

# **“Using JTE Scores As A Basis To Establish Roundtable Programs”**

**Middle Tennessee Council  
College of Commissioner Science  
Doctoral Project**



**By**

**James K. Larson  
District Commissioner  
Duck River District**

**October 2017**

# Table of Contents

**Preface**

**Introduction**

**Project Plan**

**Project Implementation**

**Project Results:**

- **Purpose I – Weaknesses and Needs**
  - **Observations**
  - **Opportunity**
- **Purpose II – Why Not File JTE Scorecards**

**Project Summary:**

- **Next Steps**
- **Conclusions**

**Appendices:**

- A. JTE Scorecard analysis Worksheet / Tables**
- B. Roundtable Support materials**
- C. JTE Scorecards and Instructions**
- D. Follow Up Letter / Questionnaire to Leaders**
- E. Webelos to Scout Transition Plan**
- F. Duck River District Roundtable 2017-2018 Schedule**

# Preface

Scouting.org defines Journey to Excellence as follows:

*Scouting's Journey to Excellence is a planning, performance, and recognition program for councils, districts, packs, troops, teams, crews, ships, and posts. Its goal is to align unit, district, and council performance to maximize results in key performance areas that are directly related to producing a successful, growing, and sustainable Scouting program (such as membership retention, financial strength, camping and advancement).*

*The standards are based on the Kaplan and Norton balanced scorecard, which was selected by Harvard Business Review as one of the "most important management practices of the past 75 years." Many leaders in both for- and not-for-profit industries have adopted the balanced scorecard approach with award-winning results. Performance is measured on an overall basis, as well as in individual and key performance indicators in the areas of finance, membership, program, leadership and customer service.*

Its purpose:

- *Provides the template for planning an effective program*
- *Encourage and reward success in districts, councils and units.*
- *Measure performance versus process.*
- *Achieve Scouting's mission of serving more youth with a higher-quality program.*

Tri-level recognition program:

- *Bronze-Effective*
- *Silver – Excellent*
- *Gold-Exceptional*

## Introduction

Several years ago, the National Commissioner Service Task Force identified that there were approximately 38 different tasks ask of Unit Commissioners (from Unit Commissioner Basic Training). Hardly being a simple job description, the task force *“concluded that the BSA needs to have Unit Commissioners focus on four primary areas...”*:

1. “Supporting unit growth through the Journey to Excellence’
2. “Contacting units and capturing their strengths and needs in *Commissioner Tools*”
3. “Linking unit needs to district operating committee resources”
4. “Supporting timely charter renewal”

“Supporting unit growth in the Journey to Excellence” was (and is) number one on the list of primary areas of focus. The Task Force further concluded: “We should analyze the Units program and identify JTE areas where help is needed to move the Unit to a higher level of JTE success”.

This project suggests that “one way” to help Units focus on JTE is through Roundtable topics and discussions – (a significant Commissioner function, as part of the District Leadership Corp). The Boy Scouts of America’s National Office already prepares and distributes guidelines and materials each year, as templates and topics, for use by Roundtable Commissioners and Roundtable Staff as they build their monthly Roundtable programs – see Appendix “B” for a list of “some” of the resources and materials available. Despite

**these materials and support, Roundtable Commissioners and staff can still struggle preparing and presenting programs that Unit Leaders find compelling and relevant enough, to bring them to yet another Scouting related meeting each month. These materials are all “generic” in nature as they are meant for use by Districts and Councils across the U.S. They “may or may not” address the specifics of any particular District. And so, the questions become --- what are the needs of any given District? And how to determine those needs? Potential answer:**

**Review JTE Scorecards already turned in to the Council Office to see if trends and/or weaknesses manifest themselves.**

**The intent of this project is to use “available” data from “Journey to Excellence” Scorecards to help determine Unit needs within the District. This data would help identify additional, “District Specific”, relevant Roundtable mini-topics that would be of interest to Unit Leaders in the Duck River District, as they strive for quality programs for their youth / units. These mini-topics would be easily identifiable by Roundtable Commissioners / Staff from information already on hand and would help meet the needs of units in their annual planning process.**

**This project was meant to serve a specific District (Duck River District in the Middle Tennessee Council), but the approach could also be used by a Service Area or a Council, with additional data and expansion of scope. The focus, as noted above, is on data previously gathered by the Council, in the form of “Journey to Excellence” Scorecards.**

## **Project Plan**

- **Prepare for approval a “Project Proposal”.**
- **Upon approval by the Doctorial Review Committee and the Dean of the Doctoral Program, gather relevant data.**
  - **Interview the Council Deputy Scout Executive, or other relevant Council personal to determine the repository of all prior year JTE Scorecards and get appropriate permission to copy the data for reference purposes.**
- **Collate and summarize the data from the JTE Scorecards.**
- **Separate the findings for two initial purposes:**
  - **What are the weaknesses and needs of the Units that have filed JTE Scorecards?**
  - **Which units are not (or not consistently) filing JTE Scorecards?**
- **Post the results of the work in a Doctoral Project Paper for the College of Commissioner Science; share the finds with the District Roundtable Commissioner to help prepare presentation topics; and finally share the findings with the District Unit Commissioners to help focus on Units not currently participating in the JTE program.**

**The Project was approved by the Doctoral Committee and the Dean of the Doctoral Program of the College of Commissioner Science for the Middle Tennessee Council on June 23, 2017.**

## **Project Implementation**

**Following the approval of the project, the Doctoral Candidate met with the Director of Field Service, Dylan Theg, to discuss the location / repository of all JTE Scorecards turned into the Council and stored at the Council office. Before this meeting, information gathered from our Council Commissioner indicated that the Scorecards were not filed with unit records and therefore support from Council Executives would be required.**

**The Director of Field Service stated that the Scorecards for the past few years were kept together in the registrar's office, but the location of older Scorecard records was unknown. He also confirmed the information obtained from the Council Commissioner that the Scorecards were not separated into Units or Districts. He agreed to make the Scorecard records available and subsequently did so.**

**NOTE: there are currently only two years (2015 & 2016) of Scorecards available at the Scout Office and they are segregated only by year.**

**The Duck River District Scorecards were separate/sorted from the bundle, by the Doctoral Candidate, into groups (by year and type of unit). Photo copies of the Scorecards were prepared for purposes of review and data mining, leaving all original materials (Scorecards) intact at the Council Scout Office.**

**Once the Scorecards were copied and the data reviewed, four spreadsheets were prepared (one each for Cub Scout Packs, Boy Scout Troops, Venture Crews and Explorer Posts). Each unit was assigned a**

generic number rather than use their specific unit numbers. The four spreadsheets are included as Appendix "A".

JTE Scorecards allow for each unit to evaluate themselves. There are 11 questions from 4 categories for Packs and Troops, and 9 questions from 4 categories for Crews and Posts. The scoring for each question is as follows (depending on the weight of the questions):

<b>Bronze</b>	<b>Silver</b>	<b>Gold</b>
<b><u>Effective</u></b>	<b><u>Excellent</u></b>	<b><u>Exceptional</u></b>
<b>25</b>	<b>50</b>	<b>100</b>
<b>50</b>	<b>100</b>	<b>200</b>
<b>100</b>	<b>200</b>	<b>300</b>

**NOTE:** *There is also the possibility of no points earned.*



# **Project Results**

## **Purpose 1 – Weaknesses and Needs**

**There were a total of 27 Scorecards over the two year period, broken down as follows: 9 Cub Scout Packs, 16 Boy Scout Troops, 1 Venture Crew, and 1 Explorer Post. (Note: Copies of blank Scorecards, along with instructions for scoring completion, for all 4 types of units are included in Appendix “A”.)**

## **Observations**

### **Cub Scout Packs**

**Cub Scout JTE scores are broken down into 4 major areas with 10 sub-topics:**

- **Planning & Budgeting**
- **Membership**
  - **Building Cub Scouting**
  - **Retention**
  - **Webelos-To-Scout Transition**
- **Program**
  - **Advancement**
  - **Outdoor Activities**
  - **Day/Residence/Family Camp**

- Service Projects
- Pack & Den Meetings
- Volunteer Leadership
  - Leadership Recruitment
  - Trained Leadership

The overall average score for all 9 Cub Scout Pack JTE Scorecards was Gold and all 9 Cub Scout Packs qualified at the Gold level. However the individual scoring showed the following weaknesses:

- **Membership Retention** ranked lowest with 4 of the 9 Scorecards not qualifying at any level. The average score for all 9 Scorecards was 88.9 (Bronze). The Bronze level requires 50 points, with Silver requiring 100 points
- **Membership - Webelos-To-Scout Transition** was next lowest with 3 of the 9 Scorecards not qualifying at any level. The average score for all 9 Scorecards was 44.4 (Bronze). The Bronze level requires 25 points, with Silver requiring 50 points.
- **Program - Service Projects** was the 3<sup>rd</sup> lowest with 2 of the 9 Scorecards not qualifying at any level. The average score for all 9 Scorecards was 44.4 (Bronze). The Bronze level requires 25 points, with Silver requiring 50 points.
- The average score for all other questions was at the Silver level.

