

MAKING THE JOURNEY TO EXCELLENCE A POSITIVE EXPERIENCE

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June, 2019

Piedmont-Appalachian College of Commissioner Science

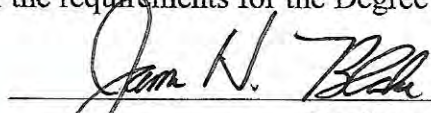
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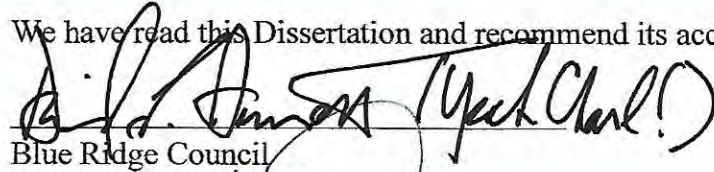
To the Doctoral Candidate Review Board:

I am submitting herewith a Dissertation written by Charlean Mullikin, entitled "Making JTE a Positive Experience". I have examined the final copy of this report for format and content and recommend that it be accepted in partial fulfillment of the requirements for the Degree of Doctor of Commissioner Science.



Dr. James H. Blake

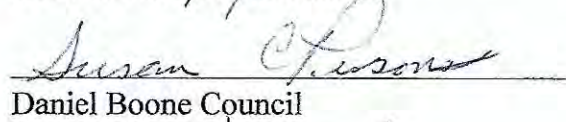
We have read this Dissertation and recommend its acceptance:



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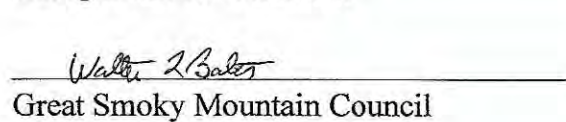
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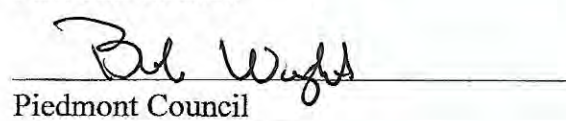
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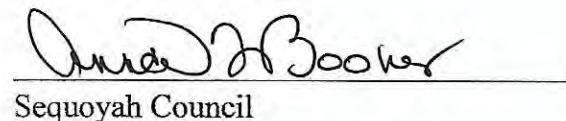
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ACKNOWLEDGEMENTS

First, I would like to thank my family. As a recent widow, my daughter and grandchildren have grounded me during these months. Not only have I been grieving the loss of my husband, but enduring a family move into a new home after living in the family home for 18 years. It has had many challenges on its own, but it has really put an interruption in completing this work. They have had to put up with my anxiety, grief, stress and the realization that time keeps on going. I could not have done this without them.

I also want to extend my heartfelt thanks to my network of Scouters throughout my district. Their offers of help and willingness to put up with my many phone calls, extensive emails, and discussions at Roundtables have really helped with this process. Additionally, their caring and supporting manners have helped me personally as well as with this endeavor.

Finally, I do not want to overlook Dr. James Blake as my adviser. With the things going on in my life, I appreciate his kindness and understanding in my quest for this honor.

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ABSTRACT

Journey to Excellence. Just what is it? “I am too busy to add anything else on my plate!” “Really, one more thing the Council wants me to do?” “I just don’t see the value in filling out this paper for the District!” These are a few of the comments that I have heard about JTE. As a Commissioner, I have also struggled in getting my units to take JTE seriously. Therefore, when it was time for me to come up with a topic and I was told to choose something I was passionate about, I decided JTE was to be my topic.

I set out to use Roundtables as an avenue to train units in my district on the components of Journey to Excellence. I want them to see why it is a valuable tool for planning and assessing the unit’s program in order to be the best unit possible.

This paper is a culmination of that undertaking. I hope it helps units to see Journey to Excellence as a premier tool in achieving top-notch units.

CHAPTER I

INTRODUCTION

As stated on the Boy Scouts of America Journey to Excellence web page (<https://www.scouting.org/awards/journey-to-excellence/>), “Scouting’s *Journey to Excellence* is a planning, performance, and recognition program designed to encourage and reward the success of our units, districts and councils. It is meant to encourage excellence in providing a quality program at all levels of the BSA”. The site provides links to scorecards for each type of unit that is updated annually according to the type of unit. Each scorecard includes goals that units should strive for in their quest to become quality units. It also provides an electronic spreadsheet that allows units to enter data throughout the year which automatically populates the electronic scorecard and tracks the units’ performance. As the form populates it will designate the level of recognition for the unit: Bronze, Silver or Gold (from lowest award to highest).

As the Roundtable Commissioner, I remind unit leaders that they need to make sure to complete the JTE form and turn it in with the unit’s recharter at the end of the year. I noticed that some unit leaders asked a few questions about it, making me wonder if the units had been using the form as intended or just waiting to complete it at the end of the year. I talked to several leaders who, in fact, only filled it out because it was required to be turned in at the time of recharter. Because of these conversations, I decided to find out how many of the units in my district (Six and Twenty District, Blue Ridge Council) filled it out at the end of the year and whether any of them used it throughout the year. To accomplish this, I called the leader of each

unit and asked them my survey questions. I also conducted short bursts of “training” during the Roundtables in the fall in which I highlighted points of the JTE program and demonstrated why they are helpful throughout the year to ensure a quality program. It is my hope that leaders will discover that this tool can be important in helping the units plan and carry out the best program possible.

It is my contention that 80% of the units wait until the end of the year to complete the JTE form. I suspect that most of them either do not see the value of the scorecard or they do not realize that it is intended to be a tool to be used throughout the year, instead of just at the end.

As I have gone through this process, I have gained a clearer and more extensive understanding of the Journey to Excellence program. In focusing on the addition of the JTE moments into my Roundtable sessions, I have witnessed a greater understanding among my unit leaders as well. This process has been instrumental in finding helpful tools and information that can assist units in becoming the best they can be, which helps our youth be the best *they* can be.

In addition to the planning and performance objectives, JTE also provides recognition. This is accomplished by the number of objectives completed and the level (bronze, silver, or gold) which the unit achieves. If the spreadsheet is properly used by the unit, the level achieved will be automatically noted on the scorecard. At any point during the year, a unit can see at what level the performance is achieving. This enables the unit to adjust as needed to make sure the objective is met at the intended goal. For example, when a troop has a campout it can be entered in the data portion of the spreadsheet. At the time it is entered, the spreadsheet will automatically highlight the level the troop has achieved so far on that objective. The troop can then follow

through with successive campouts or adjust their schedule to make sure they can achieve the desired level. For units that visit their JTE on a regular basis throughout the year, this becomes a very useful tool to visually see their progress.

CHAPTER II

REVIEW OF LITERATURE

Literature concerning Journey to Excellence is, for the most part, limited to the BSA website (<https://www.scouting.org/awards/journey-to-excellence/>). Though publications are limited, this site has information on all aspects of Journey to Excellence (JTE). One who wishes to find out about JTE has only to select from the many choices available: scorecards for units, tracking workbooks, guidebooks, tips for unit success, service hours information, and frequently asked questions. In addition to this rich website, at least one other helpful publication was found in the online Scouting magazine through a blog written by Bryan Wendell (Wendell, 2016). Boy Scouts of America (BSA) has made every effort to help units understand and make use of this program.

