$ 220.00
Camp (7)	Cub Scout Day Camp	\$ 65.00	60	\$ 3,900.00
	Fall Overnight Camp <i>Reflects prior year members</i>	\$ 20.00	35	\$ 700.00
Program Materials (8)	Den meetings, Ceremony supplies, bridge crossings, camping items, etc.	\$ 40.00	60	\$ 2,400.00
Leader Basic Training (9)	All den leaders supplemental course	\$ 30.00	10	\$ 300.00
Full Uniforms (10)	Every Cub Scout uniform shirt	\$ 35.00	60	\$ 2,100.00
Reserve Fund (11)	TBD by unit	\$ 2.50	60	\$ 150.00
Other Expenses (12)	Contingency funds	\$ 5.00	77	\$ 385.00
A) TOTAL UNIT BUDGETED PROGRAM EXPENSES				\$ 22,416.40
				\$ 373.61 cost per Scout
INCOME:				
Membership Fees		\$ 20.00	77	\$ 1,540.00
Surplus From Prior Year (beginning fund balance)		\$ 100.00		\$ 100.00
Other Income Source (parent payments, etc.)		\$ -	60	
B) INCOME SUBTOTAL				\$ 1,640.00
C) TOTAL FUNDRAISING NEED (A minus B)				\$ 20,776.40

HOW MANY FUNDRAISING EVENTS ARE DONE? 1

POPCORN SALE PACK BUDGET \$ 20,776.40 40.0% \$ 51,941.00
 (Check with your local council for commission percentage and bonuses) Need / Commission = Pack Goal

POPCORN SALES GOAL PER CUB SCOUT \$ 51,941.00 / 50 = \$ 1,038.82
 Pack Goal / # Cub Scouts = Cub Scout Goal
(not including Lions)

Additional Fundraiser
 Camp Cards \$ - 35.0% \$ -
 Need / Commission = Pack Goal

ADDITIONAL SALES GOAL PER CUB SCOUT \$ - / 50 = \$ -
 Pack Goal / # Cub Scouts = Scout Goal

* Many packs include all or a portion of the Cub Scout Resident Camp or Day Camp fee in the annual budget. This helps ensure that all Cub Scouts have the opportunity to attend. Pack budgeting should include payments on time and qualifying for any discounts offered for early and/or on-time payments.

MEMBERSHIP

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

#2 A formal recruitment event is conducted and new members are registered by October 31, 2020. On December 31, 2020, the pack has an increase in the number of youth members as compared to the number registered on December 31, —2019.

#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, 2019; otherwise use the one expiring during 2020.

JOIN 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 SCOUT NIGHT

Join Night for Scouting is our annual recruitment drive. In August and September, across Southeastern New Mexico new youth will join the fun of Scouting at a Join Night for Scouting. Your pack's Join 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
- 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 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

<https://www.conquistador-bsa.net/>

4. Select Adult Leaders

Join Night should be about recruiting youth, not selecting leaders. Identify your leaders before the School 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 re-register at least 75% of eligible youth members each year. Use the following tips to strengthen your retention efforts.

- Attend a Conquistador 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

Item	Objective	Bronze Level	Silver Level	Gold Level	Bronze Points	Silver Points	Gold Points
	Planning and Budget				Total Points: 200		
#4	Webelos-to-Scout transition: Have an effective plan to graduate Webelos Scouts into troop(s).	With a troop, hold two joint activities or 75% of second year Webelos have completed "The Scouting Adventure."	60% of eligible Webelos register with a troop.	80% of eligible Webelos register with a troop.	25	50	100

#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 Boy Scout 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.**

PROGRAM

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.

Item	Objective	Bronze Level	Silver Level	Gold Level	Bronze Points	Silver Points	Gold Points
	Planning and Budget				Total Points: 200		
#5	Advancement: Achieve a high percentage of Cub Scouts earning rank advancements.	50% of Cub Scouts advance one rank during the year.	60% of Cub Scouts advance one rank during the year.	75% of Cub Scouts advance one rank during the year.	100	200	300

#5 Total number of Cub Scouts advancing at least one rank (Bobcat, Lion, Tiger, Wolf, Bear, Webelos, Arrow of Light) during the calendar year (A), divided by the number of Scouts registered at the end of the year (B). Advancement = (A) / (B). The pack is encouraged to use Scoutbook to track each individual Scout’s advancements.