It should be noted that although Planning & Budget scored at the Silver level on average, there were 3 of the 9 Scorecards that did not qualify at any level. See Appendix "A" for details.

## Boy Scout Troops

Boy Scout JTE scores are broken down into 4 major areas with 10 sub-topics:

- **Planning & Budgeting**
- **Membership**
  - **Building Boy Scouting**
  - **Retention**
  - **Webelos-To-Scout Transition**
- **Program**
  - **Advancement**
  - **Short-term Camping**
  - **Long-term Camping**
  - **Service Projects**
  - **Patrol Method**
- **Volunteer Leadership**
  - **Leadership & Family Engagement**
  - **Trained Leadership**

The overall average score for all 16 Boy Scout Troop JTE Scorecards was Gold, but individually there were 10 Gold Scorecards, 3 Silver Scorecards and 3 Bronze Scorecards. The individual scoring showed the following weaknesses:

- **Program - Service Projects** ranked lowest with 7 of the 16 Scorecards not qualifying at any level. The average score for all 16 Scorecards was 31.3 (Bronze). The Bronze level requires 25 points, with Silver level requiring 50 points.

- **Membership - Webelos-To-Scout Transition** was next lowest with 2 of the 16 Scorecards not qualifying at any level. The average score for all 16 Scorecards was 43.8 (Bronze). The Bronze level requires 25 points, with Silver requiring 50 points.
- **Volunteer Leadership – Trained Leadership** was the 3<sup>rd</sup> lowest with 1 of the 16 Scorecards not qualifying at any level. The average score for all 16 Scorecards was 90.6 (Bronze). The Bronze level requires 50 points, with Silver requiring 100 points.
- The average score for all other questions was at the Silver level.

It should be noted that although Planning & Budget scored at the Silver level on average, there were 3 of the 16 Scorecards that did not qualify at any level. See Appendix “A” for details.

## Venture Crews

Venturing JTE scores are broken down into 4 major areas with 8 sub-topics:

- **Planning & Budgeting**
- **Membership**
  - **Building Venturing**
  - **Retention**
- **Program**
  - **Adventure**
  - **Leadership**
  - **Personal Growth**
  - **Service**

- **Volunteer Leadership**
  - Leadership Recruitment
  - Trained Leadership

The overall average score for the single Venture Crew JTE Scorecard was Gold. Individual scoring showed the following weaknesses:

- **Planning & Budget** ranked lowest with 50 points scored which is Bronze. The Bronze level requires 50 points, with Silver level requiring 100 points.
- **Membership – Building Venturing** was next lowest with a score of 100, again Bronze. The Bronze level requires 100 points, with Silver requiring 200 points.
- All other questions scored at the Gold level.

There was only one Venturing Scorecard, from one Crew out of the two Crews in the district (a third Crew is currently being established). There is no Venturing Roundtable and neither Crew regularly attends the Scout Roundtable. See Appendix “A” for details.

## Explorer Posts

Exploring JTE scores are broken down into 4 major areas with 8 sub-topics:

- **Committee and Planning**
- **Participation and Growth**
  - Open House
  - Growth

- **Program**
  - **Post or Club Program**
  - **Youth Leadership**
  - **Super Activity**
  - **Service Projects**
- **Volunteer Leadership**
  - **Adult Leadership**
  - **Trained Adults**

The overall average score for the single Explorer Post JTE Scorecard was Silver. Individual scoring showed the following weaknesses:

- **Participation and Growth - Open House** had no score. The Bronze level requires 100 points.
- **Program – Service Projects** had no score. The Bronze level requires 50 points.
- **Committee and Planning** along with **Program – Youth Leadership** scored as Bronze.
- **Participation and Growth, Program – Post or Club** Program plus **Program – Super Activity** scored as Silver.
- All other questions scored at the Gold level.

There was only one Exploring Scorecard, from one Post out of the three Posts in the district. There is no Exploring Roundtable and none of the Posts attend the Scout Roundtable. See Appendix “A” for details.

# Opportunity

Because there is currently no District Roundtable for Venturing and/or Exploring in Duck River, this section will be devoted solely to Cub Scout Roundtable and Boy Scout Roundtable opportunities. Noted below are some of the possible mini-topic opportunities and as such they are only one persons ideas for the Roundtable Commissioners to build upon.

## Cub Scout Roundtable Mini-Topics

- **Membership - Retention:**
  - Roundtable discussion re: why is “Retention” low
  - Best practices from Units with high “Retention”
  - Is there a relationship between Unit Program and “Retention”?
- **Membership - Webelos-To-Scout Transition:**
  - “JOINT” Cub & Boy Scout discussion re: why low interest in Webelos-To-Scout transition
    - Are there specific unit assigned/defined, (or should there be assigned) “Feeder” Packs?
    - Hurdles to “Transition” programs and activities
    - Best practices from Units with “Transition” programs
    - Cross-over ceremonies – how? & who?
- **Program – Service Projects:**
  - Understand the problem:
    - No projects being preformed? Why? -- Understanding types of Service Projects available to Cub Scouting.

- No projects being reported? Why? -- Understanding how to report Service Projects
- **Planning & Budget:**
  - How to build a plan / budget
  - Best practices presented by Units
  - Fundraising for Cub Scouts
    - Council Pop Corn & Camp Cards
    - Other fundraising

## **Boy Scout Roundtable Mini-Topics**

- **Program – Service Projects**
  - Understand the problem:
    - No projects being preformed? Why? -- Understanding types of Service Projects available to Boy Scouts.
    - No projects being reported? Why? -- Understanding how to report Service Projects
  - Best ideas competition
- **Membership - Webelos-To-Scout Transition:**
  - “JOINT” Cub & Boy Scout discussion re: why low interest in Webelos-To-Scout transition
    - Are there specific unit assigned/defined, (or should there be assigned) “Feeder” Packs?
    - Hurdles to “Transition” programs and activities
    - Best practices from Units with “Transition” programs
    - Cross-over ceremonies – how? & who?
- **Volunteer Training:**
  - Leaders understanding the need for training



- Hurdles to training
  - Internet vs. Classroom
  - “On-site” training (unit by unit)

## **Purpose 2 – Why not file JTE Scorecards?**

**With 34 to 36 units in the district, the next question is: “Where are all the Scorecards?”**

**There are currently 15 Cub Scout Packs in Duck River District. In 2015 there were 5 Scorecards filed – 16.6%. In 2016 there were 4 Scorecards filed – 13.3%. Additionally, only 3 of the Packs filing in 2015, filed again in 2016. What happened to the 2 Packs from 2015 that did not file the 2<sup>nd</sup> year?**

**There are currently 16 Boy Scout Troops in Duck River District. In 2015 there were 9 Scorecards filed – 56.3%. In 2016 there were 7 Scorecards filed – 43.8%. Additionally, only 6 of the Troops filing in 2015, filed again in 2016. Again the question, what happened to the 3 Troops from 2015 that did not file in the 2<sup>nd</sup> year?**

**There are currently 2 Venture Crews and 3 Explorer Posts in Duck River District. The only Crew filing was in 2016 (50%). The only Post filing was in 2015 (33.3%) and did not repeat in 2016. Percentages aside, JTE does not appear to be a focus in the Crew and/or Post program.**

**The answers to the questions posed in this section could not be found in the original data reviewed. We do know that some of the 2016**

**Scorecard filings were potentially affected by the confusion over what form to use. Originally units used 2016 Scorecard forms, but were then told they needed to use 2017 Scorecard forms. Later, instructions were reversed. It appears that the confusion did not help the process, however with the help of the District Executive, an attempt was made to gather any (and all) forms and make sure recognition ribbons presentations were made to all units that turned in Scorecards, no matter which form was used. This does not explain the low filing percentage in 2015.**

**As noted in the Conclusion section of this paper, all Commissioners of the District have taken up the Challenge to contact units during the last quarter of 2017, with the specific purpose of getting commitments from the units to file their 2017 JTE scorecards.**

# **Project Summary**

## **Next Steps**

**Purpose 1:** With the conclusion of this project, all the data, as well as this report, have been being turned over to the Duck River Roundtable Commissioner and his staff for review. As District Commissioner, the Doctoral Candidate will continue meeting with the Roundtable Commissioner to find opportunities to work the topics into Roundtable meetings. As noted earlier in this report, the ideas expressed by the Candidate as potential Roundtable mini-topics, are only the thoughts of the writer. To complete this process and utilize the information to its fullest, the Roundtable staff will need to vet all the ideas, plus add their own thoughts as they attempt to come up with a complete Roundtable plan of action. While there are approximately 23 mini-topics suggested, “additional eyes” on the material will/should shed many more suggestions/approaches and/or eliminate/modify some of the topics as suggested. (NOTE: See Conclusion section and comments on the first mini-topic used at the October 2017 RoundTable meeting.)