The scorecards made available on the website are updated each year for each type of unit. These sheets list each measurable objective with a short description of what is required for each of the three levels of achievement (bronze, silver, and gold). It is then followed by a more detailed description for each objective. It is the scorecard that is ultimately turned in to the Council at the end of the year.

The guidebooks are very detailed in helping the unit plan and carry out the process of completing the JTE. Until I took on this topic, I was unaware of the availability of this resource. Since then, I have found it to be very enlightening and I will use it to help units understand how

to plan and carry out the journey for their units. It outlines the process by beginning with a summary of what is expected and includes charts to help units incorporate their committee in assigning the pieces, so it is not overwhelming for any one person to complete. I found this strategy to be another avenue for the unit to ensure a quality program, because it enables more people to know what is going on in the unit and does not rely on just one person.

The tracking workbooks are also updated yearly for each unit type. This is a valuable tool for the unit in that it allows the information to be put into an Excel spreadsheet that has built-in macros that link it to a scorecard. This means that as the information is typed in, it is scored automatically for that objective and highlights the particular level achieved on the scorecard. The spreadsheet can be updated on a regular basis throughout the year as intended and printed out at the end to be turned in. The disadvantage is that it requires Microsoft Office Excel to be used and some unit leaders do not have that software. To overcome this disadvantage, I periodically bring in my computer with the Excel program and make it available to units who need to input their information.

One of the components of JTE is Service Hours. The higher levels of achievement require that the service hours are entered into the national JTE Service Hours Website (<https://servicehours.scouting.org/UI/Security/Login.aspx>). This requires the person entering the information to have an identification code from the council that is password protected. This tends to be a hurdle for some units to overcome. However, the BSA website has several links to help a leader understand the service hours component. It guides them in logging into the service hours

reporting site and provides a worksheet to help them in completing it. In addition, it provides lists of possible projects and tips for unit success.

The BSA website also offers a synopsis of how units can benefit from Journey to Excellence in the link “What’s Journey to Excellence Brings to Your Unit?”. This is a brief description of 7 distinct benefits of the process that helps the unit understand what is in it for them.

In Bryan Wendell’s online blog, “What is Journey to Excellence, and why should you care?”, Wendell gives the reader a concise 6-point guide for the JTE process. It can help leaders by giving them an approach, reasons for each step and tangible results for completing the steps. This is somewhat a compilation of the process with benefits that can help jumpstart a unit and carry them through the entire year.

CHAPTER III
CONDUCTING THE SURVEY

I called the leaders of each unit and asked if they, or someone else in the unit, completed last year's JTE form at recharter time. If yes, I continued with the survey questions. If not, I asked for the name of the person who completed the form and proceeded to call them.

I asked the survey questions as follows:

1. Did you complete the "Journey to Excellence" form at the end of the year?
 - A. If yes, did you do it on computer or on paper?
 - B. If no, why not?

2. Did you use the form as a planning and performance tool throughout the year?
 - A. If so, how often?
 - B. If not, why not?

CHAPTER IV

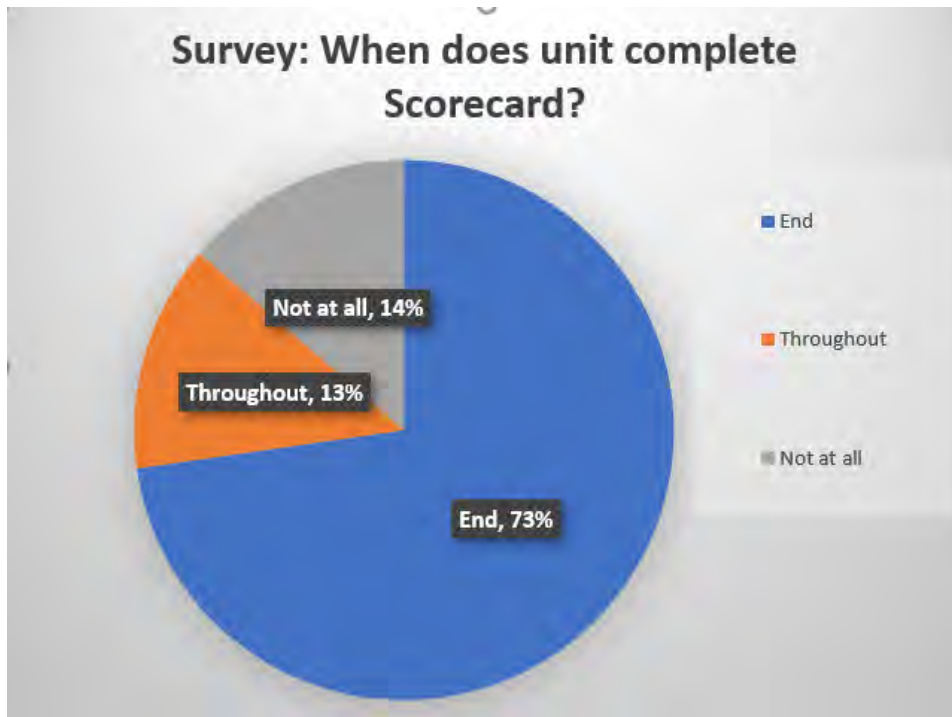
RESULTS AND DEVELOPING ACTIONS

Of the 22 units surveyed, 16 (72.2%) said they completed the scorecard at the end of the year last year, 3 (13.6%) units used the scorecard throughout the year and the final 3 (13.6%) did not turn it in at all or did not know if they had (Table 1).

Table 1. Results of Telephone Survey of Unit Leaders in the Six & Twenty District

| UNIT | End | Throughout | Not at all | Computer | Paper |
|-----------|-----|------------|------------|----------|-------|
| Pack 8 | Y | | | | Y |
| Pack 15 | | Y | | Y | |
| Pack 41 | Y | | | Y | |
| Pack 67 | | | Y | | |
| Pack 94 | Y | | | | Y |
| Pack 184 | Y | | | | Y |
| Pack 280 | Y | | | | Y |
| Pack 314 | Y | | | | Y |
| Pack 356 | Y | | | | Y |
| Pack 997 | | | Y | | |
| Troop 5 | Y | | | | Y |
| Troop 84 | | Y | | Y | |
| Troop 97 | Y | | | Y | |
| Troop 105 | | | Y | | |
| Troop 205 | Y | | | | Y |
| Troop 206 | Y | | | | Y |
| Troop 215 | Y | | | Y | |
| Troop 234 | Y | | | | Y |
| Troop 280 | | Y | | Y | |
| Troop 314 | Y | | | | Y |
| Troop 356 | Y | | | | Y |
| Crew 215 | Y | | | Y | |

Table 2. When does the unit Complete the Scorecard?