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.



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.

Item	Objective	Bronze Level	Silver Level	Gold Level	Bronze Points	Silver Points	Gold Points
	Planning and Budget				Total Points:		200
#8	Service projects: Participate in service projects.	Participate in two service projects and enter the hours on the JTE website.	Participate in three service projects and enter the hours on the JTE website.	Achieve Silver, plus at least one of the service projects is conservation-oriented.	25	50	100

#8 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 across Southeastern New Mexico. This service project aims at addressing the issue of hunger in our communities. Scouts canvas their neighborhoods to collect can goods to donate to their food pantry of choice.

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 <https://www.conquistador-bsa.net/>

CAMPING

CUB SCOUT CAMPING

Camping is an integral part of the Cub Scout program. Whether it's a weekend overnight or a weeklong Day Camp, Cub Scouts who go camping stay in Scouting longer. It should be the goal of every Cub Scout Pack to participate in at least 5 outdoor activities each year. Packs should encourage all of their Scouts to participate in Day Camp and/or Cub Scout Resident Camp each summer.

PLANNING A CUB SCOUT OUTDOOR ACTIVITY

Item	Objective	Bronze Level	Silver Level	Gold Level	Bronze Points	Silver Points	Gold Points
	Planning and Budget				Total Points: 200		
#6	Outdoor activities: Conduct outdoor activities and field trips.	Each den has the opportunity to participate in three outdoor activities or field trips during the year.	Each den has the opportunity to participate in four outdoor activities or field trips during the year.	Each den has the opportunity to participate in five outdoor activities or field trips during the year.	50	100	200

#6 The pack has activities and field trips in the outdoors, which could include outdoor pack meetings, hikes, family campouts, parades, outdoor service projects, etc. All dens have the opportunity to participate.

Cub Scout events should be fun, family-oriented, and safe. When planning an outdoor activity, leaders should be mindful of Youth Protection standards, and review the BSA Guide to Safe Scouting as they prepare the event. Here are some other tips:

- Obtain written permission (informed consent agreement—see the Cub Scout Leader Book for this form) from parents or guardians for activities that are held away from the regular den and Pack meeting places.
- Plan ahead to have sufficient adult supervision for the activity and in the event of an emergency.
- Check out the site before the activity. Check on reservation procedures, restroom facilities, availability of adequate drinking water, and any potential hazards.
- Use the buddy system. Coach the youth in advance on what to do if they get lost.
- Carry a first-aid kit and know how to use it. Be prepared with emergency procedures written for each activity site or location.
- Always leave a site in its natural condition.

For additional information on specific activities not covered in this document, refer to Age-Appropriate Guidelines for Scouting Activities, included in the Guide to Safe Scouting and online at <http://www.scouting.org>.

CUB SCOUT OUTDOOR ACTIVITY AWARD

Tiger, Wolf and Bear Scouts, and Webelos Scouts have the opportunity to earn the Cub Scout Outdoor Activity Award. Youth may earn the award in each of the program years as long as the requirements are completed each year. The first time the award is earned, the youth will receive the pocket flap award, which is to be worn on the right pocket flap of the uniform shirt. Each successive time the award is earned, a Wolf track pin may be added to the flap. Leaders should encourage youth to build on skills and experiences from previous years when working on the award for a successive year.

For the complete requirements, visit <https://www.conquistador-bsa.net/>



The National Summertime Pack Award is to encourage Packs to provide a year-round program by continuing to meet during the time periods when school is out of session for several weeks or months. If a Pack is in a 'year-round school' (or is part of a home-school association), the Pack could earn the Summertime Pack Award by having a special Pack activity during those breaks.

A Pack can qualify for the National Summertime Pack Award by planning and conducting three Pack activities - one each in June, July, and August. This award can be an incentive for greater attendance at your summer Pack activities. Qualifying Packs will receive a colorful streamer for their Pack flag and certificate provided by the council. Individual Scouts that participate in all three Pack events can receive the National Summertime Pack Award pin. There is a different color pin for each Cub Scout rank so earning the pin each year has more incentive. The pins are available for a Cub Scout Pack to purchase in the council Scout Shop. Dens with an average attendance of at least half their members at the three summer Pack events will be eligible for a colorful den participation ribbon available at the council Scout Shop.