**Purpose 2:** A second project (albeit outside the original scope of the “Doctoral Project”) is now being designed/implemented to address the question of “filing JTE Scorecards”. The 1<sup>st</sup> part of this process was the design of a short survey to ascertain reasons why the filings have not occurred:

- 1. Why the individual units have not, or are not, filing JTE Scorecards.**

- 2. Knowledge and understanding of the JTE program.**
  - a. Timetable**
  - b. Finding data**
  - c. Scoring**
  - d. Tying JTE into the annual unit program**
- 3. Offering assistance with filing**

**To that end, an email questionnaire has been sent to all Units that have not filed a JTE Scorecard within the last two years. A second and third request has also been sent as a follow-up, as the initial request received minimal response. A copy of the questionnaire is included as Appendix “D”.**

**The 2<sup>nd</sup> part of the process is a “phone call follow-up campaign” by members of the Duck River Commissioner staff, contacting all non-responding units.**

**The 3<sup>rd</sup> part (long-term – during the springs of 2018, 2019 and future years) will be, the “review of all Duck River District JTE Scorecards filed for each year” to compare results and adjust the process until the District reaches the 100% filing level.**

## **Conclusion**

**The purpose of this project was to determine if the review of past JTE Scorecard filings could yield mini-topics for Roundtable program. That has been accomplished. The answer is “yes”, the information is available and trends exist.**

**By looking at areas of high vs. low scores, there are definite trends that show opportunity. These “opportunities” have been placed in the hands of the Roundtable staff for refinement and implementation --- the first example being as follows:**

**The first “mini topic” on “Webelos-To-Scout” transition was delivered at the October 2017 Duck River District Roundtable. There were seven Cub Packs, four Scout Troops and one “new” Venture Crew represented. The total time spent was less than 15 minutes with a discussion on current practices and sharing of ideas. Additionally, materials labeled “Webelos to Scout Transition Plan” was passed out to the group, see Appendix “E”. None of the Units present at the October RoundTable were familiar with the source material, but all seemed to think it helpful. The topic will be addressed again in the spring as a reminder that “Transition” is important in filling/maintaining grow in the Boy Scout program. It will also be an opportunity to get feedback on some of the “Transition” events that have taken place.**

**In general, the expectation is that some of the future topics will again be discussions for the “total” Roundtable, while other topics will be more appropriate for the Roundtable “breakouts”. The current Duck River Roundtable agenda does not use all the “Big Rock” ideas (as published by National), however the November “Interest Topic”, “Troop Finances” (see Appendix “F”), does work well with the “mini-topic” of “Budget/Unit Planning”. Additionally, the January “Interest Topic”, “Role of Advancement in BSA”, fits with the needed mini-topic on “Advancement/Program” (see Appendix “F”). The planned December “mini-topic” will focus on “Reporting Service Hours” as**

**units get ready to file their 2017 year-end JTE Scorecards. Using the “Big Rock” ideas and program suggestions, helps provide the agenda and materials needed for the topics being discussed.**

**Based upon the low number of units actually turning in JTE Scorecards, it appears that the JTE program has not received the needed focus from the Commissioner Staff, Roundtable support and/or the District Committee. Therein lays additional opportunity for the Unit Commissioners, as they help promote the program during Unit “Contacts”. While the initial email questionnaires did not drive the desired response, direct contact with Units since, has netted four new commitments from “non-filing” units to fill out a JTE Scorecard for 2017. Unit Commissioners have taken responsibility to contact all Units during the remaining months of 2017 with a goal to get at least 60% of all Duck River District Cub Scout Packs and Boy Scout Troops filing JTE Scorecards for 2017. Ultimately, continued unit contact by Commissioners and use of Collaborative Assessments along with A Unit Service Plan supports the JTE agenda. However, “first-aid” to the JTE program for 2017, will need to come from quick, direct contact by Commissioners offering support to the filing of the Scorecards and getting commitments from as many Units as possible.**

**The Unit Commissioners and Roundtable Commissioners are taking up the immediate challenge of contacting Units and encouraging JTE implementation, however the District Committee is also being made aware of the program (via District Committee meetings) and are ask to encourage and support the JTE involvement by all Units. Currently there have been no designated programs/requests yet assigned to members of the Committee outside of general support.**

## **ONE FINAL NOTE**

**One final note: --- of all 27 Scorecards filed, 15 were signed by the District Commissioner of Duck River, 1 was signed by a Unit Commissioner, 1 was signed by the District Executive and the other 10 had no signature on the Commissioner signature review line. Again --- another opportunity (Unit Commissioner Challenge) for 2017-2018 ---- “to review and signoff on JTE Scorecards with each unit”.**

**It would be a misrepresentation to think that the ideas expressed herein can or will solve all the issues surrounding getting Units to participate in and support JTE. Long-term commitments thru “Contacts”, Roundtable education and District/Council support are needed to make and keep the program a success. This paper touches on the concept that we do not need to “re-create the wheel”, we need to focus on what resources we already have in hand. We currently collect JTE Scorecards. I simply suggest we use them to support Roundtable programming. True, this only supports Units attending Roundtable, however Commissioner Contacts can help fill that particular gap.**

## **Appendix "A" -- JTE Scorecard Analysis Worksheet / Tables**

- **Cub Scout Packs**
- **Boy Scout Troops**
- **Venturing Crews**
- **Explorer Posts**



**Journey To Excellence Statistics  
Duck River District**

<b>Packs</b>															
	#1	#2	#3	#4	#5	#1	#3	#4	#6	9					
<b>Planning &amp; Budget</b>	0	200	50	200	200	0	50	200	0	900	100.0	3	2	0	4
<b>Membership</b>	50	200	100	100	50	200	50	100	100	950	105.6	0	3	4	2
Building Cub Scouting															
Retention	200	200	0	0	0	200	0	100	100	800	88.9	4	0	2	3
Webelos-To-Scout Transition	100	50	0	0	25	100	0	25	100	400	44.4	3	2	1	3
<b>Program</b>	300	0	300	200	300	300	300	300	300	2300	255.6	1	0	1	7
Advancement	50	200	200	200	200	50	200	100	50	1250	138.9	0	3	1	5
Outdoor Activities	200	0	200	100	0	50	200	50	100	900	100.0	2	2	2	3
Day/Residence/Family Camp	0	100	100	25	25	25	100	0	25	400	44.4	2	4	0	3
Service Projects	50	100	100	100	50	50	100	50	50	650	72.2	0	5	0	4
Pack & Den Meetings															
<b>Volunteer Leadership</b>	50	200	200	0	200	50	200	100	50	1050	116.7	1	3	1	4
Leadership Recruitment	200	200	50	200	50	100	50	50	200	1100	122.2	0	4	1	4
Trained Leadership															
<b>Total Points</b>	1200	1450	1300	1125	1100	1125	1250	1075	1075	10700	1188.9	16	28	13	42
<b>No. of Objectives</b>	8	9	9	8	9	10	9	10	10						
<b>Date</b>	2015	2015	2015	2015	2015	2016	2016	2016	2016						
<b>Commissioner Signature</b>	JKL	BS	JKL			JKL	JKL	JKL	JKL						

**Journey To Excellence Statistics  
Duck River District**

	Troops																					
	#1	#2	#3	#4	#5	#6	#7	#8	#9	#4	#5	#6	#7	#8	#9	#10	#16					
<b>Planning &amp; Budget</b>	0	50	50	200	0	200	50	200	100	200	0	200	200	200	200	50	1850	115.6	3	4	1	8
<b>Membership</b>	50	50	50	200	200	50	200	100	100	200	0	200	200	200	50	200	1750	109.4	1	5	3	7
Building Boy Scouting	50	50	50	200	100	0	200	200	100	0	200	200	100	50	100	200	1600	100.0	2	4	4	6
Retention	25	25	50	100	25	0	100	50	25	100	100	0	50	25	100	100	700	43.8	2	6	3	5
Webelos-To-Scout Transition																						
<b>Program</b>	100	50	200	200	200	200	200	200	50	200	200	200	200	200	100	200	2500	156.3	0	2	2	12
Advancement	50	100	50	100	0	100	200	100	200	100	50	200	200	100	200	200	1750	109.4	1	3	6	6
Short-term Camping	50	50	200	200	200	100	200	200	50	200	200	200	200	200	100	200	2350	148.9	0	3	2	11
Long-term Camping	0	50	0	100	0	0	25	100	0	100	50	0	0	50	25	25	500	31.3	7	3	3	3
Service Projects	50	100	50	200	0	50	100	50	50	100	0	50	50	50	50	100	950	59.4	2	9	4	1
Patrol Method																						
<b>Volunteer Leadership</b>	100	100	200	200	50	100	100	100	100	100	100	50	100	100	100	100	1600	100.0	0	2	12	2
Leadership & Family Engagement	50	100	100	200	50	100	100	100	100	200	0	50	200	50	50	100	1450	90.6	1	5	7	3
Trained Leadership																						

<b>Total Points</b>	525	725	1000	1900	825	900	1475	1400	875	1500	850	1400	1500	1075	1050	1475	17000	1062.5	19	46	47	64
<b>No. of Objectives</b>	9	11	10	11	7	8	11	11	10	10	7	9	10	11	11	11						
<b>Date</b>	2015	2015	2015	2015	2015	2015	2015	2015	2015	2016	2016	2016	2016	2016	2016	2016						
<b>Commissioner Signature</b>	JKL	JKL	JKL	JKL	JKL	JKL	JKL	JKL	KC	JKL	JKL	JKL	JKL	JKL	JKL	JKL						