These results nearly confirmed my suspicion that 80% waited until the end of the year to complete the form. I discussed with the three units what they did throughout the year. Two of the units shared the same charter organization and have a very strong committee. They said they review the progress of the unit using the targeted objectives to make sure they were on target with Gold status. The other unit participating in it throughout the year is a smaller unit but has committed leaders. Although their committee is not very active, the leaders use the scorecard to gauge their progress throughout the year. They set the goal for Gold and use their stronger areas

to gain points to balance out their weaker ones. For example, their committee only meets occasionally so they make sure their boys had a high advancement rate and had enough outdoor activities and campouts to make up for it.

The units that did not turn in the scorecards were struggling units or felt that it served no purpose. Although commissioners have tried to impress the benefits of JTE, several of these leaders were very anti-district and anti-council. One point of contention was the lack of reward for Gold status. In the old Quality Unit system units that performed well were rewarded with free rank patches for the year. Since the incorporation of JTE that is no longer the case and some leaders seemed to be bitter about it. They voiced their opinion strongly that it was a waste of their time since they did not get anything in return. I am not going to give up on trying to help these leaders see the value of the process and hopefully, they will get on board next year.

The majority of the units complete the scorecard at the end of the year when they are working on their rechararters. The problems they encounter include remembering all the things they did throughout the year. Those that kept good records were in good shape, but units that did not had to look back and try to piece it all together. This caused some units to become stressed over the JTE which in turn made them feel it was not worth their time. It is for this group that I wanted to make sure to visit JTE concerns at monthly Roundtables. I want them to see the value in keeping it in the forefront of their planning and using the resources to gauge their progress throughout the year.

In developing actions, I introduced the JTE moments into my Roundtable presentations. I tried to address issues by making a timeline (Table 3) to include topics to be discussed at the

Roundtable meetings. As the Roundtable Commissioner, I create a PowerPoint to guide me through the general session each month. After the Roundtable, I update any information needed based on discussions and then I send out a Roundtable Follow Up email through my district email list. Units are provided with what was discussed and have access to helpful links embedded into the PowerPoint. The email list includes all units and leaders in the district, not just the ones who attended the Roundtable. This makes it possible for all units to have access to the information presented during the Roundtable, including my “JTE Moments”.

In the following paragraphs, I explain what is included in each of the “JTE Moments” presentations. In the Appendix, I included a PowerPoint presentation of all the JTE slides used throughout the year. Rather than include the entire Roundtable file for each month, I compiled all the slides into one PowerPoint by copying and pasting the JTE slides into a separate file. This intact file of “JTE Moments” will be made available to all units.

Table 3. Roundtable Topics Timeline

| Roundtable Topics Timeline | |
|-----------------------------------|---|
| Month | Topic(s) |
| August | JTE Overview, What's In it for Me? |
| September | Planning & Budget, Budget worksheet |
| October | Scorecards, Spreadsheets, (Advancement & Recruitment) |
| November | Service Hours, JTE website |
| December | Recharter, Completing Scorecards |
| January | New Scorecards, Entering beginning numbers |
| February | Guidebooks and Service Projects |
| March | Committee Meetings, Patrol Leaders Councils |
| April | Cub Adventures, Outdoor Activities, Camping |
| May | Trained Leadership, Membership Recruiting & Retention |

August – JTE Overview, What’s In it for Me?

The first slide is used to explain the purpose of JTE which includes information from the BSA article “What’s In it for Me?” (Appendix A). JTE is designed to provide a planning framework for units to plan programs throughout the year. It is also an evaluation tool with measurable objectives clearly written. As units use the tool it will help them to identify areas of weaknesses and strengths. If used properly in an ongoing manner, units will be able to see weaknesses early enough to intervene before the year is over. They can also share their strengths with other units to help Scouting within the community strengthen. Finally, JTE is used to provide recognition by giving each unit the choice to strive for Bronze, Silver or Gold levels. Again, the tool provides ongoing progress, so units can continue to strive to be better each month during the year.

This slide also includes many of the measurable objectives through the scattered topics in blue. Each month I will use this slide at the beginning of my JTE moment, so it will be ever present in the minds of the leaders in Roundtable meetings as well as through the emailed document.

In August, I also quickly demonstrated how to use the tracking workbook so they could see how it automatically scores each objective. I had a slide for each of the three unit types (Packs, Troops, Crews). I had part of the scorecard at the top and the corresponding data spreadsheet at the bottom. I demonstrated how to enter information and how it was automatically scored on the scorecard. I think this is very valuable for units who are not intimidated by the

computer and can use Excel spreadsheets. The workbooks are updated each year and all formulas are built in. I also tell units that I can help train them if needed in using this tool.

September– Planning and Budget, Budget Worksheets

In September, I concentrated on annual planning and budgets. I discussed the importance of annual planning and creating unit budgets and included links to fillable pdf files to help units with budgets. The link “Guide for Creating Unit Budgets” sends the user to another blog by Bryan Wendell from *Scouting* magazine. He presents a concise look at walking units through the annual planning and budget processes. The second link “Planning Tools, including fillables” takes the user to the BSA website for planning. It has links to guides, pdf files and Excel files for all three unit levels. I also created a sample budget (Appendix B), demonstrating how to enter information into the Budget tool. This discussion was well-received by the September Roundtable attendees.

October –Scorecards & Spreadsheets

In October, the topic was Scorecards and Spreadsheets. The slide had links to the current scorecards and spreadsheets. It also included a link to a sample spreadsheet (Appendix C) in which I entered information to demonstrate how the spreadsheet works and how it automatically populates the scorecard (Appendix D) for the unit. Conversations occurred on how to count advancement and what to consider in recruitment and retention. It was also mentioned that when units use these throughout the year, they will see the scores in progress. For example, in the

sample, you should notice that dates only go as far as October. This allows the unit to see what else is needed for the remaining months in order to increase their level of performance. Even though the scorecard shows that the unit is earning Silver on the JTE, the year is not over. They still have time to increase performance in November and December and have the ability to increase the level to Gold. That is the beauty of doing JTE on an ongoing basis....so the unit has time to improve!

November - Service Hours and JTE Website

In November, the JTE moment was service projects and how to enter them on the JTE Service Hours website. Units were reminded that all projects needed to be entered by the end of the year in order to make them count. Discussions included using the “Service Hours Worksheet” (Appendix E) to keep up with service projects as the unit does them. This sheet makes it easier to enter the project on the website and is also a tangible record of the project details. I shared with them my past frustrations at the type of information the website wanted from the unit to illustrate why the worksheet was helpful. Units were shown how to navigate to the website to enter the information and reminded that they needed the unit identification code and password which they can get from the Council. It was also noted that the links included an extensive list of possible types of service as well as good turn possibilities.

December – Recharter, Completing Scorecards

December was our “Recharter Turn-in date, so the JTE moments were tailored to individual unit needs. Commissioners were present to help units with questions. As the paperwork was turned in, units had the opportunity ask questions and to clarify any JTE concerns.

January – New Scorecards, Spreadsheets

January is the beginning of the new chartered year, so the new Scorecards for JTE will be distributed at the Roundtable for each unit. The PowerPoint slide used at this session will have links to the current Scorecards and the Spreadsheets (tracking workbooks). Units will be advised to designate a JTE leader who will be responsible to keep the information updated throughout the year in the spreadsheet, so it is not so burdensome to do it at the end of the year. The JTE leader is encouraged to enter the recharter information as soon as possible and remain diligent in updating the unit’s performance on a monthly basis.

