



*Journey to Excellence*  
**2015**

### ***Overview***

Scouting's Journey to Excellence (JTE) unit recognition is designed to encourage continuous improvement in using the methods and resources of Scouting for the benefit of boys and young men in chartered Scouting units. The JTE scorecard for each unit measures how well the unit meets standards defined by the National Council, BSA. Units are recognized for achieving the standards at a Bronze, Silver, or Gold level.

For units chartered to The Church of Jesus Christ of Latter-day Saints, JTE serves as an indicator of the effective use of Scouting in support of the Primary and Aaronic Priesthood. As such, it is an important aid to adult Scouting leaders in assessing overall quorum and Primary support to youth members. However, achievement of a JTE level does not guarantee that Church objectives are being met, and, conversely, progress toward Church priorities such as Duty to God does not necessarily mean that the Scouting component is being effective.

JTE standards are intended to change from year to year, both to "raise the bar" and to emphasize different aspects of Scouting's programs. Therefore, a unit that has achieved Gold level in one year may be recognized at the Silver level for the same general level of achievement. The National Council has stated:

*"Journey to Excellence changes the basic way we measure and recognize success in the Boy Scouts of America by moving away from measuring process and moving to measuring performance. The following provides specific information to help you understand the criteria and exactly what data will be used to determine the three levels of performance. In planning your strategy, use actual numbers from the previous year to guide your performance improvement goal planning. In the crew youth leaders should take the lead in making this assessment. "*

JTE is designed to serve as a set of guideposts for unit efforts during the year, not just as a checklist to be reviewed at the end of the year. Quality doesn't just "happen" in the course of unit operation; it is something that is achieved through directed effort. This guide is intended to help unit leaders plan, carry out, and record actions leading to a true "Journey to Excellence".

This year, we are providing a separate scorecard for the Eleven-year-old (EYO) Boy Scouts. The EYO Scouts are chartered within the Boy Scout troop, but they function as a separate patrol under the direction of the Primary. Several objectives will be scored the same as the overall troop, but some will be specific to the EYO patrol.

### ***2015 Journey to Excellence Standards***

In order to qualify for JTE recognition, each of the units must qualify for a minimum number of objectives (Crew: 7 of 9; Team: 8 of 10; Troop: 8 of 11; EYO: 8 of 11; Pack 8 of 11). For each item, points are awarded for achieving Bronze, Silver, or Gold performance. Overall level is determined by the total number of points awarded for all items.

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Criteria set by the National Council readily apply to typical Scouting units in other parts of the United States. However, a few of the criteria cannot be applied to units chartered to LDS wards on the Wasatch Front without unfairly judging the efforts required to achieve JTE objectives. For these objectives, we have substituted alternate criteria, while neither giving our units an unfair advantage nor penalizing them for circumstances beyond their control.

### *Objectives and Criteria*

This year the Journey to Excellence forms are categorized into the four main areas of Scout unit operation: Planning and Budget, Membership, Program, and Volunteer Leadership. The following table lists the 2015 objectives for each kind of unit. LDS adaptations are **shaded in yellow**.

<b>Area</b>	<b>Pack</b>	<b>EYO Scouts</b>	<b>Troop</b>	<b>Team</b>	<b>Crew</b>
<b>Planning and Budget</b>	Planning and budget	Planning and budget	Planning and budget	Planning and budget	Planning and budget
<b>Membership</b>	Building Cub Scouting	Building EYO Boy Scouting	Building Boy Scouting	Building Varsity Scouting	Building Venturing
	Retention	Retention	Retention	Retention	Retention
	Webelos-to-Scout Transition	Webelos to Scout Transition	EYO to Scout Transition		
<b>Program</b>	Advancement	Advancement	Advancement	Advancement	Adventure
	Outdoor activities	Short-term camping	Short-term camping	High adventure / sports	Leadership
	Day / resident / family camp	Camping participation	Long-term camping	Personal development	Personal growth
	Service projects	Service projects	Service projects	Service projects	Service
	Pack and den meetings	Patrol method	Patrol method	Special programs / events	
<b>Volunteer Leadership</b>	Leadership recruitment	Leadership and family engagement	Leadership and family engagement	Leadership and family engagement	Leadership recruitment
	Trained leadership	Trained leadership	Trained leadership	Trained leadership	Trained leadership

The following are the 2015 JTE objectives, listed within each of the four measurement areas.

