

Lodge Performance Measurement Program

2025 OA Program Year

Council name HQ City & State Council #
 Lodge name Region Section

To qualify for recognition, lodges must renew their 2026 charter on time and be in compliance with the current *OA Handbook, Handbook for Officers and Advisers, Field Operations Handbook, Inductions Handbook*, and ceremony books. A completed Lodge PMP petition through OA LodgeMaster is required to receive a 2026 lodge charter.

| Item # | Objective | Level | | Points | |
|-----------------------------|---|--|--|--------|----|
| | | Thriving | High Performing | T | HP |
| Primary Objectives | | | | | |
| <u>1</u> | Unit Elections: Conduct in-person unit elections in all troops, crews, and ships. | Complete unit elections in 50% of troops, crews, and ships. | Complete unit elections in 90% of troops, crews, and ships. | 2 | 4 |
| 2 | Induction Rate: Induct youth* Ordeal candidates. | Induct 60% of youth* Ordeal candidates. | Induct 90% of youth* Ordeal candidates. | 2 | 4 |
| <u>3</u> | Activation: Engage new youth* lodge members within the first 6 months of membership. | Achieve 20% activation of youth* members. | Achieve 50% activation of youth* members. | 2 | 4 |
| 4 | Membership Retention: Improve the retention rate of youth* lodge members. | Achieve 51% retention of youth* members. | Achieve 71% retention of youth* members. | 2 | 4 |
| 5 | Membership Growth: Experience positive growth in youth* membership over the previous year. | Grow total youth* membership by at least 1 more member over last year. | Grow total youth* membership by at least 5% over last year. | 2 | 4 |
| Secondary Objectives | | | | | |
| <u>6</u> | Lodge Event Participation: Improve lodge membership participation at full lodge events. | Average at least 9% of lodge membership at all lodge-wide events. | Average at least 17% of lodge membership at all lodge-wide events. | 1 | 2 |
| 7 | Brotherhood Completion: Convert eligible youth* Ordeal members to Brotherhood. | Convert at least 30% of eligible youth* Ordeal members. | Convert at least 50% of eligible youth* Ordeal members. | 1 | 2 |
| <u>8</u> | Contribution to Council: Contribute cash, materials, and/or both to the council. | Contribute an average of \$7.00 per lodge member. | Contribute an average of \$25.00 per lodge member. | 1 | 2 |
| 9 | Council Service: Deliver to the council measurable service in terms of the average tracked hours per lodge member. | Record an average of 5 service hours per lodge member. | Record an average of 13 service hours per lodge member. | 1 | 2 |
| 10 | Leadership Development: Conduct at least one LLD during the year with qualified instructors using current materials. | Train 4% of lodge members. | Train 14% of lodge members. | 1 | 2 |

Award level:

| | | |
|-----------------------|----|----|
| Total achieved | | |
| Total possible | 15 | 30 |
| Grand total | | |

Below is specific information to help you understand the criteria and exactly what data will be used to determine the High Performing and Thriving levels of performance. In planning your strategy, use actual numbers from the previous year to guide your performance improvement goal-planning.

Scoring the lodge's performance

To qualify for High Performing points within an individual criterion, a lodge must have completed the lower level criterion (*e.g.*, to qualify for High Performing level in item number 1, a lodge must have completed the Thriving level in that item).

Overall award levels are determined as follows using the grand total points earned:

- **Thriving** = at least 14 grand total points, at least 8 points earned in the Primary Objectives
- **High Performing** = at least 22 grand total points, at least 12 points earned in the Primary Objectives

Amplifying instructions keyed to item numbers above:

1. All troops, crews, and ships must have been contacted and given the opportunity to request an election by Order of the Arrow members from outside of the unit. If a unit leader informs the election team that there are no eligible Scouts, that shall count as a completed election. Election team members must be trained youth OA members, in proper uniform during each unit election, and from units other than the one holding the election.
3. New youth member engagement is defined as attendance at a lodge event within six months of induction.
6. Average percentage of lodge membership who attended an event open to the whole lodge.
8. Contributions are to be in either cash (*e.g.*, an FOS contribution to the council) or the value of materials (as based on current market value or the value determined by the Scout Executive).

* Counts for criteria noted as "youth*" should include all members under age 21 as of the end of the applicable year.