February – Guidebooks, Service Projects

February will be the time to introduce the guidebooks found on the JTE website and highlight ways they can help. One useful aid the guidebook provides is a planning sheet for the unit to use to assign each JTE objective to a responsible adult. This would give the JTE leader a contact point for each objective and provide a network for the committee to work together to

achieve the unit's goals. Another useful way the guidebook helps is to highlight the changes made in the objectives from the previous year. Sometimes these changes are in the language used due to recent changes in BSA, but often they represent a basic change in objectives that require attention to a difference in the objective from the previous year. Another useful benefit is that at each level the guidebook includes a "training graphic" which outlines the training needed to achieve a fully trained unit. It will be emphasized that youth need trained leaders to support them in their quest to attain the highest levels possible.

Finally, I will also remind units to keep up with service projects. As the weather gets better, units will be called into service more often, so this will be a good time to do this reminder. Also, units will be encouraged to enter service projects as they do them through the JTE service site on <https://my.scouting.org>. This reminder is appropriate, especially considering the annual Scouting for Food campaign which is typically in February. It will also encourage units not to wait until December to try to input all the service projects for the year so that each will be counted properly and not accidentally left out. Several links will be given to help units with different types of service including information on doing good turns.

March – Committee Meetings, Patrol Leaders Councils

The focus for March is Committee Meetings and Patrol Leader Councils. Committee meetings presume that the unit has a functioning committee. A minimal committee should consist of a Chair, Secretary, Treasurer, an Outdoor/Activities Coordinator, and an Advancement

Coordinator. As the committee gains members, other assignments should be delegated. Ideally, every committee member should have a specific assignment that supports the unit in different manners. It is the charge of the committee to enable and support the unit to achieve all its goals, including JTE. The Committee should meet monthly to make sure the unit is functioning properly and help whenever needed. The committee works closely with the unit leaders and the Chartered Organization Representative to stay abreast of unit needs.

Patrol Leader Councils, known as PLC's, are the youth equivalent of a committee in the Scouts BSA units. JTE scorecards have objectives that require regular PLC meetings, so it is imperative for the unit leaders to know what is required. A PLC consists of the Senior Patrol Leader, Assistant Patrol Leader, Patrol Leaders, Troop Guide, and others determined by the PLC (Quartermaster, Historian, etc.). The Scribe should be in attendance to take notes, but the Scribe is a non-voting member of the PLC. The Scoutmaster oversees the council. The PLC should meet annually to plan the year's activities and monthly to plan the program and assign activity responsibilities. This planning is instrumental to ensure the Troop is being youth-led. The Troop Committee is then charged with making sure the youth have what is needed to carry out the plans.

If time permits during the Roundtable, units in attendance can share successful stories of Committee Meetings and/or Patrol Leader Councils. I think this would be helpful to those units who struggle with maintaining PLC meetings in their units.

April – Cub Adventures, Outdoor Activities and Camping

April will be the time to revisit camping, adventures and outdoor activities. The PowerPoint slide will include excerpts from the scorecards that deal with program components. We will highlight those objectives that include camping, adventures and outdoor activities. Discussion of guidelines from Safe Scouting will be included. In the past, there have been questions raised on the Cub Scout level about camping. The guidelines from Safe Scouting will be reiterated. It would also be appropriate to have an open floor discussion of summertime activities that have been successful for packs, troops, and crews.

At this time, a reminder will be given that JTE leaders should be updating activities on the spreadsheet as they progress throughout the year and ask if anyone is having trouble with the process.

May – Trained Leadership, Membership Recruiting and Retention

May will be devoted to trained leadership for the unit and looking forward to recruiting and retention. The PowerPoint slides for May will include the training graphics for all three types of units. Units will be reminded that the training slate was recently updated and that individuals that did not finish their training by December of last year will have to restart the process. The good news is that the process has been revamped and is much more streamlined.

Units will also be encouraged to make planning for recruitment a year long process. The BSA website has a year-long guide that troops and crews can use as a recruitment aid at <https://www.scouting.org/programs/scouts-bsa/year-round-guide/>. ScoutingWire, the official blog of Scouting, has several toolkits, resources and videos to help packs with recruitment ideas. Links to these webpages will be included on the PowerPoint. Scout Packs that plan summertime activities should be reaching out this spring to get a head start on recruiting for the pack. Troops could plan a school event in May to try and recruit 5th/6th graders to get an early start and use summer camp as an incentive. Troops should also remind youth that as they turn 14 years old, they can join Venturing Crews as a multiple and do both programs. Scouts BSA troops for girls should be promoting their troop(s) as much as possible to tap into the great number of possible recruits for them.

Concerning retention, units will be reminded that the greatest retention tool is an active, engaged unit with a great program. Committees should be making sure that units have that planned program that encourages advancement and keeps the FUN in scouting! Retention is an investment in the future of our youth.

I believe that I have looked at all the JTE objectives in an open and honest approach. It is my intent to keep this process in the forefront of Roundtable discussions so that units will not overlook how important the JTE process is to the units and to our youth. I will continue to update materials as needed and will strive to keep the dialogue open so that any issues that arise can be addressed.

CHAPTER V

SUMMARY

In summary, Journey to Excellence has so much to offer units who want to provide their youth with the best program and experience. It has extensive helps for planning, carrying out the plan and assessing performance throughout the year. I feel like it is one of the most misunderstood pieces of BSA's offerings to building future leaders. We often brag about how our youth achieve the goal of becoming good citizens and hopefully gaining the ultimate award of Eagle. How can we not give them the best program to make that a reality?

As the Roundtable Commissioner for my district, I feel it is my responsibility to help my units understand Journey to Excellence. I want them to realize it is a planning and assessment tool to be used *throughout* the year to give units the best opportunity in providing a great program for their youth. I have made every effort to take JTE components and break them up into manageable "snippets" to be used in the Roundtable general sessions. Within this paper I have tried to map out my journey of providing these "JTE moments" to the units of my district. For those units who do not regularly attend the monthly roundtables, a follow-up email is sent out for them to view the information. I have also compiled all the "JTE Moments" with active links into one presentation that I make available to the units as well. This resulting PowerPoint slide presentation will be beneficial to those that attend monthly roundtables and to those who receive and read the follow-up emails. They will contain valuable information with active links for units to use in completing their own Journeys to Excellence.

I have been pleasantly surprised at the outcomes of this endeavor. Based on conversations with leaders, I feel like this process has been beneficial in increasing the understanding of this program. The monthly focus has served as a reminder that we are all working towards a specific goal in improving our units to offer the best to our youth. As a scouter who fully supports the aims and ideals of scouting, I think JTE is one of the best tools that units have in order to make sure their youth has every opportunity to achieve their goals as they progress through the scouting program.

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APPENDIX A

What's In it for Me?

What Journey to Excellence Brings to Your Unit

1. A framework for **planning** the year.

- The Journey to Excellence standards are based on what successful units do to continually improve.
- If your unit plans to achieve gold or silver Journey to Excellence, you'll have a strong and active program.