**Journey To Excellence Statistics  
Duck River District**

**Crews**

#1	1	None	Bronze	Sliver	Gold
<b>Planning &amp; Budget</b>	50	0	1	0	0
	50.0				
<b>Membership</b>					
Building Venturing	100	0	1	0	0
Retention	200	0	0	0	1
	200.0				
<b>Program</b>					
Adventure	200	0	0	0	1
Leadership	200	0	0	0	1
Personal Growth	200	0	0	0	1
Service	200	0	0	0	1
	200.0				
<b>Volunteer Leadership</b>					
Leadership Recruitment	200	0	0	0	1
Trained Leadership	300	0	0	0	1
	300.0				
<b>Total Points</b>	<b>1650</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>7</b>
<b>No. of Objectives</b>	<b>9</b>				
<b>Date</b>	<b>2015</b>				
<b>Commissioner Signature</b>					

**Journey To Excellence Statistics  
Duck River District**

**POST**

	#1	1	None	Bronze	Sliver	Gold
<b>Committee and Planning</b>	100	100.0	0	1	0	0
<b>Participation and Growth</b>	0	0.0	1	0	0	0
Open House						
Growth	100	100.0	0	0	1	0
<b>Program</b>						
Post or Club Program	100	100.0	0	0	1	0
Youth Leadership	50	50.0	0	1	0	0
Super Activity	100	100.0	0	0	1	0
Service Projects	0	0.0	1	0	0	0
<b>Volunteer Leadership</b>						
Adult Leadership	300	300.0	0	0	0	1
Trained Adults	200	200.0	0	0	0	1
<b>Total Points</b>	<b>950</b>	<b>950.0</b>	<b>2</b>	<b>2</b>	<b>3</b>	<b>2</b>

**No. of Objectives** 8

**Date** 2015

**Commissioner Signature** BS

## **Appendix “B” -- Roundtable Support Materials**

- **Cub Scout Roundtable Planning Guide**
- **Boy Scout Roundtable Planning Guide**
- **Venturing Monthly Program Forum**
- **Roundtable Big Rocks (both Cub and Boy Scout)**
- **Group Meeting Sparklers**
- **Digital support from:**
  - **<http://www.scouting.org/scoutsource/commissioners/roundtable.aspx>**
- **Others**
  - **The Scoutmaster Minute**
  - **Scout Song Book**
  - **Boy Scout Field Book**
  - **Leader How To Book For Cub Scouts**
  - **Cub Scout Ceremonies for Den and Pack**
  - **Cub Scout Leaders Book**
  - **Troop Leader Guidebook (Volume 1 & Volume 2)**

**Appendix "C" -- JTE Scorecards and Instructions (the scorecards for 2016 and 2017 are very similar and for simplicity, only the 2017 Scorecards are included in this appendix).**

- **Cub Scout Scorecards**
- **Boy Scout Scorecards**
- **Venturing Scorecards**
- **Exploring Scorecards**

**Other Scorecards can be retrieved from the Commissioner Website at:**

**<http://www.scouting.org/scoutsource/Commissioners/Journey.aspx>**

**Pack \_\_\_\_\_ of \_\_\_\_\_ District**  
**2017 Scouting's Journey to Excellence**

Item	Objective	Bronze Level	Silver Level	Gold Level	Bronze Points	Silver Points	Gold Points
<b>Planning and Budget</b>					<b>Total Points: 200</b>		
#1	<b>Planning and Budget:</b> Have a program plan and budget that is regularly reviewed by the pack committee, and it follows BSA policies relating to fundraising.	Have an annual program plan and budget adopted by the pack committee.	Achieve Bronze, plus pack committee meets at least six times during the year to review program plans and finances.	Achieve Silver, plus pack conducts a planning meeting involving den leaders for the following program year.	50	100	200
<b>Membership</b>					<b>Total Points: 500</b>		
#2	<b>Building Cub Scouting:</b> Have an increase in Cub Scout membership or maintain a larger than average pack size.	Conduct a formal recruitment program by October 31 and register new members in the pack.	Achieve Bronze, and either increase youth members by 5% or have at least 40 members.	Achieve Silver, and either increase youth members by 10% or have at least 60 members.	50	100	200
#3	<b>Retention:</b> Retain a significant percentage of youth members.	Reregister 60% of eligible members.	Reregister 65% of eligible members.	Reregister 75% of eligible members.	50	100	200
#4	<b>Webelos-to-Scout transition:</b> Have an effective plan to graduate Webelos Scouts into Boy Scout troop(s).	With a troop, hold two joint activities or 75% of second year Webelos have completed "The Scouting Adventure."	60% of eligible Webelos register with a troop.	80% of eligible Webelos register with a troop.	25	50	100
<b>Program</b>					<b>Total Points: 900</b>		
#5	<b>Advancement:</b> Achieve a high percentage of Cub Scouts earning rank advancements.	50% of Cub Scouts advance one rank during the year.	60% of Cub Scouts advance one rank during the year.	75% of Cub Scouts advance one rank during the year.	100	200	300
#6	<b>Outdoor activities:</b> Conduct outdoor activities and field trips.	Each den has the opportunity to participate in three outdoor activities or field trips during the year.	Each den has the opportunity to participate in four outdoor activities or field trips during the year.	Each den has the opportunity to participate in five outdoor activities or field trips during the year.	50	100	200
#7	<b>Day/resident/family camp:</b> Cub Scouts attend day camp, family camp, and/or resident camp.	33% of Cub Scouts participate in a camping experience or improvement over the prior year.	50%, or 33% and have improvement over the prior year.	75%, or 50% and have improvement over the prior year.	50	100	200
#8	<b>Service projects:</b> Participate in service projects.	Participate in two service projects and enter the hours on the JTE website.	Participate in three service projects and enter the hours on the JTE website.	Achieve Silver, plus at least one of the service projects is conservation-oriented.	25	50	100
#9	<b>Pack and den meetings:</b> Dens and the pack have regular meetings.	Hold eight pack meetings a year. Den or pack meetings have started by October 31.	Achieve Bronze, plus dens meet at least twice a month during the school year.	Achieve Silver, plus earn the Summertime Pack Award.	25	50	100
<b>Volunteer Leadership</b>					<b>Total Points: 400</b>		
#10	<b>Leadership recruitment:</b> The pack is proactive in recruiting sufficient leaders.	Have a Cubmaster, assistant Cubmaster and a committee with at least three members.	Achieve Bronze, and prior to recruiting event, the committee identifies pack and den leadership for the next year.	Achieve Silver, plus every den has a registered leader by October 31.	50	100	200
#11	<b>Trained leadership:</b> Have trained and engaged leaders at all levels.	Cubmaster or an assistant Cubmaster or pack trainer has completed position-specific training.	Achieve Bronze, plus the Cubmaster and den leaders have completed position-specific training or, if new, will complete within three months of joining.	Achieve Silver, plus two-thirds of registered committee members have completed position-specific training for the pack committee.	50	100	200

- Bronze:** Earn at least 525 points by earning points in at least 7 objectives.
- Silver:** Earn at least 800 points by earning points in at least 8 objectives.
- Gold:** Earn at least 1,050 points by earning points in at least 8 objectives.

**Total points earned:** \_\_\_\_\_

**No. of objectives with points:** \_\_\_\_\_

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

Cubmaster \_\_\_\_\_ Date \_\_\_\_\_

Committee chair \_\_\_\_\_ Date \_\_\_\_\_

Commissioner \_\_\_\_\_ Date \_\_\_\_\_

*This form should be submitted to the Scout service center or your unit commissioner, as directed by your council.*

## ***Scouting's Journey to Excellence*** ***2017 Pack Planning, Performance, and Recognition***

Journey to Excellence uses a balanced approach to measure performance. It guides program planning before the year begins, monitors activities for continuous improvement during the year, and recognizes performance at the end of the year. In planning your strategy, use actual numbers from the previous year to guide your performance improvement goal planning. The period for measuring performance will be the calendar year.

