

## ***2022 JOURNEY TO EXCELLENCE UPDATE***

Journey to Excellence is the Boy Scouts of America program to help Packs, Troops, Crews, Ships and Posts to plan, monitor and evaluate their performance and their ability to serve youth. There are specific criteria for the unit to plan and accomplish. These standards are reviewed each year and revised standards are published.

The 2022 Journey to Excellence Standards are now available.

Here are the major changes in the JTE scorecards for 2022.

- 1) The standards are written as activities that the unit will do. This is to emphasize that JTE is primarily a planning tool.
- 2) The Cub Scout scorecard has many changed standards. This is because of changes in the Cub Scout program.
- 3) For standard #10, Gold now includes recruiting a new leader. We have found that the best units continually recruit parents and other adults who have never been involved in Scouting.

There is no requirement, no expectation and, in fact, we might discourage a unit from believing that they should achieve Gold in all JTE criteria. A great unit is balanced in the service that it provides to youth. There is no shame and no problem if a unit achieves Silver or Bronze. That unit is serving youth. We regard the various colors as meaning:




Bronze - Effective  
Silver - Excellent  
Gold - Exceptional

Please share with us your thoughts about JTE and any suggestions that you have for improvement. Please sent them to [jte@scouting.org](mailto:jte@scouting.org)

National Assessment and Evaluation Committee  
Boy Scouts of America

**Pack \_\_\_\_\_ of \_\_\_\_\_ District**  
**2022 Scouting's Journey to Excellence**  
*"The BSA method for annual planning and continuous improvement"*

Item	Objective	Bronze Level	Silver Level	Gold Level	Bronze Points	Silver Points	Gold Points
<b>Planning and Budget</b>					<b>Total Points: 200</b>		
#1	<b>Planning:</b> Conduct an Annual Program Planning event to develop a pack calendar following the steps outlined in the training module Annual Program Planning for Cub Scouting. Use the Planning Your Annual Pack Budget and Pack Budget Worksheet (or similar) to develop a budget that supports your annual program plan. Virtual meetings are acceptable for 2022.	Create a pack program calendar and budget that is adopted by the pack committee and distributed to all families in the pack.	Achieve Bronze, plus pack conducts an Annual Program Planning event for the following program year.	Achieve Silver, plus conduct an annual family orientation. 80% of families are connected to their Scout in Scoutbook	50	100	200
<b>Membership</b>					<b>Total Points: 500</b>		
#2	<b>Building Cub Scouting:</b> Recruit new youth into the pack in order to grow membership.	Conduct at least one event that includes prospective families by October 31st. Pin on beascout.org shows current Pack information.	Achieve Bronze, plus start at least one new den of Lions (Kindergarten) or a new den of Tigers (1st grade). Each new den must have a dedicated den leader and at least five youth.	Will achieve Bronze, plus will start at least two new Lion dens, or two new Tiger dens, or one of each. Each new den must have a dedicated den leader and at least five youth.	50	100	200
#3	<b>Retention:</b> Will retain a significant percentage of youth members.	Will reregister 62% of eligible members.	Will reregister 70% of eligible members and will conduct a pack activity that features programming for parents and other family members.	Will achieve Silver, plus 50% of families will volunteer for at least one task.	50	100	200
#4	<b>Webelos-to-Scout transition:</b> Will have a plan to transition 5th grade Arrow of Light Webelos into a Scouts BSA troop.	With a troop, will hold two joint activities (live or virtual) or 75% of second year Webelos will earn the Arrow of Light	60% of eligible Webelos will register with a troop.	80% of eligible Webelos will register with a troop.	25	50	100
<b>Program</b>					<b>Total Points: 800</b>		
#5	<b>Advancement:</b> Will achieve a high percentage of Cub Scouts earning rank advancements.	90% of new Cub Scouts will earn their Bobcat Badge by December 31st.	Will earn Bronze, plus 80% of Cub Scouts will earn twelve Adventures during the program year (June 1 to May 31.)	Will earn Silver, plus 75% of Cub Scouts will earn their badge of rank by May 31.	100	200	300
#6	<b>Activities:</b> Will conduct special activities and outings.	Pack will organize one special event, or activity, for all families outside of a regular pack meeting	Pack will organize two special events, or activities, for families outside of a regular pack meeting. At least one of these events, or activities, will be conducted outside.	Will achieve Silver, plus will conduct pack derby (pinewood, space, or rain gutter regatta) and a pack Blue and Gold celebration.	50	100	200
#7	<b>Outdoor Activities:</b> Cub Scouts will attend day camp, family camp, and/or resident camp. (Includes council-offered alternatives)	A minimum of one registered adult leader in the pack will have completed Basic Adult Leader Outdoor Orientation training, and 51% of Cub Scouts in a pack will participate in either a council organized Cub Scout activity or pack overnighter.	Will attain a ratio of 1:20 registered adults who are Basic Adult Leader Outdoor Orientation trained to Cub Scouts registered and 60% of Cub Scouts in the pack will participate in either a council organized Cub Scout activity or pack overnighter.	Will achieve Silver, plus 60% of Cub Scouts in a pack will participate in an overnight camping experience OR 50% will participate with an improvement over the previous year.	50	100	200
#8	<b>Service projects:</b> Will participate in service projects. (Includes home engagements serving others)	Will participate in one service project and will enter the hours in Scoutbook or Internet Advancement.	Will achieve Bronze, plus an average of 30 minutes per participant during the service project.	Will achieve Silver, plus 50% of pack will participate at the service project. (Family members of Cub Scouts count for but not against %.)	25	50	100
#9	This criterion is deleted						
<b>Volunteer Leadership</b>					<b>Total Points: 400</b>		
#10	<b>Volunteer Opportunities:</b> The pack will be proactive in providing volunteer opportunities and recruiting leadership.	Will develop a list of tasks to fulfill your pack program for the year based on the Annual Program Planning event and will provide families an opportunity to select vounteer tasks.	Will achieve Bronze, plus prior to new program year, returning dens will have den leaders recruited and new dens will have den leaders recruited by Oct 31 or within 30 days of den establishment.	Will achieve Silver, plus will develop a succession plan for Cubmaster and Committee Chair using the <i>Recruiting Cub Scout Leaders</i> brochure. Will register at least one "new" leader.	50	100	200
#11	<b>Trained leadership:</b> Will have trained and engaged leaders at all levels. All leaders are required to have youth protection training. (Online/remote training is acceptable.)	Cubmaster and Pack Committee Chair and 2 members of the committee will have completed position specific training for their positions.	Will achieve Bronze, plus all den leaders will have completed the <i>Before Your First Meeting</i> online training modules by October 31st or within 30 days of registration.	Will achieve Silver, plus all den leaders will have completed position specific training by December 31st or within 30 days of registration.	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 and at least bronze in #6.