A Scout that earns the Summertime Pack Award pin should display it pinned on the right pocket flap. Multiple pins may be displayed from each year it is earned.

Cub Scouts and their families have three options when meeting this JTE requirement: Day Camp, Family Camp, and/or Resident Camp. For more information, or to register, visit <https://www.conquistador-bsa.net/iyos>.

Item	Objective	Bronze Level	Silver Level	Gold Level	Bronze Points	Silver Points	Gold Points
Planning and Budget					Total Points: 200		
#7	Day/resident/family camp: Cub Scouts attend day camp, family camp, and/or resident camp.	33% of Cub Scouts participate in a camping experience or have improvement over the prior year.	50%, or 33% and have improvement over the prior year.	75%, or 50% and have improvement over the prior year.	50	100	200

#7 Cub Scouts attend an in-council or out-of-council Cub Scout day camp, family camp, and/or Cub Scout resident camp in 2020. STEM programs either as a day camp or resident camp are also included. All levels are total number of different Cub Scouts attending (A) divided by total number of Cub Scouts registered in the pack as of June 30, 2020 (B). Total = (A) / (B).

CUB SCOUT DAY CAMP

All Cub Scouts, including Lion Scouts, and non-Scouts will offer an unforgettable outdoor experience with activities ranging from shooting sports to science. Camp is held at Camp Belzer or within your district and runs 5 days a week after 8:15 am – 4pm add or 4pm to 8pm daily. Day Camp is a perfect way to introduce a friend to Scouting.

CUB SCOUT FAMILY CAMP

Cub Family Weekends are a great way to introduce your Cub Scout to Overnight Camping. These two-day, one-night camps (Sat - Sun) are open to the whole family, including younger sisters and brothers, grandparents, and even non-Scout friends! COST: \$20 for overnight; \$10 for the day.

ADVENTURE CAMP

Cub Scout Resident Camp will introduce your Scouts to a first-rate camping experience at Wehinahpay Mountain Camp and runs 4-days / 3-nights includes activities ranging from shooting sports to a water sponge battle in a fort.

Camp details, including dates, locations and fees, can be found at: <https://www.conquistador-bsa.net/>

PACK & DEN MEETINGS

Item	Objective	Bronze Level	Silver Level	Gold Level	Bronze Points	Silver Points	Gold Points
	Planning and Budget				Total Points: 200		
#9	Pack and den meetings and activities: Dens and the pack have regular meetings and activities.	Hold eight pack meetings a year. Den or pack meetings have started by October 31.	Achieve Bronze, plus dens meet at least twice a month during the school year.	Achieve Silver, plus earn the Summertime Pack Award.	25	50	100

#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. Den meetings start by October 31, 2020, and 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 he goes. 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. An ideal meeting place is the home of an adult leader, if there is enough room for everybody. 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 den meetings are also attended by each Tiger’s adult partner. Wolf, Bear and Webelos den meetings are often attended by a den chief, a Boy Scout or Venturer who assists the adult leaders. An activity badge counselor who has been asked to help with a specific badge may also attend a Webelos den meeting. Sometimes, a parent, guardian, or other family member might be asked to help at a specific meeting, but family members do not normally attend Wolf, Bear, or Webelos den meetings.



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 Cub Scout Promise.
- **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 theme.
- **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

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

#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 October 31, 2020.

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, in the training section

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.



DOWNLOAD THE FAMILY TALENT SURVEY AT <http://www.scouting.org/filestore/CubScoutMeetingGuide/PDF/Appendix/34362.pdf>

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

#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.

TRAINED LEADERSHIP

Every Scout deserves a trained leader. 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!

Visit <https://www.conquistador-bsa.net/> for the list of required trainings or to complete online training.

WOOD BADGE

Wood Badge is advanced Scout leader training that began in 1919 by Lord Baden-Powell, founder of Scouting and Wood Badge's first director. It came to America in 1948 and has been updated to reflect current BSA policies and programs. Incorporating the best techniques available,

Wood Badge has become the most advanced leadership training course in Scouting!