Planning and Budget Measures	
1	The pack has a program plan and budget that is reviewed at all pack committee meetings, and the pack follows BSA policies relating to fundraising and fiscal management as found on the Unit Money-Earning Application form and any other publication that the council has developed for fundraising and fiscal management. Program plans and budget are reviewed with den leaders and parents at the start of the program year. The pack's program plan should be shared with the unit commissioner.
Membership Measures	
2	A formal recruitment event is conducted and new members are registered by October 31, 2017. On December 31, 2017, the pack has an increase in the number of youth members as compared to the number registered on December 31, 2016. A membership growth plan template can be found at <a href="http://www.scouting.org/membership">www.scouting.org/membership</a> .
3	Number of youth members on the most recent charter renewal (A) divided by the number of youth registered at the end of the prior charter year (B) minus any age-outs (C). Total = (A) / (B-C). Age-outs are youth who are too old to reregister as Cub Scouts.
4	Hold at least two joint activities with a troop or troops, and have graduating boys register with a troop. "The Scouting Adventure" for second-year Webelos is described in the <i>Webelos Scout Handbook</i> . If the pack has no second-year Webelos Scouts, this requirement is met at the Bronze level.
Program Measures	
5	Total number of Cub Scouts advancing at least one rank (Bobcat, <b>Lion</b> , Tiger, Wolf, Bear, Webelos, Arrow of Light) during the calendar year (A), divided by the number of boys registered at the end of the year (B). Advancement = (A) / (B).
6	The pack has activities and field trips in the outdoors, which could include outdoor pack meetings, hikes, family campouts, parades, outdoor service projects, etc. All dens have the opportunity to participate.
7	Cub Scouts attend an in-council or out-of-council Cub Scout day camp, family camp, and/or Cub Scout resident camp in 2017. STEM programs either as a day camp or resident camp are also included. All levels are total number of different Cub Scouts attending (A) divided by total number of Cub Scouts registered in the pack as of June 30, 2017 (B). Total = (A) / (B).
8	The pack participates in at least two service projects during the year and enters them on the Journey to Excellence website. (See instructions at <a href="http://www.Scouting.org/jte">www.Scouting.org/jte</a> .) The projects may be completed as joint projects with other organizations. At least one project is conservation-oriented.
9	Have at least eight pack meetings within the past 12 months, with one of those meetings being to review the pack's program plans and asking for parental involvement in the pack. Den meetings start by October 31, 2017, and all dens meet at least twice each month within the past year. Pack earns the Summertime Pack Award.
Volunteer Leadership Measures	
10	The pack has a Cubmaster, an assistant, and a committee of at least three members. Ideally, the chartered organization representative should not be dual registered as one of the committee members. The pack identifies persons for next year's leadership for existing dens, including Cubmaster, Den Leaders, and Webelos Den Leaders prior to the start of the program year. All dens have a registered leader by October 31, 2017.
11	All leaders have completed youth protection training. The Cubmaster and den leaders (paid or multiple registration) have completed position-specific training or, if new, will complete within three months of joining. Two-thirds of active committee members have completed leader-specific training.

**Scoring the pack's performance:** To determine the pack's performance level, you will use the above information to determine the points earned for each of the 11 criteria and then add those individual point scores to determine a composite score. Count only the highest point total achieved in any one criterion. Bronze level requires earning at least 525 points in at least 7 criteria, Silver level requires earning points in at least 8 criteria and 800 points, and Gold level requires earning points in at least 8 criteria and 1,050 points.

For more resources: [www.Scouting.org/jte](http://www.Scouting.org/jte)



JOURNEY TO EXCELLENCE



**Troop \_\_\_\_\_ of \_\_\_\_\_ District**  
**2017 Scouting's Journey to Excellence**

Item	Objective	Bronze Level	Silver Level	Gold Level	Bronze Points	Silver Points	Gold Points
<b>Planning and Budget</b>					<b>Total Points:</b>		<b>200</b>
#1	<b>Planning and budget:</b> 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
<b>Membership</b>					<b>Total Points:</b>		<b>500</b>
#2	<b>Building Boy Scouting:</b> Have an increase in Boy Scout membership or maintain a larger than average troop size.	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	<b>Retention:</b> Retain a significant percentage of youth members.	Reregister 75% of eligible members.	Reregister 80% of eligible members.	Reregister 85% of eligible members.	50	100	200
#4	<b>Webelos-to-Scout transition:</b> Have an effective plan to recruit Webelos Scouts into the troop.	With a pack or Webelos den, hold 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
<b>Program</b>					<b>Total Points:</b>		<b>900</b>
#5	<b>Advancement:</b> 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	<b>Short-term camping:</b> 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	<b>Long-term camping:</b> Participate in a long-term camp with a majority of the troop in attendance.	The troop participates in a long-term camp.	60% of Scouts attend a long-term camp.	70% of Scouts attend a long-term camp.	50	100	200
#8	<b>Service projects:</b> 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	<b>Patrol method:</b> 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
<b>Volunteer Leadership</b>					<b>Total Points:</b>		<b>400</b>
#10	<b>Leadership and family engagement:</b> The troop is proactive in recruiting sufficient leaders and communicates regularly with parents.	Have a Scoutmaster, an assistant Scoutmaster, and a committee with at least three members.	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	<b>Trained leadership:</b> Have trained and engaged leaders at all levels.	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 committee members must have completed Troop Committee Challenge and at least one person has attended an advanced training course involving a total of 5 days or more.	50	100	200

- Bronze:** Earn at least 525 points by earning points in at least 7 objectives.
- Silver:** Earn at least 750 points by earning points in at least 8 objectives.
- Gold:** Earn at least 1,000 points by earning points in at least 8 objectives.

**Total points earned:** \_\_\_\_\_

**No. of objectives with points:** \_\_\_\_\_

*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 submitted to the Scout service center or your unit commissioner, as directed by your council.*

## **Scouting's Journey to Excellence**

### **2017 Troop Planning, Performance, and Recognition**

Journey to Excellence uses a balanced approach to measure performance. It guides program planning before the year begins, monitors activities for continuous improvement during the year, and recognizes performance at the end of the year. In planning your strategy, use actual numbers from the previous year to guide your performance improvement goal planning. The period for measuring performance will be the calendar year.

Planning and Budget Measures	
1	The troop has a program plan and budget that is reviewed at all troop committee meetings, and the troop follows BSA policies relating to fundraising and fiscal management as found on the Unit Money-Earning Application form and any other publication that the council has developed for fundraising and fiscal management. A meeting is held with youth leaders where they are involved in developing the plan for the next program year. The troop's program plan should be shared with the unit commissioner.
Membership Measures	
2	The troop has a growth plan, and conducts a formal recruiting event. On December 31, 2017, the troop has an increase in the number of youth members as compared to the number registered on December 31, 2016. A membership growth plan template can be found at <a href="http://www.scouting.org/membership">www.scouting.org/membership</a> .
3	Number of youth members on the most recent charter renewal (A) divided by the number of youth registered at the end of the prior charter year (B) minus any age-outs (C). Total = (A) / (B-C). Age-outs are youth who are too old to reregister as Boy Scouts.
4	Hold at least two activities with a pack or Webelos den, and recruit new Webelos Scouts into the troop. Den chiefs are provided to one or more Cub Scout dens.
Program Measures	
5	Total number of Boy Scouts advancing at least one rank (Scout, Tenderfoot, Second Class, First Class, Star, Life, Eagle) during the calendar year (A), divided by the number of boys registered at the end of the year (B). Advancement = (A) / (B).
6	Conduct short-term (at least one overnight) campouts throughout the year.
7	Number of Boy Scouts who attend any in-council or out-of-council long-term summer camp (of at least five nights), high-adventure experience, or jamboree, or serve on camp staff within the past year, divided by the Boy Scout membership on June 30, 2017. Youth attending long-term specialty camps such as NYLT or STEM are also counted.
8	The troop participates in service projects during the year and enters them on the Journey to Excellence website. The projects may be completed as joint projects with other organizations. At least one project must benefit the chartered organization.
9	The troop is separated into patrols and each patrol has an elected patrol leader. If the troop has more than one patrol, there is an elected senior patrol leader. If the troop has more than one patrol, the PLC meets at least four times each year. The troop holds patrol leader training each year, and youth have the opportunity to participate in advanced training.
Volunteer Leadership Measures	
10	The troop has a Scoutmaster, an assistant, and a committee of at least three members. Ideally, the chartered organization representative should not be dual registered as one of the committee members. The troop conducts courts of honor where youth are recognized and program plans are shared with parents.
11	All leaders have completed youth protection training. Scoutmaster and 60% of the assistants (paid or multiple registration) have completed position-specific training or, if new, will complete within three months of joining. Two-thirds of active committee members have completed Troop Committee Challenge. For Gold, one leader must have attended an advanced training course <b>involving a total of 5 days or more</b> , such as Wood Badge, <b>Summit or Philmont Training Center</b> , at some point in their Scouting tenure.

Scoring the troop's performance: To determine the troop's performance level, you will use the above information to determine the points earned for each of the 11 criteria and then add those individual point scores to determine a composite score. Count only the highest point total achieved in any one criterion. Bronze level requires earning at least 525 points in at least 7 criteria, Silver level requires earning points in at least 8 criteria and 750 points, and Gold level requires earning points in at least 8 criteria and 1,000 points.