2. A method for **evaluating** your unit.

- Journey to Excellence provides tangible measurements based on things you are likely already tracking, such as how many campouts you have, how many youth are advancing, etc., and uses simple ways to calculate your performance.

3. **Guidance** in areas where you might do better.

- As you track your performance against the Journey to Excellence standards, you can easily see where you could do better.

4. Specific **guidelines and standards** of what is considered good performance.

- Journey to Excellence has specific, simple measures to help you. You can easily compare what you are doing against the standards.

5. **Early warning** of potential problem areas.

- You track any areas where your unit is not performing as you might like and have plenty of time to make corrections.

6. **Recognition** for good Scouting.

- You can proudly receive your bronze, silver, or gold recognition for your Scouting unit for the year.

7. **Benchmarking** to get ideas and tips from other good units.

- You can receive help and best practices in areas where other units have met the gold standard.
- In the areas where you are doing well, you can give help and ideas to other units.

APPENDIX B

Sample Budget

| Sample Troop Budget | | | Troop Operating Budget | | | | Actual Budget | | | |
|----------------------------------|-----------------------------|--------------------|--|--|--|-----------------------------|--------------------------------------|--|----------|--|
| Annual Cost Per Scout/Unit | No. of Scouts/ Adults | Total Unit Cost | | | Annual Cost Per Person | No. of Scouts/ Adults | Total Unit Cost | | | |
| | | | PROGRAM EXPENSES: | | | | | | | |
| | | | registration and insurance fees | | Total youth + adults @ \$38 ea. | | | | | |
| \$ 38.00 | 15 | \$ 570.00 | | | \$38.00 | | \$ - | | | |
| \$ 12.00 | 4 | \$ 48.00 | Boys' Life | | Total subscriptions @ \$12 ea. | | \$12.00 | | \$ - | |
| \$ 40.00 | 1 | \$ 40.00 | Unit charter fee | | Yearly flat fee @ \$40 | | \$20.00 | | \$ 40.00 | |
| \$ 20.00 | 12 | \$ 240.00 | Advancement | | Ideally, 100% of youth included in badges and ranks (example @ \$20 ea.) | | | | \$ - | |
| | | | Camping trips | | Location | | | | | |
| \$ 25.00 | 12 | \$ 300.00 | (1) Camping trip | | King's Mountain | | | | \$ - | |
| \$ 25.00 | 12 | \$ 300.00 | (2) Camping trip | | Ocoonee State Park | | | | \$ - | |
| \$ 25.00 | 12 | \$ 300.00 | (3) Camping trip | | Sadler's Creek | | | | \$ - | |
| \$ 25.00 | 12 | \$ 300.00 | (4) Camping trip | | Camp Old Indian | | | | \$ - | |
| \$ 25.00 | 12 | \$ 300.00 | (5) Camping trip | | Camp Arrowhead | | | | \$ - | |
| \$ 25.00 | 12 | \$ 300.00 | (6) Camping trip | | Burrell's Ford | | | | \$ - | |
| \$ 30.00 | 12 | \$ 360.00 | District events | | Camporees (2) | | | | \$ - | |
| | | \$ - | | | Other (1) | | | | \$ - | |
| \$ 25.00 | 8 | \$ 200.00 | Special activities | | CUMBU, BRMBU | | | | \$ - | |
| \$ 40.00 | 12 | \$ 480.00 | Field trips | | Ropes Course | | | | \$ - | |
| \$ 18.00 | 2 | \$ 36.00 | Handbooks | | One for each new youth @ \$10 ea. | | \$18.00 | | \$ - | |
| \$ 40.00 | 1 | \$ 40.00 | Adult leader training | | Outdoor Skills | | | | \$ - | |
| \$ 20.00 | 10 | \$ 200.00 | Unit equipment purchases | | Tents, cook stoves, etc. | | | | \$ - | |
| \$ 150.00 | 4 | \$ 600.00 | Leader camp fees | | | | | | \$ - | |
| \$ 50.00 | 1 | \$ 50.00 | Leader recognition | | Thank yous, veterans awards, etc. | | | | \$ - | |
| | | \$ 4,864.00 | TOTAL UNIT BUDGETED PROGRAM EXPENSES: | | | | | | \$ 40.00 | |
| | | | INCOME: | | | | | | | |
| \$ - | 12 | \$ - | Annual dues (monthly amount x 10 or 12 months) | | | | | | \$ - | |
| \$ 500.00 | 1 | \$ 500.00 | Surplus from prior year (beginning fund balance) | | | | | | \$ - | |
| | | \$ - | Other income source | | | | | | \$ - | |
| | | \$ 500.00 | INCOME SUBTOTAL: | | | | | | \$ - | |
| | | \$ 4,164.00 | TOTAL FUNDRAISING NEED: | | | | | | \$ - | |
| | | | POPCORN SALE TROOP GOAL: | | | | | | | |
| | | | $\$ 12,000.00 \times 33\% = \$ 3,960.00$ ___% includes qualifying for all bonus dollars | | $\$ 12,000.00 \div 8 = \$ 1,500.00$ | | | | | |
| | | | Unit Goal | | Member Goal | | | | | |
| | | | CAMP FEES BUDGET: | | | | | | | |
| | | | $\$ 300.00 \times 12 = \$ 3,600.00$ | | *Summer Camp *Total youth @ \$300 ea. | | | | | |
| | | | | | CAMP CARD SALES TROOP GOAL: | | | | | |
| | | | | | $\$ 6,000.00 \div 8 = \$ 750.00$ | | | | | |
| | | | | | CAMP CARD SALES GOAL PER MEMBER: | | | | | |
| | | | | | $\$ 6,000.00 \div 8 = \$ 750.00$ | | | | | |
| | | | | | Camp card sales that would cover summer camp costs | | | | | |
| | | | | | Additional camp sales goal per Scout | | | | | |
| | | | UNIT DETAIL: | | | | | | | |
| | | | Date budget completed: Aug 25 | | Leader: John Doe | | Date budget completed: Aug. 28, 2018 | | | |
| | | | Unit No.: 280 | | Assistant Leader: Jack Bass | | Unit No.: 444 | | | |
| | | | District: 6820 | | Committee chair: Jane Deer | | District: 6820 | | | |
| | | | Projected No. of Scouts: 12 | | Treasurer: Jess Fox | | Projected No. of Scouts: 12 | | | |
| | | | | | Popcorn chair: Jay Blue | | | | | |
| | | | OPTIONAL OPPORTUNITIES: | | | | | | | |
| \$ 600.00 | 12 | \$ 7,200.00 | High adventure | | Pilotmont, Sea Base, jamboree, etc. approx \$1,200 ea. | | | | \$ - | |

* Many units include all or a portion of the resident camp fee in the annual budget. This helps ensure that all Scouts have the opportunity to attend.