Wood Badge is the highest level of Scout leadership training and provides participants with the tools to be a well-rounded leader. The leadership skills taught are for volunteers from all Scouting areas including Cub Scouting, Boy Scouting, Venturing and the district and council.

The course is delivered over two weekends. The first half of the course utilizes a classroom environment and practical exercised to teach the essentials of leadership. The second half offers classroom and outdoor experiences to help you learn the application of leadership skills. Finally, you will write and complete a "ticket". The "tickets" consists of five written goals. These goals connect your new leadership knowledge to your role in Scouting.

Any adult volunteers who has completed basic training for their registered position can attend.



CUB SCOUT POSITION TRAINED REQUIREMENTS

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

CUBMASTER & ASSISTANT CUBMASTER

BEFORE 1ST MEETING

SCO_225	THE CUBMASTER	11:36
SCO_226	LEADING PACK MEETINGS	13:15
SCO_210	HOW DENS & PACKS WORK	11:28
SCO_209	EFFECTIVE LEADERSHIP	7:21
TOTAL TIME: 33 MIN		

FIRST 30 DAYS

SCO_200	CUB SCOUTING PURPOSES	6:08
SCO_202	CUB SCOUTING IDEALS	13:35
SCO_204	THE METHODS OF CUB SCOUTING	4:13
SCO_214	CUB SCOUT ADVANCEMENT	3:46
SCO_216	ADVANCEMENT RECOGNITION & RECORDING	9:41
SCO_219	THE PACK COMMITTEE	16:59
SCO_205	WORKING WITH PARENTS & FAMILIES	5:34
SCO_218	SELECTING LEADERS	7:57
SCO_217	CORE RESOURCES FOR LEADERS	6:30
TOTAL TIME: 1 HOUR 14 MIN		

POSITION TRAINED

SCO_222	NINE ELEMENTS OF EFFECTIVE PLANNING	1:57
SCO_227	ANNUAL PROGRAM PLANNING	14:35
SCO_223	MONTHLY PLANNING	4:24
SCO_201	YEAR ROUND FUN	12:38
SCO_224	WORKING WITH BOYS - OVERVIEW	6:01
SCO_230	DEN CHIEF ROLES & RESPONSIBILITIES	3:07
SCO_228	PACK FUNDING	11:17
SCO_211	CUB SCOUT UNIFORM	13:39
SCO_213	CUB SCOUT INSIGNIA	4:43
SCO_212	LEADER UNIFORM	3:39
SCO_206	SUPPLEMENTAL LEADER RESOURCES	9:10
SCO_220	SCOUTINGS ORGANIZATIONAL STRUCTURE	7:02
SCO_215	OTHER AWARDS CUB SCOUTS CAN EARN	4:41
TOTAL TIME: 1 HOUR 45 MIN		

DEN LEADER & ASSISTANT DEN LEADER

BEFORE 1ST MEETING

SCO_202	CUB SCOUTING IDEALS	13:35
SCO_214	CUB SCOUT ADVANCEMENT	3:46
SCO_208	LEADING DEN MEETINGS	13:08
SCO_203	DEN DISCIPLINE	15:15
TOTAL TIME: 45 MIN		

FIRST 30 DAYS

SCO_200	CUB SCOUTING PURPOSES	6:08
SCO_204	THE METHODS OF CUB SCOUTING	4:13
SCO_216	ADVANCEMENT RECOGNITION & RECORDING	9:41
SCO_210	HOW DENS & PACKS WORK	11:28
SCO_209	EFFECTIVE LEADERSHIP	7:21
SCO_217	CORE RESOURCES FOR LEADERS	6:30
SCO_224	WORKING WITH BOYS - OVERVIEW	6:01
TOTAL TIME: 56 MIN		

