



BOY SCOUTS OF AMERICA®
ORDER OF THE ARROW

LA160 - Characteristics of High Performing Lodges

How do lodges win the OA
Super Bowl?

Introduction

- Mission
- Organization
- High Performance Lodge
- JTE Gold Lodges



SCOUTING'S NATIONAL HONOR SOCIETY

Mission

- *"Well this week's all about Seattle, so we've been doing our best to prepare for the Seahawks. I'm doing that, our team's doing that and we'll be ready to go Sunday. That's our focus."* – Bill Belichick



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Mission of the Lodge

The mission of the Order of the Arrow is to fulfill its purpose as an integral part of the Boy Scouts of America through positive youth leadership under the guidance of selected capable adults.



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Mission

- Dedicated Adult Leadership
 - Youth Development
 - Well Organized Lodge
 - Fun/Meaningful Programs
- Mission.....Have Fun.....Be Successful



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Organization

Order of the Arrow	NFL Football Team
Council Camping Committee	Owner
Council Scout Executive	Team Manager
Lodge Adviser	Head Coach
Associate Lodge Adviser	Coordinators
Lodge Chief (elected)	Quarterback
Lodge Vice Chief / Secretary (elected)	Defense Captain / Special Teams Captain
Executive Committee (appointed) Communications, Inductions, Training, etc.	Positional Leaders (offensive line, safeties, etc.)
Ad Hoc Committees Events, Service Projects, Camp Service, Cub Scout Service, etc.	Special Team Players (only play at specific times with a specific purpose)
OA Members	Football Players



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High Performance Lodges

"There is an old saying about the strength of the wolf is the pack, and I think there is a lot of truth to that. On a football team, it's not the strength of the individual players, but it is strength of the unit and how they all function together." – Bill Belichick, New England Patriots Coach



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High Performance Lodges

- Training
- Organization
- Programs (FUN)
- Communications

“There are no shortcuts to building a team each season. You build the foundation brick by brick.” – Bill Belichick



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Training

- Adult Leaders
 - Youth Protection
 - NLS/NLATS/DYLC
 - Annual LLD
 - Section Conference Training
- Youth
 - NLS
 - Annual LLD
 - Ongoing lodge/chapter training
 - Section Conference Training



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Organization

- Advisers know Roles
- Advisers for all youth
- LEC active
- SE/Staff Adviser active
- Key 3
- Lodge Rules
- Budget
- JTE monitored by LEC
- LodgeMaster
- Plan Book



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Program

“One thing that could be a problem is breaking old habits. It’s not that you don’t understand what the new responsibilities or players are, but just the fact that you’ve been doing something long time and you’re kind of used to doing it, it’s a habit, and that’s not what’s required in the other system and that means kind of undoing something before you can even start to do something new.” – Bill Belichick



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Program Strategies

- Support to local Units
- Service Projects
- OA Troop Rep Program
- Unit Visitations
- Ceremony Teams
- Well trained Election Teams
- FUN in all activities
- Active Chapters
- National Policies
- Conclave Participation



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Communications

- Get a Headset!
- Use Social Media
- Snail Mail Sparingly
- On-Line Payment System
- Get an App
- Transfer Information – repost from National, Regional, Section accounts



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JTE Gold

- NO PERFECT LODGE
- Capitalize on Strengths
- Improve on Weaknesses
- Focus on JTE

“If you sit back & spend too much time feeling good about what you did in the past, you’re going to come up short next time.” – Bill Belichick



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2015 Gold Lodges

- Small (66) to Large (1913)
- Youth to Adult ratio ~1
- Good, Fun activities
- Many items at Silver (NOT Gold)

"We're always trying to do a better job on that and that's what we'll continue to do." – Bill Belichick



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2015 Gold Lodges

- Item Averages @ Silver:
 - #2 \$ Contribution/Member = \$17.20
 - #3 Growth = 2.45%
 - #4 Retention = 79%
 - #5 Election Rate = 78%
 - #6 Induction Rate = 78.5%
 - #8 BH Conversion = 36%
 - #9 Service Hrs/Member = 10.5
 - #11 Visits = 68.5%



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2015 Gold Lodges

- Item Averages @ Gold:
 - #15 Camp Promo = 87%
 - #16 LEC Participation = 96.5% (most \geq 100%)



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Summary

Summary:

- High Performing Lodge
- Mission Focus
- Organizational structure
- Selecting good Advisers
- Communication to/from council/chapters
- Monitor JTE metrics
- MAKE IT FUN!!!!!!



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References

- Lodge Advisers Handbook: <http://www.oa-bsa.org/pages/content/publications#lah>
- Guide for Officers and Advisers: <http://www.oa-bsa.org/pages/content/publications#goa>
- Journey to Excellence Guide: <http://www.oa-bsa.org/pages/content/publications#jteg>



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