**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 turned in to your unit commissioner or the Scout service center as directed by your council.

# **Scouting's Journey to Excellence**

## **2022 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	Program Plans and budget are reviewed with den leaders and parents at the start of the program year. Families are connected through Scoutbook. The Pack's program plan should be shared with your Commissioner
Membership Measures	
2	A recruitment is conducted by October 31, 2022. A "new" den has newly recruited members. A den of Tigers which last year was a Lion den is not a "new" den.
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) plus new members recruited during the year (C) minus any age-outs (D). Total = (A) / (B+C-D). Age-outs are youth who are too old to reregister as Cub Scouts. For (A) use the 2022 recharter membership and for (B) use the 2021 recharter membership. For December charter expiration, use Jan, 2023 and Jan.2022 recharter. For more information, see Frequently Asked Question (FAQ) for Unit JTE.
4	Hold at least two joint activities with a troop or troops. Arrow of Light Scouts join a Troop. If the Pack has no second-year Webelos Scouts, this requirement is met at the Bronze level.
Program Measures	
5	New Cub Scouts earn Bobcat badge quickly. Pack Members earn Adventures and earn their new Rank.
6	Pack has activities for members and families. Some can be indoors, but preferably outdoors. Special activities (Pinewood Derby, space or raingutter regatta) are particularly effective program.
7	Cub Scouts attend council activity or Pack overnighter. Total different Cub Scouts attending (A) divided by total Cub Scouts registered as of 6/30/22. Total = (A)/(B). Ratio of 1:20: with 21 Cub Scouts, 2 adults; with 41 Cub Scouts, 3 adults, etc.
8	The Pack participates in a service project during the year and enters it through Scoutbook. Time averages adults and youth. Average = total time contributed by all participants (adults and youth) divided by number of participants. Participants do not need to be members.
9	Deleted
Volunteer Leadership Measures	
10	Develop a list of tasks for the Pack that families can choose. For Gold, ideally, the "new" leader has never been registered. At least, the "new" leader must not have been registered for the past three years.
11	All leaders have completed youth protection training. <i>Bronze:</i> Cubmaster, Committee Chair, 2 Committee members completed position specific training. <i>Silver:</i> Bronze, plus all den leaders have completed "Before Your First Den Meeting" by 10/31 or within 30 days of joining. <i>Gold:</i> Silver, plus all den leaders have completed position specific training by 12/31 or within 30 days of joining.