POSITION TRAINED

SCO_205	WORKING WITH PARENTS & FAMILIES	5:34
SCO_211	CUB SCOUT UNIFORM	13:39
SCO_213	CUB SCOUT INSIGNIA	4:43
SCO_212	LEADER UNIFORM	3:39
SCO_215	OTHER AWARDS CUB SCOUTS CAN EARN	4:41
SCO_227	ANNUAL PROGRAM PLANNING	14:35
SCO_201	YEAR ROUND FUN	12:38
SCO_221	YOUTH LEADERSHIP POSITIONS	4:57
SCO_230	DEN CHIEF ROLES & RESPONSIBILITIES	3:07
SCO_206	SUPPLEMENTAL LEADER RESOURCES	9:10
SCO_220	SCOUTINGS ORGANIZATIONAL STRUCTURE	7:02
TOTAL TIME: 1 HOUR 23 MIN		

COMMITTEE CHAIR & PACK COMMITTEE

BEFORE 1ST MEETING

SCO_219	THE PACK COMMITTEE	16:59
SCO_210	HOW DENS & PACKS WORK	11:28
SCO_200	CUB SCOUTING PURPOSES	6:08
SCO_204	THE METHODS OF CUB SCOUTING	4:13
SCO_202	CUB SCOUTING IDEALS	13:35
TOTAL TIME: 52 MIN		

FIRST 30 DAYS

SCO_222	NINE ELEMENTS OF EFFECTIVE PLANNING	1:57
SCO_227	ANNUAL PROGRAM PLANNING	14:35
SCO_223	MONTHLY PLANNING	4:24
SCO_229	BUILDING THE PACKS BUDGET	5:40
SCO_228	PACK FUNDING	11:17
SCO_225	THE CUBMASTER	11:36
SCO_218	SELECTING LEADERS	7:57
SCO_209	EFFECTIVE LEADERSHIP	7:21
TOTAL TIME: 1 HOUR 4 MIN		

POSITION TRAINED

SCO_214	CUB SCOUT ADVANCEMENT	1:57
SCO_216	ADVANCEMENT RECOGNITION & RECORDING	14:35
SCO_215	OTHER AWARDS CUB SCOUTS CAN EARN	4:24
SCO_201	YEAR ROUND FUN	5:40
SCO_224	WORKING WITH BOYS - OVERVIEW	11:17
SCO_205	WORKING WITH PARENTS & FAMILIES	11:36
SCO_217	CORE RESOURCES FOR LEADERS	7:57
SCO_206	SUPPLEMENTAL LEADER RESOURCES	7:21
SCO_220	SCOUTINGS ORGANIZATIONAL STRUCTURE	7:02
SCO_530	JOURNEY TO EXCELLENCE	12:46
TOTAL TIME: 1 HOUR 25 MIN		

*In addition to the learning plans above, Youth Protection training is required for all BSA registered volunteers.



MANDATORY YOUTH PROTECTION TRAINING

Effective February 1, 2020

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.

Conquistador Council is a leader in the movement to provide safe spaces and protection to our scouting families. We are committed to having all registered adults complete the Mandatory Youth Protection Training by April 30, 2020.

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**
- **Test**

The prior version of BSA's Youth Protection trainings will no longer be available. The updated training replaces other Youth Protection trainings and is required for all BSA programs.

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

It is the Cub Scout leader training required for any Cub Scout den or pack outdoor event, including pack camping overnights and Webelos den overnights. BALOO training is comprised of two components—an online component and a practical, hands-on component. Both components must be completed to qualify as a "TRAINED" Cub Scout outdoor leader.

TRAINED LEADER PATCH

This special council shoulder strip is available to all leaders who complete the required trainings for their PRIMARY POSITION ONLY. If you are already a trained leader, stop by a council office to confirm your records and verify that youth protection training will not expire in the next year, and a patch will be mailed to you. If any trainings are missing from your records, please fill out and turn in this form to update your profile!

UNIVERSITY OF SCOUTING

The University of Scouting, the premier training event in the council, is one of the easiest ways for adult volunteers to achieve this goal. This single-day training event is designed to supplement any leader's training. Any Scout leader may attend. Degrees and courses are available in three college Program, Membership and Finance. Additional courses are available in General Studies to supplement your education experience. There are over 120 courses offered during this one day training. Each college offers a bachelor or masters degree program. There is also a doctoral degree program available for those who have earned a masters degree.