**For more resources: [www.Scouting.org/jte](http://www.Scouting.org/jte)**



JOURNEY TO EXCELLENCE

**Crew \_\_\_\_\_ of \_\_\_\_\_ District**  
**2017 Scouting's Journey to Excellence**

Item	Objective	Bronze Level	Silver Level	Gold Level	Bronze Points	Silver Points	Gold Points
<b>Planning and Budget</b>					<b>Total Points: 200</b>		
#1	<b>Planning and budget:</b> Have a program plan and budget that is regularly reviewed by the committee, and it follows BSA policies relating to fundraising.	Have an annual program plan and budget adopted by the crew committee.	Achieve Bronze, plus crew committee meets at least six times during the year to review program plans and finances.	Achieve Silver, plus crew conducts a planning meeting involving youth leaders for the following program year.	50	100	200
<b>Membership</b>					<b>Total Points: 500</b>		
#2	<b>Building Venturing:</b> Have an increase in Venturing membership or maintain a larger than average crew size.	Have a membership growth plan that includes a recruitment activity and register new members in the crew.	Achieve Bronze, and either increase youth members by 5% or have at least 10 members.	Achieve Silver, and either increase youth members by 10% or have at least 15 members with an increase over last year.	100	200	300
#3	<b>Retention:</b> Retain a significant percentage of youth members.	Reregister 50% of eligible members.	Reregister 60% of eligible members.	Reregister 75% of eligible members.	50	100	200
<b>Program</b>					<b>Total Points: 800</b>		
#4	<b>Adventure:</b> Conduct regular activities including a Tier II or Tier III adventure.	Conduct at least four activities including a Tier II or Tier III adventure.	Conduct at least five activities and at least 50% of youth participate in a Tier II or Tier III adventure.	Conduct at least six activities and at least 50% of youth participate in a Tier II or Tier III adventure.	50	100	200
#5	<b>Leadership:</b> Develop youth who will provide leadership to crew meetings and activities.	Have a president, vice president, secretary, and treasurer leading the crew.	Achieve Bronze, plus officers meet at least six times. The crew conducts officer training.	Achieve Silver level, plus each crew activity has a youth leader.	50	100	200
#6	<b>Personal growth:</b> Provide opportunities for achievement and self-actualization.	Crew members participate in advancement by earning the Venturing Award.	Achieve Bronze, plus crew program includes at least three experiential training sessions.	Achieve Silver level, plus the crew has members earning the Discovery, Pathfinder or Summit Awards.	50	100	200
#7	<b>Service:</b> Participate in service projects, with at least one benefiting the chartered organization.	Participate in two service projects and enter the hours on the JTE website.	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.	50	100	200
<b>Volunteer Leadership</b>					<b>Total Points: 500</b>		
#8	<b>Leadership recruitment:</b> Have a proactive approach in recruiting sufficient leaders and communicating with parents.	Have an advisor, associate advisor, and a committee with at least three members.	Achieve Bronze, plus the crew holds a meeting where plans are reviewed with parents.	Achieve Silver, plus adult leadership is identified prior to the start of the next program year.	50	100	200
#9	<b>Trained leadership:</b> Have trained and engaged leaders at all levels.	Advisor or an associate advisor has completed position-specific training.	Achieve Bronze, plus the advisor and all associates have completed position-specific training or, if new, will complete within three months of joining.	Achieve Silver, plus at least two committee members have completed crew committee training.	100	200	300

- Bronze:** Earn at least 550 points by earning points in at least 6 objectives.
- Silver:** Earn at least 800 points by earning points in at least 7 objectives.
- Gold:** Earn at least 1,100 points by earning points in at least 7 objectives.

**Total points earned:** \_\_\_\_\_

**No. of objectives with points:** \_\_\_\_\_

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

Advisor \_\_\_\_\_ Date \_\_\_\_\_

Crew President \_\_\_\_\_ Date \_\_\_\_\_

Commissioner \_\_\_\_\_ Date \_\_\_\_\_

*This form should be submitted to the Scout service center or your unit commissioner, as directed by your council.*

# **Scouting's Journey to Excellence**

## **2017 Crew Planning, Performance, and Recognition**

Journey to Excellence uses a balanced approach to measure performance. It guides program planning before the year begins, monitors activities for continuous improvement during the year, and recognizes performance at the end of the year. In planning your strategy, use actual numbers from the previous year to guide your performance improvement goal planning. The period for measuring performance will be the calendar year.

Planning and Budget Measures	
1	The crew has a program plan and budget that is reviewed at all crew committee meetings, and the crew follows BSA policies relating to fundraising and fiscal management as found on the Unit Money-Earning Application form and any other publication that the council has developed for fundraising and fiscal management. A meeting is held with youth leaders where they are involved in developing the plan for the next program year. The crew's program plan should be shared with the unit commissioner.
Membership Measures	
2	The crew has a growth plan, and conducts a formal recruiting event. On December 31, 2017, the crew has an increase in the number of youth members as compared to the number registered on December 31, 2016. A membership growth plan template can be found at <a href="http://www.scouting.org/membership">www.scouting.org/membership</a> .
3	Number of youth members on the most recent charter renewal (A) divided by the number of youth registered at the end of the prior charter year (B) minus any age-outs (C). Total = (A) / (B-C). Age-outs are youth who are too old to reregister as Venturers.
Program Measures	
4	The crew conducts regular activities outside of meetings. At least one is a Tier II activity (may be less than four days, but requires planning and skill development) or a Tier III activity (at least 4 days and is mentally and physically challenging.)
5	The crew has youth leaders serving as president, vice president, secretary, and treasurer who are leading the activities of the crew. Crew officers hold regular meetings and receive training. Each crew activity has a youth leader.
6	Crew members complete the Venturing award shortly after joining. Experiential training at meetings allows crew members to learn from hands-on experiences. The crew encourages achievement through the advanced Venturing awards.
7	The crew participates in service projects during the year and enters them on the Journey to Excellence website. The projects may be completed as joint projects with other organizations. At least one project must benefit the chartered organization.
Volunteer Leadership Measures	
8	The crew has an advisor, an associate, and a committee of at least three members. Ideally, the chartered organization representative should not be dual registered as one of the committee members. The crew holds a meeting where program plans are shared with parents. Volunteer leaders are selected prior to the next program year.
9	All volunteer leaders have current youth protection training. Advisor and Associates (paid or multiple registration) have completed position-specific training or, if new, will complete within three months of joining. Two committee members have completed Crew Committee Training.

**Scoring the crew's performance:** To determine the crew's performance level, you will use the above information to determine the points earned for each of the 9 criteria and then add those individual point scores to determine a composite score. Count only the highest point total achieved in any one criterion. Bronze level requires earning at least 550 points in at least 6 criteria, Silver level requires earning points in at least 7 criteria and 800 points, and Gold level requires earning points in at least 7 criteria and 1,100 points.

**For more resources: [www.Scouting.org/jte](http://www.Scouting.org/jte)**



**Post / Club \_\_\_\_\_ of \_\_\_\_\_ District**  
**2017 Exploring's Journey to Excellence**

Item	Objective	Bronze Level	Silver Level	Gold Level	Bronze Points	Silver Points	Gold Points
<b>Committee and Planning</b>					<b>Total Points: 300</b>		
#1	<b>Committee and Planning:</b> Have an active post or club committee.	Post or club committee adopts an annual plan and meets at least twice a year.	The post or club committee meets at least four times a year.	The post or club committee meets at least six times a year.	100	200	300
<b>Participants and Growth</b>					<b>Total Points: 500</b>		
#2	<b>Open house:</b> Conduct an open house or recruitment event.	Conduct an open house or recruitment event.	Conduct an open house or recruitment event in November.	Conduct an open house or recruitment event in September or October.	100	200	300
#3	<b>Growth:</b> Increase number of youth participants.	Maintain or grow number of youth participating in post or club programs as compared to the prior year.	Achieve Bronze, plus at least half of the youth remain involved throughout the year.	Achieve Bronze, plus at least two-thirds of the youth remain involved throughout the year.	50	100	200
<b>Program</b>					<b>Total Points: 700</b>		
#4	<b>Post or club program:</b> Include interactive activities in the post or club program/meetings.	40% of meetings include interactive activities.	70% of meetings include interactive activities.	85% of meetings include interactive activities.	50	100	200
#5	<b>Youth leadership:</b> Have trained youth leadership.	Have active youth officers.	Achieve Bronze, plus post or club Officers' Seminar is conducted for all youth officers.	Achieve Silver, plus Youth Leadership Workshop is conducted.	50	100	200
#6	<b>Super activity:</b> The post or club plans and/or participates in a super activity.	Explorers participate in an activity, either nationally, regionally, or locally.	The post or club will plan and conduct it's own super activity.	Achieve Silver with at least 50% Explorers in attendance.	50	100	150
#7	<b>Service projects:</b> The post or club participates in one or more community service projects.	Explorers performed one or more community service projects averaging three hours per registered Explorer.	Explorers performed one or more community service projects averaging four hours per registered Explorer.	Explorers performed one or more community service projects averaging six hours per registered Explorer.	50	100	150
<b>Volunteer Leadership</b>					<b>Total Points: 500</b>		
#8A	<b>Post adult leadership:</b> Have registered and engaged adult leaders.	Have five registered adult leaders including: Advisor, associate Advisor, committee chair, and two committee members.	Have six registered adult leaders including: Advisor, associate Advisor, committee chair, and two committee members.	Have eight or more registered adult leaders including: Advisor, associate Advisor, committee chair, and two committee members.	100	200	300
#8B	<b>Club adult leadership:</b> Have registered and engaged adult leaders.	Have three registered adult leaders including: Sponsor, co-sponsor, and a committee member.	Have four registered adult leaders including: Sponsor, co-sponsor, and two committee members.	Have five registered adult leaders including: Sponsor, co-sponsor, and three committee members.	100	200	300
#9	<b>Trained adults:</b> Have trained adult leaders.	Advisor or an associate advisor has completed position-specific training.	Achieve Bronze, plus 50% of registered adults have completed Adult Explorer Leader Training.	Achieve Silver, plus 75% of registered adults have completed Adult Explorer Leader Training.	50	100	200

- Bronze:** Earn at least 600 points by earning points in at least 6 objectives.
- Silver:** Earn at least 900 points by earning points in at least 7 objectives.
- Gold:** Earn at least 1,200 points by earning points in at least 7 objectives.