## *Planning and Budget Measures*

### **Planning and Budget (#1 for all units)**

The unit has a written budget that is reviewed at all unit committee meetings, and the unit follows BSA policies relating to fundraising and fiscal management as found on the Unit Money-Earning Application form, the unit treasurer's book [if applicable], and any other publication that the council has developed for fundraising and fiscal management. The program plan must include elements of Duty to God (As Baden-Powell defined our Duty to God or Faith in God for the Cubs and EYO Scouts) and Come Follow Me (the new curriculum of the church for the older young men).

- Bronze: Have an annual program plan and adopted by the committee.
- Silver: Achieve Bronze, plus unit committee meets at least six times during the year to review program plans and finances.
- Gold:
  - (Crew, Team, Troop) Achieve Silver, plus unit conducts a planning meeting involving youth leaders for the following program year.
  - (Pack) Achieve Silver, plus pack communicates annual program plan and budget prior to October 15, 2015.

## *Membership Measures*

### **Building...Scouting (item #2 for all units)**

Have an increase in membership or maintain a larger than average unit size.

National Council criteria cannot be applied strictly because of constraints on recruiting area (we recruit LDS members only within our ward boundaries). Using the Peer-to-Peer invitation initiative provided by BSA, we are able to recruit boys from any location. The following alternate criteria are proposed.

- Bronze: Register all appropriate-age LDS youth in ward.
- Silver: Achieve Bronze, plus have a written plan in place to actively recruit Non Member or inactive boys using Peer-to-Peer invitations.
- Gold: Achieve Silver, plus recruit at least one Non Member or inactive youth using Peer-to-Peer invitations.

### **Retention (item # 3 for all units)**

Retain a significant percentage of youth members. Because retention is 100% guaranteed by the LDS Church, Retention for LDS units becomes a matter of making sure that all boys and young men are registered in the correct age-group.

- Bronze: Register 100% of eligible youth members by using the Church MLS reports.
- Silver: Earn Bronze and complete the annual re-chartering process on time.
- Gold – Earn Silver plus submit quarterly MLS reports to the Council to keep the units correctly registered.

### **Webelos-to-Scout Transition (Pack/EYO item #4)**

Have an effective plan to graduate/recruit Webelos Scouts into the troop EYO Patrol. Hold at least two activities jointly between troop and pack/Webelos den. Graduate/recruit Webelos Scouts into troop EYO Patrol, using an appropriate Crossing Ceremony. Den chiefs are provided to one or more Cub Scout dens.

Pack:

- Bronze: With a troop, hold two joint activities, or 75% of graduating Webelos have completed “The Scouting Adventure”.
- Silver: 60% of eligible Webelos register with a troop.
- Gold: 80% of eligible Webelos register with a troop and the Pack has active den chief(s).

EYO:

- Bronze: With EYO/Webelos den, hold two joint activities.
- Silver: Achieve Bronze, plus recruit all Webelos Scouts graduating from the Ward pack using a Cross-Over Ceremony.
- Gold: Achieve Silver, plus provide at least one den chief to a pack.

### **EYO-to-Scout Transition (Troop item #4)**

Have an effective plan to graduate EYO Scouts into the troop. Hold at least two activities jointly between troop and EYO Patrol. Graduate EYO Scouts into troop.

Troop:

- Bronze: With EYO Patrol, hold two joint activities.
- Silver: Achieve Bronze, plus transition all graduating EYO Scouts into the troop.
- Gold: Achieve Silver and provide a parent coordinator to help with EYO transition.

## ***Program Measures***

### **Advancement (Pack/EYO/Troop/Team item #5)**

Achieve a high percentage of...Scouts earning rank advancements and [for the Team] Varsity awards. Percentage calculations should account for youth entering and leaving the unit's age group during the year.

#### Pack:

- Bronze: Have 50% of Cub Scouts advance one rank.
- Silver: Have 60% advancement. Recognition of the advancement within one month.
- Gold: Have 75% advancement. Recognition of the advancement within one month.