PACK SUCCESSION PLANNING WORKSHEET

POSITION	CURRENT	NEXT	NEXT	COMMENT
CUBMASTER				
ASSISTANT CUBMASTER				
ASSISTANT CUBMASTER				
COMMITTEE CHAIR				
SECRETARY				
TREASURER				
ADVANCEMENT				
MEMBERSHIP/ RECRUITING				
ACTIVITIES				
BLUE AND GOLD				
CAMPING POPCORN				
CAMP CARDS				

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."

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 Center** 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.

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 campaign kicks off during the fall of 2020 and wraps up by March. Each presentation will receive council prepared materials to make a successful 10 minute presentation.

For more information, please go to <https://www.conquistador-bsa.net/>

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.

Important Date to Remember

- **Unit Commitments** =
- **Initial Orders** =
- **Sale Begins** =
- **Sale Ends** =
- **Final Order** =
- **Prize Order** =
- **Final Payment** =

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.

2019 ONLINE PRODUCT MIX

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: Before Scouts hit the streets and knock on doors, they should approach closest family and friends, especially during the new two-week blitz (September 16-24). 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 Sales Per Hour: \$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: Schedule booth time with store managers as soon as possible. Schedule Scouts to fill two-hour time slots. Try "SignUp Genius" as an easy online tool to manage this. All participating Scouts get equal credit for the day's total sales. This is a great way to increase visibility in the community and recruit new Scouts!

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
- **Accept Credit Card Payments**
 - Have your unit set up and account with Square, PayPal, Stripe, etc.
- **Tell Scouts' stories with pictures**
 - Customers want to know what they are supporting

NEIGHBORHOOD BLITZ/DOOR-TO-DOOR SALES

Average Sales Per Hour: \$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, and customers only purchasing military ribbons.

Best Practice: Allow the customer to receive popcorn on-the-spot only after they place an order on the form. Say, "Would you like your product now instead of waiting?" Customers tend to choose the least expensive item that you have on hand, so don't let them see your "stash" right away.

Strategies:

- **Popcorn Blitz Day**
 - 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

CAMP CARDS

The annual spring Camp/Discount Card sale allows Scout units to raise funds to pay for their summer Scouting program. "Camp Cards" are discount cards sold for \$10 each to the general public. Unit commission will be 50% on each card (\$5.00). Funds earned from this fundraiser may be used for any Scouting or Exploring purpose -- to purchase equipment such as tents and backpacks, summer camp and activity fees, high adventure trip, uniform, handbooks, membership fees, event fees, etc. Camp/Discount Cards are meant to complement, not take the place of, popcorn sales in the fall.

SALES METHODS AND TIPS

- Door-to-door sales in your neighborhood
- Set up a table in your church lobby
- Parents create a sign-up sheet on their office door / break room
- Solicit via social media
- Family vendors (i.e. barber, attorney, dentist, landscaper, doctor)
- Ask Family, Friends, Teachers, School faculty, Coaches, and Bus driver
- Ask business owners to purchase multiple cards as employee appreciation gifts
Sample Door-to-Door Script: "Hi, my name is _____ (say first name only). I'm a Scout with Pack/Troop _____ here in _____ (city). I am selling discount cards to help raise money to go to Scout Camp. By buying a card today, you'll be helping me earn my own way to camp this summer and do fun things with my Pack/Troop all year long. (Show Customer the discount card. Tell customer about some of the discounts) You'll help me, won't you?" The card only costs \$10! Be sure to say "Thank you" even if the customer does not purchase a card.

MOTIVATING YOUR SCOUTS:

- Stir up enthusiasm and excitement by telling Scout/families about your Camp Card sale.
- Enlist the help of your committee to plan a fun camp card kickoff.
- Involve others parents. Help the parents feel important and to see the value of the sale.
- Create competition. Kids love a challenge.
- Decide on unit-level incentives (highest selling Scout throws a pie in a unit leader's face, weekly prizes for top three sellers, pizza party for all Scouts that sell ten or more cards).

For more information, please go to
<https://www.conquistador-bsa.net/>



IDEAL YEAR OF SCOUTING



BOY SCOUTS OF AMERICA®
CONQUISTADOR COUNCIL

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