**Total points earned:** \_\_\_\_\_

**No. of objectives with points:** \_\_\_\_\_

- Post/Club leaders have met with the executive officer of the participating organization.*
- Our post/club has submitted our renewal forms with the necessary signatures and fees prior to the deadline.*
- We certify that these requirements have been completed:*

Advisor/Sponsor \_\_\_\_\_ Date \_\_\_\_\_

President \_\_\_\_\_ Date \_\_\_\_\_

LFL Representative \_\_\_\_\_ Date \_\_\_\_\_

*This form should be submitted to the local Learning for Life office.*



## ***Exploring's Journey to Excellence***

### ***2017 Post/Club Planning, Performance, and Recognition***

Journey to Excellence uses a balanced approach to measure performance. The objectives were developed following extensive research into proven indicators of enduring post and club programs. It guides program planning before the year begins, monitors activities for continuous improvement during the year, and recognizes performance at the end of the year. In planning your strategy, use actual numbers from the previous renewal year to chart your progress. Use the criteria in planning your strategy for the coming year to guide your performance improvement. The youth officers should take the lead in making this assessment. The period for measuring performance will be the calendar year.

Committee and Planning Measures	
1	The post or club has a committee that meets throughout the year to support the program.
Participants and Growth Measures	
2	The post or club annually conducts an open house or similar recruiting event.
3	The post or club has an active recruiting program and maintains youth involvement in an annual program.
Program Measures	
4	Post or club meetings consist of interactive activities to engage Explorers beyond listening to lectures, reading handouts, or watching slide shows. This is a proven indicator of post success.
5	The post or club provides youth leadership opportunities and training.
6	A super activity is a major trip, activity, or project requiring advanced planning and promotion by Explorers. Qualify for Bronze by participating in an activity planned by another group.
7	The post or club participates in one or more community service projects during the year. The projects may be completed as joint projects with other organizations. Criteria is based on average hours per Explorer, not total hours for each Explorer.
Volunteer Leadership Measures	
8	Having a sufficient number of adults is a proven indicator of success and longevity. Posts use the measures outlined in Criterion 8A on the reverse side, while clubs use those described in 8B.
9	All adult volunteers have current youth protection training. Registered leaders have completed Adult Explorer Leader Training.

**Scoring the post's or club's performance:** To determine the performance level, the council will use the above information to measure the points earned for each of the 9 individual criteria and then add those individual point scores to determine a composite score. Bronze level requires earning 600 points in at least 6 criteria, Silver level requires earning 900 points in at least 7 criteria, and Gold level requires earning 1,200 points in at least 7 criteria.



## **Appendix “D” – Follow Up Letter / Questionnaire to Leaders**

**Timing Note – This ‘follow-up letter’ is not considered part of the original project, but does follow as a logical step into a separate project. The letter was sent out via email the last week in August. Only one unit responded and a second request email was sent on the 9<sup>th</sup> of September, again with no response as of the writing of this report. While disappointing, it also seems logical that if a unit leader is not currently participating in the JTE program, it may be unrealistic to expect a significant response to an email questionnaire regarding a program (JTE) which he or she (the Unit) is not using and/or supporting. A second request has been sent with no additional responses. Beginning the 1<sup>st</sup> part of October, the questionnaire will be tackled by the Duck River Commissioner staff via direct phone calls to the Unit Leaders. A side benefit, in addition to getting some insight directly from the Units regarding JTE, is that the phone calls also provide opportunity for the Commissioner staff to make (and record) additional “Contacts”, one of the four focus points for Commissioners.**

**The “Letter” is on a following page.**

## The Letter:

Dear Leader,

In order to better understand the acceptance of Journey to Excellence (JTE) in the Duck River District, we are asking for your assistance.

Less than 1/3<sup>rd</sup> of the Duck River Troops, Packs, Crews and Posts have filed JTE Scorecards during the last two years. As a unit that has not filed, could you please answer the following questions? The replies can simply be in email format to me:

Jim Larson at [jkenlarson@gmail.com](mailto:jkenlarson@gmail.com)

1. Is there a specific reason you have chosen not to file a JTE Scorecard? If yes, what?
2. Understanding the JTE program:
  - a. Are you aware of the timetable for filing your JTE Scorecard?
  - b. Do you know where to find the information necessary to file your JTE Scorecard?
  - c. Do you understand the Scoring for JTE?
  - d. Do you know how JTE fits with and assists your unit's program and annual plan?
3. Would you like a Commissioner to help you file your JTE Scorecard?
4. Comments you would like to share regarding JTE?

Thank you for all you do for the Scouts of your Unit and Scouting in the Duck River District!

YIS,

*Jim Larson*

District Commissioner  
Duck River District

James K Larson  
3029 Alan Drive  
Spring Hill, TN 37174  
219-741-7512  
[jkenlarson@gmail.com](mailto:jkenlarson@gmail.com)



## **Appendix “E” – Webelos to Scout Transition Plan**

**See attached.**

# Webelos to Scout Transition Plan

Discover ways to make the move  
for new Boy Scouts natural and fun

**Join today.**  
**scouting.org**



TRUSTWORTHY    LOYAL    HELPFUL    FRIENDLY    COURTEOUS    KING

**words to live by™**

OBEDIENT    CHEERFUL    THRIFTY    BRAVE    CLEAN    REVERENT



# Webelos to Scout Transition Timetable

## August

- Get names, addresses, and telephone numbers of second-year Webelos.
- Plan a joint Boy Scout troop/Webelos den camping trip for October.
- Plan a program of upcoming events to present at a Webelos den meeting visit in November.
- Select a den chief for each Webelos den.

## September

- Mail a letter of introduction from the Boy Scout troop to second-year Webelos Scouts to introduce them to the troop.
- Put second-year Webelos Scouts on the mailing list to receive the troop newsletter.
- Continue planning the joint camping trip for October.

## October

- Conduct the joint camping trip with the Webelos den.

## November

- Attend a Webelos den meeting to teach the Webelos Scouts how the Boy Scout troop works.
- Have den chiefs attend a local council or district training course.

## December

- Set a date for Webelos Scouts and their parents to visit a Boy Scout troop meeting in January.
- Send a form of information or greeting, letting Webelos you look forward to them joining the troop.

## January

- Host Webelos Scouts and their parents at a Boy Scout troop meeting.
- Plan a bridging ceremony for the blue and gold banquets in February to welcome graduating Webelos Scouts to their new troop.

- Attend a meeting for first-year Webelos Scouts to introduce them to Boy Scouting.

## February

- Hold the bridging ceremony at the blue and gold banquet.
- Get new Scouts actively involved with the troop through troop activities.
- Recruit parents of new Scouts to become assistant Scoutmasters or troop committee members.

## March

- Plan a troop activity for new Scouts to get them involved with their new troop.

## April

- Conduct summer camp orientation to encourage troop involvement.
- Attend a meeting of Bear Cub Scouts to introduce them to Boy Scouting.
- Sponsor a troop activity for new Scouts.

## May

- Work closely with new Scouts and parents during their transition to the Boy Scout troop, ensuring their needs are met and that their move has been natural and fun.
- Work on rank advancement with new Scouts.

## June

- Ensure that all new Scouts attend summer camp.

## July

- Work closely with new Scouts and parents during their transition to the Boy Scout troop, ensuring their needs are met and that their move has been natural and fun.
- Work on rank advancement with new Scouts.

## District Webelos Transition Chair

- Contact all packs in early fall to update a list of all fifth-grade Webelos Scouts.
- Coach Cubmasters and Webelos den leaders in the transition process at roundtables, training courses, and through personal contact.
- Report to the membership committee chair, and keep the district committee informed.
- Track and maintain records of Webelos graduation by using a wall chart that lists the transition record of each pack.
- Work with unit commissioners to follow up on Webelos Scouts who have not joined a troop.
- Work toward 100 percent Webelos transition.

# Troop Responsibilities

- Select Scouts to serve as den chiefs for each Webelos Scout den and Cub Scout den. Arrange for Den Chief Training.
- Serve as a resource for overnight activities. The troop can be of service to provide equipment, leadership, and logistics for Webelos parent-son campouts.
- Conduct an orientation in the Bear Cub Scout dens to explain the changing role as boys become Webelos Scouts, and then again as they become Boy Scouts. Explain how being a Webelos Scout will help prepare them for Boy Scouting.
- Webelos den/Scout troop campouts should show Webelos Scouts and their parents what to expect when they move into the troop. The troop should cook and camp by patrol, and use skills in which the Webelos Scouts can participate.
- Arrange for Webelos dens to visit a troop meeting. This should be planned several weeks in advance.
- Provide each Webelos Scout a copy of the troop's activities for the upcoming year.
- Work with Webelos den leaders to encourage them to plan to move into the troop with their Webelos Scouts and to serve either as committee members or assistant Scoutmasters.
- Conduct a Scoutmaster conference under the guidance of the Scoutmaster or the assistant designated by the Scoutmaster. This conference should cover the meaning of the Scout Oath and Scout Law, the advancement program, troop camping, the patrol method, summer camp, and personal equipment.
- Work with the Cubmaster in planning a meaningful crossover ceremony at the pack's blue and gold banquet. Coordinate the ceremony and arrange for each Webelos Scout to receive a troop neckerchief and *Boy Scout Handbook* along with his Arrow of Light Award. Members of the Order of the Arrow may assist in the ceremony.