#### EYO:

- Bronze: Have 40% of EYO Scouts advance to First Class before transitioning to the Troop.
- Silver: Have 60% advance to First Class before transitioning.
- Gold: Have 80% advance to First Class before transitioning.

#### Troop/Team:

- Bronze: Have 40% of Boy or Varsity Scouts advance one rank or [Team] Varsity Letter or Varsity Denali award. Recognition of the advancement within one month.
- Silver: Have 50% advancement.
- Gold: Have 60% advancement.

### **Adventure (Crew item #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 four days and is mentally and physically challenging). All Adventure activities must include youth led evening Duty to God Reflections.

- Bronze: Conduct at least four activities including a Tier II or Tier III adventure.
- Silver: Conduct at least five activities and at least 50% of youth participate in Tier II or III adventure.
- Gold: Conduct at least six activities and at least 50% of youth participate in Tier II or III adventure.

Camping (and any Outdoor Activities) should be reported to the District through whatever methods the district has provided.

### **Outdoor Activities (Pack item #6)**

Conduct outdoor activities and field trips. 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.

- Bronze: Have three outdoor activities during the year.
- Silver: Have four outdoor activities during the year.
- Gold: Have five outdoor activities during the year.

**Camping (and any Outdoor Activities) should be reported to the District through whatever methods the district has provided.**

### **Day/Resident/Family Camp (Pack item #7)**

Cub/Webelos Scouts attend an in-council or out-of-council Cub Scout day camp, Webelos Woods, family camp, and/or Cub Scout resident camp in 2015. Calculate: Number of Cub/Webelos Scouts attending, divided by the number of Cub/Webelos Scouts registered in the pack as of June 20, 2015. **[Note: LDS packs must follow Church policies on camp experiences.]**

- Bronze: 33% of Cub Scouts participate in a camping experience or improvement over the prior year.
- Silver: 50%, or 33%, and have improvement over the prior year.
- Gold: 75%, or 50%, and have improvement over the prior year.

**Camping (and any Outdoor Activities) should be reported to the District through whatever methods the district has provided.**

### **Short-term Camping – (EYO item #6)**

EYO Boy Scouts participate in weekend campouts throughout the year

- Bronze: Conduct one short-term overnight campout. Report Outdoor activities to the district.
- Silver: Conduct two short-term overnight campouts. Report Outdoor activities to the district.
- Gold: Conduct three short-term overnight campouts. Report Outdoor activities to the district.

### **Camping Participation (EYO item # 7)**

The camping goal for the EYO Scouts is to have each one of them attend three required campouts during their EYO year.

- Bronze: 50% of EYO Scouts participate in a campout during their EYO year. All Outdoor activities are reported to the district.
- Silver – 60% of EYO Scouts participate in two campouts during their EYO year. All Outdoor activities are reported to the district.
- Gold – 80% of EYO Scouts participate in three campouts during their EYO year. All Outdoor activities are reported to the district.

### **Short-term Camping (Troop item #6)**

The troop conducts short-term or weekend campouts (at least one night) throughout the year.

- Bronze: Conduct four short-term overnight campouts.
- Silver: Conduct seven short-term overnight campouts.
- Gold: Conduct nine short-term overnight campouts.

**Camping (and any Outdoor Activities) should be reported to the District through whatever methods the district has provided.**

### **Long-term Camping (Troop item #7)**

The troop participates in a long-term camp. Calculate: 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, 2015. Youth attending long-term specialty camps such as NYLT and STEM are also counted. Youth led Duty to God campfire reflections are held.

- Bronze: The troop participates in a long-term camp.
- Silver: 60% of Scouts attend a long-term camp.
- Gold: 70% of Scouts attend a long-term camp.

**Camping (and any Outdoor Activities) should be reported to the District through whatever methods the district has provided.**

### **High-Adventure/Sports (Team item #5)**

The team participates in high-adventure activities. Calculate: Number of Varsity Scouts who attend any in-council or out-of-council high adventure activity (of at least five nights) or council-approved team high-adventure experience within the past year (5 or more nights), divided by the Varsity Scout membership on June 30, 2015.



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- Bronze: Participate in at least one high-adventure activity.
- Silver: 60% of Varsity Scouts attend a high-adventure activity.
- Gold: 70% of Varsity Scouts attend a high-adventure activity.

**Camping (and any Outdoor Activities) should be reported to the District through whatever methods the district has provided.**

### **Personal Development (Team item #6)**

Provide opportunities and encouragement for personal development. There is a youth serving as a team captain. Team meetings include personal growth opportunities for each member. Each of the five fields of emphasis has a youth leader assigned. Youth have the opportunity to participate in advanced training.

- Bronze: The team has a youth captain, and the program includes opportunities for personal development for every member.
- Silver: Achieve Bronze, plus every field of emphasis has a youth program manager.
- Gold: Achieve Silver, plus Varsity Scouts have attended advanced training courses through BSA, a religious, or educational institution.

### **Leadership (Crew item #5)**

Develop youth who will provide leadership to crew meetings and activities. The crew has leaders serving as president, vice president, secretary, and treasurer (where membership permits) who are leading the activities of the crew. Crew officers hold regular meetings and receive training. Each crew activity has a youth leader.

- Bronze: Have a president, vice president, secretary, and treasurer leading the crew (as membership permits).
- Silver: Achieve Bronze, plus officers meet at least six times. The crew conducts officer training.
- Gold: Achieve Silver level, plus each crew activity has a youth leader.

### **Personal Growth (Crew item #6)**

Provide opportunities for achievement and self-actualization. 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.

- Bronze: Crew members participate in advancement by earning the Venturing award.
- Silver: Achieve Bronze, plus crew program includes at least three youth training sessions.
- Gold: Achieve Silver level, plus the crew has members participating in Venturing program activities.

**Service Projects (Pack/EYO/Troop #8, Team/Crew #7)**

The unit participates in service projects during the year and reports them through any means the district provides. (The projects may be completed as joint projects with other organizations.) At least one project for the crew must be a conservation focused project.

- Bronze: Participate in X service projects and report hours to the District.
- Silver: Participate in Y service projects and report hours to the District.
- Gold: Participate in Z service projects and report hours to the District, (for crew) plus one project is a conservation project.

Factor	Crew	Team	Troop	EYO	Pack
X	2	3	4	2	2
Y	3	4	5	3	3
Z	3	5	6	4	4

Service project must be reported for Journey to Excellence consideration. To Report service hours you can report them directly on the Journey to Excellence Service website or you can report them through the District by whatever means the district provides. The district will report hours to the Journey to Excellence Web site for those reported to the district.

**Pack and Den Meetings (Pack item #9)**

Dens and the pack have regular meetings. 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, 2015 [for the coming program year], and all dens meet at least twice each month during the program year. Pack earns the Summertime Pack Award.

- Bronze: Hold eight pack meetings a year, have an active program plan, and ask for parental involvement. Den or pack meetings have started by October 31 [for the coming program year].
- Silver: Achieve Bronze, plus dens meet at least twice a month during the school year.
- Gold: Achieve Silver, plus earn the Summertime Pack Award.

**Patrol Method (EYO/Troop item #9)**

Use the patrol method to develop leaders. 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.

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- Bronze: The troop has patrols, and each has a patrol leader. There is an SPL if more than one patrol. The PLC (patrol leaders council) meets at least four times a year..
- Silver: Achieve Bronze, plus PLC meets at least six times. The troop conducts patrol leader training.
- Gold: Achieve Silver, plus PLC meets at least ten times. At least one Scout has attended an advanced training course, such as NYLT (Timberline) or Order of the Arrow Conference.

Troop leaders may hold Deacons quorum leadership positions, but they must function as Boy Scouting leaders as outlined by BSA. See Section 5.2 of the *LDS Scouting Handbook (2014)* ([https://www.lds.org/bc/content/shared/english/young-men/35814\\_scout-handbook\\_eng.pdf?lang=eng](https://www.lds.org/bc/content/shared/english/young-men/35814_scout-handbook_eng.pdf?lang=eng)) for further information, including what constitutes election.

### Special Programs/Events (Team item #8)

Participate in activities at a district, council, regional, or national level. The team supports and participates in special events held at a district, council, regional, or national level.

