

Item	Objective	Bronze Level	Silver Level	Gold Level	Bronze Points	Silver Points	Gold Points
Planning and Budgeting		Total Points: 300					
1	Annual Planning: Conduct annual planning conference to plan out the annual calendar and budget	Conduct an annual planning conference and develop annual calendar and budget	Conduct annual planning conference using school calendar	Silver plus use previous year's budget and actuals to develop budget	50	100	200
2	Fundraising: Conduct unit fundraising	Conduct at least 1 unit fundraiser	Sign up for the council popcorn fundraiser and sell an average of \$50 per scout	Sell an average of \$100 per scout in popcorn	25	50	100
Membership		Total Points: 500					
3	Membership Growth: support membership growth in your unit	Hold a join night before Oct. 31 and update beascout.org pin	Bronze plus start a new lion or tiger den with at least 3 scouts	Start a new lion and tiger den or have at least 6 scouts in an existing tiger den	50	100	200
4	Retention & Engagement: Support membership retention and retain and significant portion of unit membership	Complete bobcat adventure for all dens in first 30 days of scout year	Bronze plus have a 75% retention rate	Silver plus 50% of families volunteer in the unit	50	100	200
5	Arrow of Light to Scout Transition: Plan and execute transitioned scouts from the Pack to a Troop	All scouts visit at least 1 troop	Bronze plus 50% of Arrow of Light cross over to a troop	Bronze plus 75% of Arrow of Light cross over to a troop	25	50	100
Program		Total Points: 600					
6	Advancement: Achieve a high percentage of Rank Advancement	90% of scouts earn Bobcat Adventure by Dec 31st	Bronze plus 80% of scouts earn 12 adventures	Bronze plus 75% of scouts earn rank advancement by May 31st	100	200	300
7	Outdoor Activities: Hold outdoor events and camp outs for your unit	Have 1 BALOO trained leader for every 20 scouts	Bronze plus hold at least 2 outdoor events with 60% attendance	Bronze plus hold at least 5 outdoor events with 60% attendance one of which is an overnight	50	100	200
8	Service Projects: Support your community through service projects	Complete at least 1 service project	Average 30 minutes of service per scout	Silver plus 50% service project attendance	25	50	100
Volunteer Leadership		Total Points: 500					
9	Leadership Recruitment and Succession planning: Develop a plan to recruit and replace unit volunteers	Share a Pack task list with all families	Bronze plus All den leaders recruited by Oct 31	Silver plus a succession plan in place for Cubmaster and Committee Chair plus at least 1 new registered volunteer recruited	50	100	200
10	Trained Leadership: Have trained and engaged leaders. All leaders MUST complete Youth Protection Training	Cubmaster and Committee Chair position trained	Bronze plus all den leaders position trained	All registered leaders position trained	50	100	200
11	Mentorship Performance: Participate in the Council Unit Mentorship Program	Be an mentor unit or mentee unit	Work with mentor or mentee units on recruitment or calendar planning	Work with mentor or mentee unit for 3 events, join night help and leadership recruitment support	25	50	100
Bonus	Webelos Resident Camp	Send at least 2 scouts to Webelos Resident Camp at Camp Sequassen			50		

Total Score: _____

of Categories with Points: _____

Level Earned:

Gold (1,050+ points, 8+ Categories with points)

Bronze (525+ points, 7+ Categories with points)

Silver (800+ points, 8+ Categories with points)

Participant

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1. Program Overview & Recognition

Purpose:

The Connecticut Yankee Council (CYC) Unit Success Program is a strategic, performance-based framework designed to help Cub Scout Packs deliver excellent, consistent, and sustainable programming. It blends the best of BSA's Journey to Excellence (JTE) model with local CYC priorities to reward well-rounded, high-impact units.