**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 10 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 including workbooks and planning guides: [www.Scouting.org/jte](http://www.Scouting.org/jte)**

**Troop \_\_\_\_\_ of \_\_\_\_\_ District**  
**2022 Scouting's Journey to Excellence**  
**"The BSA method for annual planning and continuous improvement"**

Item	Objective	Bronze Level	Silver Level	Gold Level	Bronze Points	Silver Points	Gold Points
<b>Planning and Budget</b>					<b>Total Points:</b>		<b>200</b>
#1	<b>Planning and budget:</b> Will have a program plan and budget that is regularly reviewed by the committee, following BSA policies related to fundraising. (Virtual/remote meetings are acceptable.)	Will have an annual program plan and budget adopted by the troop committee.	Will achieve Bronze, plus troop will conduct planning meeting involving youth leaders for following program year.	Will achieve Silver, plus troop committee will meet at least six times during the year to review program plans and finances.	50	100	200
<b>Membership</b>					<b>Total Points:</b>		<b>500</b>
#2	<b>Building Scouting:</b> Will recruit new youth into the troop in order to grow membership.	Will have membership growth plan that includes a recruitment activity or will use a personalized invitation method and have current pin on beascout.org.	Will achieve Bronze, and either will increase youth members or will have at least 25 members.	Will achieve Silver, and either will increase youth members by 5% or will have at least 35 members.	50	100	200
#3	<b>Retention:</b> Will retain a significant percentage of youth members.	Will reregister 75% of eligible members.	Will reregister 80% of eligible members.	Will reregister 85% of eligible members.	50	100	200
#4	<b>Webelos-to-Scout transition:</b> Will have an effective plan to recruit Webelos Scouts into the troop.	With a pack or Webelos den, will hold two joint activities (live or virtual).	Will achieve Bronze, plus will recruit two Webelos Scouts.	Will achieve Bronze, plus will provide at least one den chief to a pack and will recruit five Webelos Scouts.	25	50	100
<b>Program</b>					<b>Total Points:</b>		<b>900</b>
#5	<b>Advancement:</b> Will achieve a high percentage of Scouts earning rank advancements.	40% of Scouts will advance one rank during the year.	50% of Scouts will advance one rank during the year.	60% of Scouts will advance one rank during the year.	50	100	200
#6	<b>Short-term camping:</b> Will conduct short-term or weekend campouts throughout the year. (Alternative home-centered approaches may be used.)	Will conduct four short-term overnight campouts.	Will conduct seven short-term overnight campouts.	Will conduct nine short-term overnight campouts.	50	100	200
#7	<b>Long-term camping:</b> Will participate in long-term camp with a majority of troop in attendance. (includes council-offered alternatives)	Troop will participate in a long-term camp.	60% of Scouts will attend a long-term camp.	70% of Scouts will attend a long-term camp.	50	100	200
#8	<b>Service projects:</b> Will participate in service projects, with at least one benefiting the chartered organization. (includes home engagements serving others). Will record service hours	Will participate in three service projects and enter hours on Scoutbook/Internet Advancement.	Will participate in four service projects and enter hours on Scoutbook/Internet Advancement.	Will participate in five service projects and enter hours on the Scoutbook/Internet Advancement.	25	50	100
#9	<b>Patrol method:</b> Will use the patrol method to develop youth leaders. (Virtual/remote meetings are acceptable.)	The troop will have patrols, and each will have a patrol leader. There will be an SPL, if more than one patrol. The PLC will meet at least four times a year.	Will achieve Bronze, plus PLC will meet at least six times. The troop will conduct patrol leader training.	Will achieve Silver, plus PLC will meet at least ten times. At least one Scout will have attended an advanced training course, like 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 will be proactive in recruiting sufficient leaders and will communicate regularly with parents. (Virtual/remote parents' meetings are acceptable.)	Will have at least one registered assistant Scoutmaster.	Will achieve Bronze, plus the troop will hold two courts of honor, where troop plans are reviewed with parents.	Will achieve Bronze, plus troop will hold three courts of honor, where troop plans are reviewed with parents. Will recruit at least one new leader	50	100	200
#11	<b>Trained leadership:</b> Will have trained and engaged leaders at all levels. All leaders are required to have youth protection training. (Online/remote training is acceptable except for Introduction to Outdoor Leader Skills.)	Scoutmaster or an assistant Scoutmaster will have completed position-specific training.	Will achieve Bronze, plus the Scoutmaster and 60% of assistants will have completed position-specific training or, if new, will complete within three months of joining.	Will achieve Silver, plus two-thirds of active committee members will have completed position-specific training and at least one person will have attended an advanced training course involving a total of at least five days.	50	100	200