APPENDIX C

Sample Data Entry

2018 Journey to Excellence - Troop 444 - Six & Twenty District
October 1, 2018

| Item No. | Objective | Parameter | User Input | Calculated Values | Bronze Points | Silver Points | Gold Points |
|----------------------------|---|--|---|---------------------------|---------------|---------------|-------------|
| Planning and Budget | | | | | | | |
| 1 | Planning and Budget: Have a program plan and budget that is regularly reviewed by the troop committee, and it follows BSA policies relating to fundraising. | Date: Troop committee adopted annual program plan & budget Date: Planning meeting involving youth leaders Date: Committee meeting #1 Date: Committee meeting #2 Date: Committee meeting #3 Date: Committee meeting #4 Date: Committee meeting #5 Date: Committee meeting #6 Count: Total number of committee meetings | <u>8/25/18</u> <u>8/25/18</u> <u>1/23/18</u> <u>4/23/18</u> <u>6/26/18</u> <u>9/18/18</u> _____ _____ _____ _____ _____ _____ _____ _____ _____ _____ 4 | | 50 | | |
| Membership | | | | | | | |
| 2 | Building Boy Scouting: Recruit new youth into the troop in order to grow membership. | Date: Troop recruitment activity Count: Number of Scouts registered on December 31, 2017 Less: Youth dropped at recharter Less: Transfers to other units during the year Plus: New Scouts joining during the year (not Webelos) Plus: Webelos transfers from packs during the year Plus: Transfers from other units during the year Count: Current membership Percent: Growth over end of prior year | <u>11/17/18</u> <u>15</u> _____ _____ <u>3</u> <u>2</u> _____ _____ <u>20</u> <u>33.3%</u> | | | | 200 |
| 3 | Retention: Retain a significant percentage of youth members. | Count: Number of Scouts registered at end of charter (12/31/2017) Less: Youth 18 years or older by end of charter year (age-outs) Count: Youth eligible to reregister Count: Number of youth actually re-registered for next year Percent: Retention rate | <u>15</u> <u>3</u> _____ _____ <u>12</u> _____ _____ <u>0.0%</u> | | | | |
| 4 | Webelos-to-Scout transition: Have an effective plan to recruit Webelos into the troop. | Date: Joint activity with a pack or Webelos den #1 Date: Joint activity with a pack or Webelos den #2 Count: Webelos joining the troop during the year Count: Number of Scouts from the troop serving as den chiefs | <u>8/14/18</u> _____ _____ <u>1</u> | 2 | | | |
| Program | | | | | | | |
| 5 | Advancement: Achieve a high percentage of Boy Scouts earning ranks. | Count: Current membership Count: Boys advancing one or more ranks during the year Percent: Advancement rate | <u>15</u> | <u>20</u> <u>75.0%</u> | | | 200 |
| 6 | Short-term camping: Conduct short-term or weekend campouts throughout the year. | Date: Overnight campout #1 Date: Overnight campout #2 Date: Overnight campout #3 Date: Overnight campout #4 Date: Overnight campout #5 Date: Overnight campout #6 Date: Overnight campout #7 Date: Overnight campout #8 Date: Overnight campout #9 Count: Total number of overnight campouts | <u>2/17/18</u> <u>3/9/18</u> <u>4/13/18</u> <u>4/29/18</u> <u>7/14/18</u> <u>9/7/18</u> _____ _____ _____ _____ _____ _____ _____ _____ _____ _____ 6 | | 50 | | |
| 7 | Long-term camping: Majority participate in a long-term camp. | Count: Number of Boy Scouts registered on June 30 Count: Number of Boy Scouts attending any long-term camp Percent: Camping rate | <u>17</u> <u>11</u> _____ <u>64.7%</u> | | | 100 | |

2018 Journey to Excellence - Troop 444 - Six & Twenty District
 October 1, 2018

| Item No. | Objective | Parameter | User Input | Calculated Values | Bronze Points | Silver Points | Gold Points |
|-------------------------|---|--|--|--------------------------|---------------|---------------|-------------|
| 8 | Service projects: Participate in service projects, with at least one benefiting the chartered organization. | Yes/No: Troop records service projects and hours on JTE website Yes/No: At least one project benefits the chartered organization Date: Service project #1 Date: Service project #2 Date: Service project #3 Date: Service project #4 Date: Service project #5 Count: Total number of service projects | <input checked="" type="checkbox"/> Yes <input checked="" type="checkbox"/> Yes 2/17/18 4/14/18 4/27/18 8/14/18 _____ _____ | 4 | | 50 | |
| 9 | Patrol method: Use the patrol method to develop youth leaders. | Yes/No: Troop has a senior patrol leader Yes/No: Troop conducts patrol leader training Yes/No: At least 1 Scout attended an advanced training course Count: Number of patrols Count: Number of patrols with patrol leaders Date: Patrol leaders' council meeting #1 Date: Patrol leaders' council meeting #2 Date: Patrol leaders' council meeting #3 Date: Patrol leaders' council meeting #4 Date: Patrol leaders' council meeting #5 Date: Patrol leaders' council meeting #6 Date: Patrol leaders' council meeting #7 Date: Patrol leaders' council meeting #8 Date: Patrol leaders' council meeting #9 Date: Patrol leaders' council meeting #10 Count: Total number of patrol leaders' council meetings | <input checked="" type="checkbox"/> Yes <input checked="" type="checkbox"/> Yes <input type="checkbox"/> Yes 3 3 1/16/18 2/13/18 3/13/18 4/17/18 5/22/18 6/19/18 8/21/18 9/18/18 _____ _____ | 8 | | 100 | |
| Youth Leadership | | | | | | | |
| 10 | Leadership and family engagement: The troop is proactive in recruiting sufficient leaders and communicates regularly with parents. | Yes/No: Registered Scoutmaster Count: Number assistant Scoutmasters Count: Number of committee members Date: Court of Honor #1 Date: Court of Honor #2 Date: Court of Honor #3 Count: Number of courts of honor | <input checked="" type="checkbox"/> Yes 4 6 4/24/18 8/28/18 _____ _____ | 2 | | 100 | |
| 11 | Trained leadership: Have trained and engaged leaders at all levels. All leaders are required to have youth protection training. | Yes/No: Scoutmaster has completed position specific training Yes/No: At least one person has attended advanced training Count: Number assistant Scoutmasters Count: Number with position specific training Percent: Assistant Scoutmasters completing training Count: Number of committee members Count: Number with position specific training Percent: Committee members completing training | <input checked="" type="checkbox"/> Yes <input checked="" type="checkbox"/> Yes 4 2 50.0% 6 2 33.3% | 4 50.0% 6 33.3% | 50 | | |

Bronze: Earn at least 525 points by earning points in at least 7 objectives. Total points earned: 900
Silver: Earn at least 750 points by earning points in at least 8 objectives. No. of objectives with points: 9
Gold: Earn at least 1,000 points by earning points in at least 8 objectives and at least bronze in #6 or #7.

APPENDIX D

Sample Scorecard

Troop 444 of Six & Twenty District
2018 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 committee and it follows BSA policies related to fundraising. | Have an annual program plan and budget adopted by the Troop committee. | Achieve Bronze, plus troop committee meets at least six times during the year to review program plans and finances. | Achieve Silver, plus troop conducts a planning meeting involving youth leaders for the following program year. | 50 | 100 | 200 |
| Membership | | | | | | | |
| | | | | | Total Points: | 500 | |
| #2 | Building Boy Scouting: Recruit new youth into the troop in order to grow membership. | Have a membership growth plan that includes a recruitment activity and register new members in the troop. | Achieve Bronze, and either increase youth members by 5% or have at least 25 members. | Achieve Silver, and either increase youth members by 10% or have at least 35 members. | 50 | 100 | 200 |
| #3 | Retention: Retain a significant percentage of youth members. | Renew 70% of eligible members. | Renew 80% of eligible members. | Renew 85% of eligible members. | 50 | 100 | 200 |
| #4 | Webelos-to-Scout transition: Have an effective plan to recruit Webelos Scouts into the troop. | With a pack of Webelos den, had two joint activities. | Achieve Bronze, plus recruit two Webelos Scouts. | Achieve Bronze, plus provide at least one den chief to a pack and recruit five Webelos Scouts. | 25 | 50 | 100 |
| Program | | | | | | | |
| | | | | | Total Points: | 500 | |
| #5 | Advancement: Achieve a high percentage of Boy Scouts earning rank advancements. | 40% of Boy Scouts advance one rank during the year. | 50% of Boy Scouts advance one rank during the year. | 60% of Boy Scouts advance one rank during the year. | 50 | 100 | 200 |
| #6 | Short-term camping: Conduct short-term or weekend campouts throughout the year. | Conduct four short-term overnight campouts. | Conduct seven short-term overnight campouts. | Conduct nine short-term overnight campouts. | 50 | 100 | 200 |
| #7 | Long-term camping: Participate in a long-term camp with a majority of the troop in attendance. | The troop participates in a long-term camp. | 80% of Scouts attend a long-term camp. | 70% of Scouts attend a long-term camp. | 50 | 100 | 200 |
| #8 | Service projects: Participate in service projects with at least one benefiting the chartered organization. | Participate in three service projects and enter the hours on the JTE website. | Participate in four service projects and enter the hours on the JTE website. | Participate in five service projects and enter the hours on the JTE website. | 25 | 50 | 100 |
| #9 | Patrol method: Use the patrol method to develop youth leaders. | The troop has patrols, and each has a patrol leader. There is an SPL if more than one patrol. The PLC meets at least four times a year. | Achieve Bronze, plus PLC meets at least six times. The troop conducts patrol leader training. | Achieve Silver, plus PLC meets at least ten times. At least one Scout has attended an advanced training course, such as NYLT or Order of the Arrow Conference. | 50 | 100 | 200 |
| Youth and Leader Leadership | | | | | | | |
| | | | | | Total Points: | 400 | |
| #10 | Leadership and family engagement: The troop provides in recruiting sufficient leaders and communicates regularly with parents. | Have at least one registered assistant Scoutmaster. | Achieve Bronze, plus the troop holds two courts of honor, where troop plans are reviewed with parents. | Achieve Bronze, plus the troop holds three courts of honor, where troop plans are reviewed with parents. | 50 | 100 | 200 |
| #11 | Trained leadership: Have trained and engaged leaders at all levels. All leaders are required to have youth protection training. | Scoutmaster or an assistant Scoutmaster has completed position-specific training. | Achieve Bronze, plus the Scoutmaster and 60% of assistants have completed position-specific training or, if new, will complete within three months of joining. | Achieve Silver, plus two-thirds of active committed members have completed position-specific training and at least one person has attended an advanced training course involving a total of at least 5 days. | 50 | 100 | 200 |

Bronze: Earn at least 525 points by earning points in at least 7 objectives. Total points earned: 900
 Silver: Earn at least 750 points by earning points in at least 8 objectives. No. of objectives with points: 8
 Gold: Earn at least 1,000 points by earning points in at least 8 objectives and at least bronze in #5 or #7.

Our troop has completed online rechartering by the deadline in order to maintain continuity of our program.
 We certify that these requirements have been completed.

Scoutmaster _____ Date _____
 Committee chair _____ Date _____
 Commissioner _____ Date _____

This form should be turned in to your unit commissioner or the Scout service center as directed by your council.



APPENDIX E

Service Hours Worksheet

Journey to Excellence *Service Project Reporting Form*

Unit Type: Pack / Troop / Crew / Ship / Team / Post

Unit Number: _____

Reporting Leader's Name: _____

Phone Number/Email: _____

Type of Service Project (Circle One):

Food

- Food Collection
- Meal Delivery
- Serving Food

Shelter

- Home Building
- Home Repair/Maintenance
- Personal Care Collection
- Blanket Collection
- School Supply Collection
- Book/Magazine Drive

Healthy Living

- Blood Drive
- Fun Run/Walk/Hike/Cycle
- Bike Safety Event
- Child Fingerprinting
- Health Fair/Fitness Expo
- CPR Training
- Tree Planting
- Litter Cleanup/Beautification

Other Services

- Disaster Relief
- Conservation
- Military Support
- National Park Resource Stewardship
- Other

Date of Service Project: _____

Number of youth members participating in the project: _____

Number of youth who are not members participating in the project: _____

Number of adult leaders participating in the project: _____

Number of other adults participating in the project: _____

Total unit hours – including members and non-members: _____

(Example: 10 people worked 2 hours = 20 total unit hours)

Which of the following organization(s) did you partner with on the project?

- | | | |
|---------------------------------|--------------------------------|----------------------------|
| • American Red Cross | • Boy Scout Camp | • Order of the Arrow Lodge |
| • Habitat for Humanity | • County | • Lone Scout |
| • Salvation Army | • Church | • Service Organization |
| • U.S. Department of Health | • Synagogue | • Housing Authority |
| • Local Food Bank/Pantry | • Mosque | • America Supports You |
| • Local Shelter for the Abused | • Other Religious Organization | • U.S. Forest Service |
| • Local Blood Bank | • School | • National Parks Service |
| • Meals on Wheels | • Retirement Center | • Other |
| • Local Medical Center/Hospital | • Goodwill Industries | • No Partner |
| • City | • Civic Organizations | |

List any local organizations that you partnered with on this project: _____

Briefly tell us about your project: _____



JOURNEY TO EXCELLENCE

To learn more, visit www.scouting.org/awards/journeytoexcellence

APPENDIX F

Roundtable JTE Moments – PowerPoint Presentation by Charlean Mullikin

Six & Twenty District Journey to Excellence Monthly Moments

Six & Twenty District AUGUST 2018 ROUNDTABLE

Journey to Excellence

Camping Retention Advancement

Planning Framework Recruiting

Evaluation Tool - measurable PLC's

Helps to identify areas of weaknesses and strengths

Provides Recognition Annual Budgets

Service Projects Committee Meetings

Annual Planning Trained Leaders

Adventures

Program Cubs

| | | | | |
|--------------------------|--|---|--|--|
| Outdoor activities | Conduct outdoor activities for the year | Each member has the opportunity to participate in three outdoor activities in the first camp of the year. | Each member has the opportunity to participate in four outdoor activities in the first camp of the year. | Each member has the opportunity to participate in five outdoor activities in the first camp of the year. |
| Dependent/caregiver camp | One Scout and one caregiver attend leader/trainer camps. | 25% of Cub Scouts participate in a caregiver experience in preparation for the year. | 50% of 25% participate in preparation for the year. | 75% of 25% participate in preparation for the year. |
| Outdoor activities | Conduct outdoor activities for the year. | 25% of Cub Scouts participate in a caregiver experience in preparation for the year. | 50% of 25% participate in preparation for the year. | 75% of 25% participate in preparation for the year. |
| Dependent/caregiver camp | One Scout and one caregiver attend leader/trainer camps. | 25% of Cub Scouts participate in a caregiver experience in preparation for the year. | 50% of 25% participate in preparation for the year. | 75% of 25% participate in preparation for the year. |