Performance Tiers:

Recognition Level	Points Required	Objectives Required
Bronze	525+	At least 7
Silver	800+	At least 8
Gold	1050+	At least 8 (including Bronze in Outdoor Activities)

Rewards

To encourage participation in this program the council is offering incentives for all levels a unit achieves. In order for a unit to receive the bronze, silver and gold levels unit must complete its unit renewal no later than December 31st. Recognition will be given to units by their district in February. The rewards for this program include:

Level	Points Required	Categories With Points	Incentive
Participation	N/A	N/A	Council Certificate
Bronze	525+	7+	Participant incentive plus Free weekend tent site at council camp
Silver	800+	8+	Bronze incentive plus unit youth can attend Extreme Scouting
Gold	1050+	8+ (with Bronze in Camping)	Silver plus 1% extra commission for popcorn or 15% discount for Day Camp and Webelos Resident Camp
Gold + 10% Unit Growth	1050+	8+ (with Bronze in Camping)	Gold + Free pinewood derby cars for all youth in pack

2. Time Line

Date	Task
January 15	Last Day to Turn in Unit Success Scorecard to District Executive to be eligible for incentives
July	Conduct Annual Planning conference, review unit success program, and ensure annual plan aligns with Unit Success Program
September	Review Plan and adjust to ensure success
November	Complete Unit renewal process and complete Unit Success Program and turn into council
December 31	Last day to complete unit renewal to be eligible for Unit Success Incentives

3. How to Use This Guide

Who Should Use This:

Role	Responsibilities
Cubmaster	Oversees program delivery
Committee Chair	Governance, administration
Chartered Org Rep	Liaison to chartered organization
Den Leaders	Lead weekly den meetings and advancement
Committee Members	Support roles: advancement, fundraising, events
Commissioners	Coaching and unit health support

Planning Timeline:

Month	Key Actions
May–June	Year-end review + Planning Session
July	Budget and calendar finalized
August	Join Night + Orientation
Sept–Oct	Leader training + Den startup + Service Project
Nov–Dec	Advancement tracking + Crossover planning
Jan–Feb	Mid-year review + Commissioner check-in
March–April	Camp sign-ups + Succession Planning
May	Submit scorecard + Celebrate progress

4. Annual Planning & Budgeting

Planning Checklist:

Step	Description
Gather	Calendars (school, district), budget history, council events
Plan	Conduct a Pack Planning Conference with key leaders
Brainstorm	Build a list of ideal events, rank them by interest and feasibility
Finalize	Assign dates, costs, and responsibilities; publish calendar
Budget	Estimate costs for awards, camp, activities, supplies
Fundraising	Link popcorn/hike-a-thon goals to budget

5. Growing Membership

Membership Milestones:

Growing your unit's membership is one of the most important things you can do to ensure your unit's health. The council has put together many resources to help you grow your unit. These resources can be found at <https://www.ctyankee.org/membership>

6. Retention & Engagement

Having a strong and fun program in your unit is the most important thing you can do to increase the retention rate. Focus on the program area of the success guide and retention will follow.

Engagement Tracker:

Metric	Target
Retention Rate	75%+
Bobcat Completion (new Scouts)	Within 30 days
Family Volunteer Participation	50% (for Gold level)
Monthly Pack Activities (non-meeting)	1+

7. Advancement & Program Delivery

A. Track Progress Regularly

- Use tools like Scoutbook or spreadsheets to monitor each scout's advancement.
- Share progress reports with parents and den leaders monthly.

B. Plan the Program Around Advancement

- Build your pack and den calendars to naturally cover required adventures.
- Include rank-required activities in den meetings and campouts.
- Use a checklist to ensure all adventures are scheduled throughout the year.

C. Engage Parents Effectively

- Educate families early on how advancement works and what's expected at home.
- Encourage parents to help with elective or home-based requirements.
- Hold family advancement nights or "catch-up" sessions.

D. Train and Support Den Leaders

- Make sure leaders understand the advancement requirements.
- Provide leaders with planning tools and shared lesson plans.
- Host leader roundtables or mentorship from experienced leaders.

E. Set Clear Goals

- Set realistic goals like "80% of Wolves complete rank by April."
- Recognize progress and celebrate achievements — create a culture of advancement success.

F. Use Pack Events Strategically

- Include advancement opportunities in pack hikes, service projects, or day camps.
- Invite guest speakers or local experts to help with adventure requirements.

G. Recognize Advancement Promptly

- Give awards as soon as they're earned, not months later.

- Hold monthly recognition ceremonies to keep motivation high.
- Use advancement ceremonies to make scouts proud of progress.

8. Outdoor Activities & Camping

Outdoor activities will keep your scouts engaged in the pack's program. Outdoor activities do not need to be elaborate in order to be effective. These activities can be as simple as a hike on a local trail or a field day competition.

Camping is a great way to engage with the outdoors. If your pack want to hold a camping event it is best to stay local. The closer you are to home the more likely your families will attend. Look at local parks and campgrounds to have your campout.

The council also offers several camping programs throughout the year which you can use to hold a camping program without having to put a lot of planning into these events. Some of the camping opportunities include: Scout Day at Lime Rock Park, Cub Scout Safari, Sr. Cub Outdoor Readiness Event, CONNJAM, and district camporees. To find out more about these camping opportunities look on the council calendar at <https://www.ctyankee.org/calendar/https://www.ctyankee.org/calendar/>

9. Service Projects

Service projects are another key part of our program that will instill a sense of helping others in your scouts. Service projects do not need to be a complicated project to be effective. Helping out with your chartered organization or another local organization is a great way to begin. You could also clean up a local trail. If you are looking for an indoor activity there are many organization that take handmade cards for the elderly or soldiers.

Service is part of the advancement programs for higher ranks, so having service projects lined up is essential for your unit to advance its scouts. With the exception of Eagle the service projects do not need to be planned out by the scouts and could be done in conjunction with other organizations.

Ideas:

- Park cleanups
- Scouting for Food
- Veterans ceremonies or parades
- Helping out your Chartered Organization

In order to count towards your Unit Success Points you will need to log the service hours in Scoutbook. The steps to complete this logging are:

1. Login to Scoutbook Plus: Scoutbook Plus is the primary platform for logging service hours and can be accessed at <https://advancements.scouting.org/>.
 2. Click Activity Log on Left hand Side
 3. Click + New Activity Log and select Service hours
 4. Select date of Service Project
 5. Click + Create New Activity
 6. Enter Service Project information
 7. Click Record and Finish
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10. Webelos to Scouts BSA Transition

Creating a relationship with local troops is the best thing you can do to increase your scout's chances of moving onto a troop. This could mean that you do joint events or have den chief helping out your unit. However, at a minimum you should be in communication with local troops to make sure that all of your scouts visit them so they can decide which unit is right for them. If you do not know which troops are near your community, touch base with your district leadership and they can get you in touch with the units. You can find your district leadership by checking the district websites at <https://www.ctyankee.org/districts/>.

11. Leadership Recruitment and Succession planning

Your unit cannot function without volunteer leadership. Just like your unit should always be recruiting scouts, they must also be recruiting adult volunteers. We have included strategies on how to recruit adults within our recruitment guides which can be found at <https://www.ctyankee.org/membership>.

12. Trained Leadership

Having trained leader is important step in having safe and effective den and pack meetings as well as to help you with general pack administration. All of your volunteers need to complete youth protection training and position specific training, both of which can be taken online at my.scouting.org. For more advanced training there is Basic Adult Leader Outdoor Orientation (BALOO) which will give you all of the camping skills you need to succeed on a campout (A BALOO trained leader is required be at all campouts). For more advanced leadership training you should also consider Woodbadge. Information about both of these advanced trainings can be found at <https://www.ctyankee.org/training-basecamp>.

13. Mentorship Program (CYC-Specific)

The unit mentorship program is a new program at the CT Yankee council where a strong unit partners with a unit that is struggling to help them get better in areas they are struggling with. This

program is a structured program offering the units the opportunity to work together to make each other stronger. If you are interested in participating in this program you can find out more information at <https://www.ctyankee.org/membership>