- Bronze:** Earn at least 525 points by earning points in at least 7 objectives. **Total points earned:** \_\_\_\_\_
- 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 objective and at least Bronze in #6 or #7. **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

## 2022 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 will have program plan and budget reviewed at all troop committee meetings. Troop will follow BSA policies relating to fundraising and fiscal management as found on Unit Money-Earning Application form and any other publication that the council has developed for fundraising and fiscal management. A meeting will be held with youth leaders where they are involved in developing plan for next program year. The troop's program plan should be shared with unit commissioner. Separate troops for males and females under the same chartered organization may have a shared unit committee. Committee meetings may be held remotely.
Membership Measures	
2	The troop will have growth plan to serve diversity of our community and will conduct formal recruiting event. On December 31, 2022, the troop will have an increase in number of youth members as compared to the number registered on December 31, 2021. A membership growth plan template can be found at <a href="http://www.scouting.org/membership">www.scouting.org/membership</a> . The troop has an up-to-date pin on the "Be a Scout" website. Given current challenges, holding formal recruiting events may not be possible. Bronze may be achieved by developing and implementing a recruiting plan involving direct personal invitations for youth to join.
3	Number of youth members on most recent charter renewal (A) divided by number of youth registered at end of prior charter year (B) plus all new youth joining (C) minus any ageouts (D). Total = $(A) / (B+C-D)$ . Age-outs are youth too old to reregister as Scouts. Compare membership at 2022 reregistration with membership at 2021 reregistration. For December charter expiration, use Jan, 2023 and Jan, 2022 recharter.
4	Will hold at least two activities with a pack or Webelos den, and will recruit new Webelos Scouts into the troop. Den chiefs will be provided to one or more Cub Scout dens. Virtual gatherings are acceptable.
Program Measures	
5	Total number of 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 youth registered at the end of the year (B). Advancement = $(A) / (B)$ . The troop is strongly encouraged to use Scoutbook to track each individual's advancements.
6	Will conduct short-term (at least one overnight) campouts throughout the year.
7	Number of 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 Scout membership on June 30, 2022. Youth attending long-term specialty camps such as NYLT or STEM are also counted. Alternatives that spread the camping nights over multiple experiences may be included. Virtual alternatives are acceptable. These include virtual camping programs and other remote activities.
8	The troop will participate in service projects during the year and enter them on the internet advancement website or through Scoutbook. The projects may be completed as joint projects with other organizations. At least one project must benefit the chartered organization. Service projects may include home-centered efforts providing they serve others outside the home.
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 will meet at least four times each year. The troop will hold patrol leader training each year, and youth will have the opportunity to participate in advanced training. PLC meetings may be held remotely.
Volunteer Leadership Measures	
10	The troop will have Scoutmaster, ASM, and committee of at least three members. Ideally, chartered organization representative should not be dual registered as one of the committee members. Separate troops for males and females with same chartered organization may have shared unit committee. Troop will conduct courts of honor where youth are recognized and program plans shared with parents. