We, the National Officers, believe the Order of the Arrow is an organization that continues to develop youth, train leaders, and most importantly change lives.

The Order of the Arrow has impacted hundreds of thousands of lives and helped encourage positive youth leadership for over a century. Unfortunately, harder times and challenges are facing our Order. Based on our current path of membership decline, the Order of the Arrow, as an organization, will eventually cease to exist, and grows closer and closer every single day.

It is our responsibility as a part of the organization to recognize these challenges and overcome them so that Scouts and Scouters 100 years from now will still have the opportunity to call themselves an Arrowmen.

Our organization must Thrive, but that is not possible without the commitment and dedication of every member of our lodge, and each part of our Order around the nation.

A High Performing Lodge is one who has a 90% Unit Election Rate, 90% Induction Rate, and 50% Activation Rate.

We believe we can chart a path of Thriving success but growing by 1/3 each year to become a High Performing organization.

We have this plan to accomplish this;

<table>
<thead>
<tr>
<th></th>
<th>Unit Elections</th>
<th>Induction</th>
<th>Activation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current</td>
<td>57.78%</td>
<td>72.17%</td>
<td>31.15%</td>
</tr>
<tr>
<td>2020</td>
<td>68.52%</td>
<td>78.11%</td>
<td>37.43%</td>
</tr>
<tr>
<td>2021</td>
<td>79.26%</td>
<td>84.05%</td>
<td>43.71%</td>
</tr>
<tr>
<td>2022</td>
<td>90%</td>
<td>90%</td>
<td>50%</td>
</tr>
</tbody>
</table>

Today, we, the National Officers are making a commitment: a commitment to growth – a commitment to thrive! We are truly committed to ensuring that our organization never fades to the history books and will work diligently to implement the goals set to change these metrics.

We commit to ensuring that the Order of the Arrow becomes thriving.

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National Chief
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National Vice Chief
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Central Region Chief
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Southern Region Chief
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Northeast Region Chief
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Western Region Chief

If each of us can challenge the future, then together, we can change it.