Program Boy Scouts

| | | | | |
|----------------------|--|--|---|---|
| Outdoor camping | Conduct outdoor camping throughout the year. | Conduct four overnight overnight camps. | Conduct seven overnight overnight camps. | Conduct one overnight overnight camp. |
| Leadership training | Participate in a program with a majority of the troop in attendance. | The troop participates in a troop meeting. | 80% of Scouts attend a troop meeting. | 25% of Scouts attend a troop meeting. |
| Scoutmaster training | Conduct Scoutmaster training for the year. | 25% of Scouts attend a troop meeting. | 50% of 25% participate in preparation for the year. | 75% of 25% participate in preparation for the year. |
| Scoutmaster training | Conduct Scoutmaster training for the year. | 25% of Scouts attend a troop meeting. | 50% of 25% participate in preparation for the year. | 75% of 25% participate in preparation for the year. |

Program Crews

| | | | | |
|------------|--|--|--|---|
| Adventures | Conduct regular activities including the Year 1 or 2 activities. | Conduct at least four activities including the Year 1 or 2 activities. | Conduct at least five activities including the Year 1 or 2 activities. | Conduct at least six activities including the Year 1 or 2 activities. |
| Adventures | Conduct regular activities including the Year 1 or 2 activities. | Conduct at least four activities including the Year 1 or 2 activities. | Conduct at least five activities including the Year 1 or 2 activities. | Conduct at least six activities including the Year 1 or 2 activities. |

Six & Twenty District SEPTEMBER 2018 ROUNDTABLE

Journey to Excellence

Camping Retention Advancement

Planning Framework Recruiting

Evaluation Tool - measurable PLC's

Helps to identify areas of weaknesses and strengths

Provides Recognition Annual Budgets

Service Projects Committee Meetings

Annual Planning Trained Leaders

Adventures

JTE on computers!

Unit Budgets

[Guide for Creating Unit Budgets](#)

[Planning Tools, including fillables](#)

[My Example](#)

I will be willing to meet with anyone that needs help as long as you can give me notice. You will need Excel to be able to complete the spreadsheet and I can bring my computer.

Six & Twenty District OCTOBER 2018 ROUNDTABLE

Journey to Excellence

Camping Retention Advancement

Planning Framework Recruiting

Evaluation Tool - measurable PLC's

Helps to identify areas of weaknesses and strengths

Provides Recognition Annual Budgets

Service Projects Committee Meetings

Annual Planning Trained Leaders

Adventures

JTE on computers!

Scorecards **Spreadsheets**

[Pack](#) [Pack Spreadsheet](#)

[Troop](#) [Troop Spreadsheet](#)

[Crew](#) [Crew Spreadsheet](#)

[My Example](#)

I will be willing to meet with anyone that needs help as long as you can give me notice. You will need Excel to be able to complete the spreadsheet and I can bring my computer.

Six & Twenty District NOVEMBER 2018 ROUNDTABLE

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Journey to Excellence

Camping Retention Advancement
 Planning Framework Recruiting
 Evaluation Tool - measurable
 Helps to identify areas of weaknesses and strengths PLC's
 Provides Recognition Annual Budgets
 Service Projects Committee Meetings
 Annual Planning Trained Leaders
 Adventures

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JTE-Service Hours

Scouting.org – Journey to Excellence

Service Projects
 JTE: Service Hours Input and Information
 - Service hours website
 - New user instructions
 - Service Hours Worksheet
 Unit Tips for Success

What is the Journey to Excellence Service Project?
 Planning a Service Project
 Service Project Ideas
 Public Relations
 Frequently Asked Questions
 Recording Service Hours
 Ideas for Everyday Kindness and Good Turns

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Six & Twenty District DECEMBER 2018 ROUNDTABLE

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Journey to Excellence

Camping Retention Advancement
 Planning Framework Recruiting
 Evaluation Tool - measurable
 Helps to identify areas of weaknesses and strengths PLC's
 Provides Recognition Annual Budgets
 Service Projects Committee Meetings
 Annual Planning Trained Leaders
 Adventures

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RECHARTER

> TURN IN:

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Six & Twenty District JANUARY 2019 ROUNDTABLE

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Journey to Excellence

Camping Retention Advancement
 Planning Framework Recruiting
 Evaluation Tool - measurable
 Helps to identify areas of weaknesses and strengths PLC's
 Provides Recognition Annual Budgets
 Service Projects Committee Meetings
 Annual Planning Trained Leaders
 Adventures

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Journey to Excellence

2019 Scorecards & Spreadsheets

- [Pack Scorecard](#)
- [Troop Scorecard](#)
- [Crew Scorecard](#)

- [Pack Spreadsheet](#)
- [Troop Spreadsheet](#)
- [Crew Spreadsheet](#)

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Example of change:

Membership Measures

1. A formal recruitment event is conducted and new members are registered by October 31, 2018. On December 31, 2018, the pack has an increase in the number of youth members as compared to the number registered on December 31, 2017. 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.

Membership Measures

2. The troop has a growth plan, and conducts a formal recruiting event. On December 31, 2018, the troop has an increase in the number of youth members as compared to the number registered on December 31, 2017. A membership growth plan template can be found at www.scouting.org/membership. The troop has an up-to-date pin on the "Be A Scout" website.

Login to My.scouting.org and from the Menu click on Legacy Web Tools and then click on Be A Scout

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Six & Twenty District FEBRUARY 2019 ROUNDTABLE

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Six & Twenty District MAY 2019 ROUNDTABLE



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Journey to Excellence

Camping Retention Advancement

Planning Framework Recruiting

Evaluation Tool - measurable PLC's

Helps to identify areas of weaknesses and strengths

Provides Recognition Annual Budgets

Service Projects Committee Meetings

Annual Planning Trained Leaders

Adventures



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Trained Leaders

CE 19 CUB SCOUT POSITION TRAINED REQUIREMENTS

CE 19 SCOUT POSITION TRAINED REQUIREMENTS




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Trained Leaders

SCOUTS BSA POSITION TRAINED REQUIREMENTS

SCOUTMASTER & ADVISORY SCOUTMASTER

UNIT RANGER/COACHING

TROOP/YEAR COMMITTEE CHAIR & COMMITTEE

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Trained Leaders

VENTURING POSITION TRAINED REQUIREMENTS

OPEN ADVENTURE & ADVISORY OFFICER

ORGANIZE THE TEAM & LEAD THE GROUPS

MANAGE THE RESERVE




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Recruiting & Retaining Scouts

Year-Round Guide to Scout Recruiting
What Recruitment Season is Really All About
'BUILD AN ADVENTURE' KICK-OFF
SCOUTINGWIRE: PACK AND DEN RECRUITING
Sign-up Night

Retention: Investing in the Future



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