- Bronze: The team actively participates in two special events.
- Silver: The team actively participates in three special events.
- Gold: The team actively participates in four special events.

## *Volunteer Leadership Measures*

### Leadership Recruitment (Pack item #10)

The pack is proactive in recruiting sufficient leaders. The crew has Cubmaster, assistant, and a committee of at least three members. Ideally, the chartered organization representative should not be dual registered as one of the [minimum of three] committee members. The pack also has den leaders and assistants for all dens. Leadership positions are kept filled, and the pack recharterers with all positions filled. (“Vacancies are filled promptly” means that released leaders are replaced in time to keep the pack and dens operating continuously.)

- Bronze: Have a Cubmaster, and a committee with at least three members. Vacancies are filled promptly.
- Silver: Achieve Bronze, plus the pack has den leaders and assistants. Vacancies are filled promptly.
- Gold: Achieve Silver, plus the pack renews its charter with all leader positions filled.

### Leadership and Family Engagement (EYO/Troop #10, Team #9)

Have a proactive approach in recruiting sufficient leaders and communicating with parents. The team or troop has a unit leader, an assistant, and a committee of at least three members. Ideally, the chartered organization representative should not be dual registered as one of the [minimum of three] committee members. The unit holds a meeting where program plans are shared with parents. Volunteer leaders are recruited [in advance] of the next program year.

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- Bronze: Have a unit leader, assistant, and a committee with at least three members.
- Silver: Achieve Bronze, plus the team or troop holds two courts of honor, where unit plans are reviewed with parents.
- Gold: Achieve Silver, plus the team or troop holds three courts of honor, where unit plans are reviewed with parents.

### **Leadership Recruitment (Crew item #8)**

Have a proactive approach in recruiting sufficient leaders and communicating with parents. The crew has an advisor, associate, and a committee of at least three members. Ideally, the chartered organization representative should not be dual registered as one of the [minimum of three] committee members. The unit holds a meeting where program plans are shared with parents. Volunteer leaders are recruited by May 15 for the next program year.

- Bronze: Have an advisor, associate, and a committee with at least three members.
- Silver: Achieve Bronze, plus the unit holds a meeting where plans are reviewed with parents.
- Gold: Achieve Silver, plus adult leadership is identified by May 15 for the next program year.

### **Trained leadership (Pack/Troop/EYO item #11, Team #10, Crew #9)**

Have trained and engaged leaders at all levels. Unit leader and assistants have had an orientation and have completed youth protection training. Unit leader and assistants have completed position-specific training, or, if new, will complete within three months of joining. [At least] two committee members have completed [appropriate program or committee] training.

Pack:

- Bronze: Cubmaster, and den leaders and assistants have completed an orientation and youth protection training.
- Silver: Achieve Bronze, plus the Cubmaster and den leaders have completed basic leader training [Cub Scout Leader-specific Training] or, if new, will complete within three months of joining.
- Gold: Achieve Silver, plus two-thirds of active committee members must have completed position-specific training for the pack committee.

Troop and EYO:

- Bronze: EYO Leaders have completed an orientation and youth protection training.
- Silver: Achieve Bronze, plus Scoutmaster and 60% of assistants [including leaders of 11-year-old Scouts] have completed basic leader training [Scoutmaster- & Assistant. Scoutmaster-specific Training and North Star: Introduction to Outdoor Leadership Skills] or, if new, will complete within three months of joining.
- Gold: Achieve Silver, plus two-thirds of active committee must have completed Troop Committee Challenge and at least one person has attended Wood Badge.

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### Team:

- Bronze: Coach and assistants have completed orientation and youth protection training.
- Silver: Achieve Bronze, plus the coach and assistants have completed position-specific training [Varsity Vision Training] or, if new, will complete within three months of joining.
- Gold: Achieve Silver, plus each program field has a trained [Varsity Vision Training] advisor.

### Crew:

- Bronze: Advisor and associates have completed orientation and Venturing Youth Protection.
- Silver: Achieve Bronze, plus advisor and associates have completed position-specific training [Venturing Leader-specific Training] or, if new, will complete within three months of joining.
- Gold: Achieve Silver, plus two committee members have completed Crew Committee Training.