# Unit Commissioner Responsibilities

- Be a catalyst in developing good relationships between troop and pack leaders.
- Promote communication by scheduling a meeting of key volunteers.
- Help plan a Webelos den visit to a troop meeting and other joint activities.
- Keep the pack and troop on schedule as plans develop for the crossover ceremony at the blue and gold banquet.
- Attend the crossover ceremony.
- Be sure new Scouts have completed a Boy Scout application, that they have a copy of the troop's activities, and that they know when and where the troop meets.
- Work with the pack and troop in their charter renewal process to help ensure Webelos Scouts are moved from pack rosters to troop rosters.
- Work with the Webelos transition chair to follow up on boys who have not yet joined a troop. Make sure they are invited to join a troop.
- Be sure Webelos Scouts join a troop in time to prepare for Boy Scout summer camp.

# Pack Responsibilities

- Develop a working relationship with the leadership of a Boy Scout troop or troops in the community. Most troops should have either an assistant Scoutmaster or a committee member assigned to new Scouts. Your unit commissioner can help put you in contact with troop leaders.
- Compare calendars of troop and pack activities to coordinate the activities. Community events can be done together, and planning can help prevent conflicts in the use of equipment and facilities.
- Work with troop leaders to secure den chiefs for each Webelos den and Cub Scout den.
- Work with troop leaders to plan and conduct Webelos overnight activities.
- Work with troop leaders to plan visits to troop meetings. Never show up without first calling in advance.
- Invite the Scoutmaster and troop youth leaders to special pack activities. This will help create familiarity and a level of comfort for the Webelos Scouts and their parents as they ease into the troop.
- Plan a meaningful crossover ceremony at the pack's blue and gold banquet. Have troop leadership be present to accept the Webelos Scouts as they graduate to Boy Scouting. The local Order of the Arrow lodge can often be a valuable resource in conducting ceremonies.
- Webelos leaders should be strongly encouraged to move into the troop with the boys, either as assistant Scoutmasters or troop committee members. This will give the new Scouts a familiar face at troop meetings and a connecting link to Boy Scouting.
- If a troop does not exist in your community, discuss with the head of the pack's chartered organization the possibility of organizing a troop. A graduating Webelos den can form the nucleus of a new troop.



Webelos to Scout

# Webelos Scout Tracking Form

Pack No.: \_\_\_\_\_

E-mail: \_\_\_\_\_

Webelos Leader: \_\_\_\_\_

Phone number: \_\_\_\_\_

Name	Still Active (Yes/No)	Not Active (Indicate Why)					Transitioning (Yes/No)	Troop Visited	Earned Arrow of Light
		No Scouting Interest	Other Interest	Leadership Relationship	Lack of Program	Other			

# Samples of Transition Ceremonies

## Webelos Scouts to Boy Scouts

### Colors of the Wind

**Materials:** Holder with four candles or lights (blue, yellow, white, and red). Webelos den leader lights the candles. Have a trail ready if you are using one in this ceremony.

**NARRATOR:** Tonight, we are honoring some Webelos Scouts who are moving forward along the Scouting trail. Will the following boys please come forward. (*Call the names.*)

Today, you are making a giant step—that from Cub Scouting to Boy Scouting. As we present to you the colors of the four winds, remember them, and let them continue to guide you along the Scouting trail.

*(Light the blue candle or light.)* Blue stands for the Cub Scout spirit and the north wind. You are a true blue Cub Scout and live up to the Law of the Pack. It brings you only the warmest of winds.

*(Light the yellow candle or light.)* Yellow stands for the south wind that carries the story of your achievements far and wide. As a Cub Scout you have been eager, fair, and a credit to your den and pack.

*(Light the white candle or light.)* White stands for the east wind and the spirit of Scouting. The east wind carries the story of your fun and happiness to your Scout troop and tells others how you live up to the Cub Scout Promise.

*(Light the red candle or light.)* Red stands for the west wind and represents the families of these Webelos Scouts. It tells of the help and guidance that these Webelos Scouts receive from their families. Continue to help your boy go and grow as he continues to walk the Scouting trail in Boy Scouting.

As you cross into Boy Scouting, we'll give you the Cub Scout handshake one last time. (*The Cubmaster and Webelos leader shake hands with the Webelos Scout. The boy walks to the Scoutmaster, giving him and the senior patrol leader the Scout handclasp.*)

### Seven Virtues of Life

**Materials:** Holder with seven candles or lights, graduation certificates, troop neckerchief (if one is going to be presented; if the neckerchief is not going to be presented, reword the ending of the ceremony).

**NARRATOR:** Will the following Webelos Scouts please come forward. (*Call the names.*) Today, we are honoring these boys who have brought honor to our pack as they climbed the Cub Scout trail. They are now ready to go into Boy Scouting. With the help of their families, they will soon start walking the Boy Scout trail.

**WEBELOS LEADER:** The seven candles (lights) before you represent the rays in the Arrow of Light. As they are lighted, you will hear how they stand for the seven great virtues of life. (*The narrator lights the candles or lights.*)

1. Wisdom doesn't mean that you are smarter than others. It means that you use what you know to lead a better life.
2. Courage doesn't mean that you have no fear of danger. It means that you can face danger despite your fear.
3. Self-control means being able to stop when you have had enough of something, such as eating, playing, or even working too much.
4. Justice means being fair with others as you play and work with them.

5. Faith is belief in God and things you cannot see but feel are true.
6. Hope means to look forward to good things you believe will happen and work hard today to make them happen.
7. Many kinds of love are important: love of family, fellow humans, God, and our country.

NARRATOR: If you live by these virtues, you will be a happier person. It is my pleasure to present to you your graduation certificates. Scoutmaster [Name] is here to receive you into your troop. *(Scoutmaster says a few words of welcome.)*

SENIOR PATROL LEADER: As you remove your Cub Scout neckerchief, remember the things you learned in Cub Scouting. And as you wear this Boy Scout neckerchief, remember that it represents the members of our troop who always try to do their best and be prepared. Welcome to our troop. *(He gives each boy a Scout handclasp.)*

### **Cub Scout Trail**

**Preparation:** A Tiger Cub holds a Tiger Cub badge; a Wolf Cub Scout holds a Wolf badge; a Bear Cub Scout holds a Bear badge; a Webelos leader holds a Webelos badge; a den chief holds an Arrow of Light Award; a Scoutmaster or senior patrol leader holds a Boy Scout badge. Space the badges apart so that they form a trail. This ceremony can be done inside or outside (arrange them around the edge of a clearing).

NARRATOR: Tonight, we are honoring some Webelos Scouts who are moving forward along the Scouting trail. Will the following boys please come forward? *(Call the names.)*

You are taking a giant step—that from Cub Scouting to Boy Scouting. We would like to think back on some of the steps you have taken along the way.

*(Walk with the boys to the Bobcat station.)* Remember when you first joined Cub Scouts? The Cub Scout motto, Law of the Pack, and the Cub Scout Promise were new to you then.

*(Walk with the boys to the Wolf station.)* At this stop, you worked on achievements that included knowledge about the flag, fitness, tools, safety, and feats of skill.

*(Walk with the boys to the Bear station.)* While working on the Bear badge, you completed achievements in four areas: God, country, family, and self. You were able to choose which achievements to complete.

*(Walk with the boys to the Webelos station.)* As Webelos Scouts, you worked on activity badges. You learned the different parts of the Webelos uniform, the Outdoor Code, and furthered your knowledge about your duty to God. You began to discover the meaning behind the Scout Oath and Scout Law.

*(Walk with the boys to the Arrow of Light station.)* To earn the highest award in Cub Scouting, you committed yourself to living the Scout Oath and Scout Law. You learned about the Boy Scout uniform and the parts of the Scout badge. You participated in a Webelos overnight campout [or day hike] and visited a Boy Scout troop meeting [or activity].

*(Walk with boys to the Boy Scout station.)* And now you have reached the beginning of a new trail. I would like to introduce your new Scoutmaster and senior patrol leader. *(The Scoutmaster and senior patrol leader take a few moments to welcome the new Boy Scouts.)*

**Appendix "F" – Duck River District Roundtable 2017-2018 Schedule**

**See following page.**

# Duck River District Round Table

## 2017-2018 Schedule

Month	Interest Topic	Merit Badge	Speaker	Meal
August	Outdoor Ethics	Wildlife Management	TWRA	Yes
September	Building a Culture of Involvement	Wilderness Survival		
October	Let's Talk About Venturing	Shooting	Local Crew?	
November	Troop Finances	Winter Camping		
December	Making Meetings a High Success	Physical Fitness		Yes
January	Role of Advancement in BSA	Safety		
February	Youth Leadership Development	Public Service	Campcard Kickoff	Yes
March	Scoutcast as a Program Resource	Science		
April	Patrol Method	Sports		
May	Summertime Silent Auction / Party	-		Yes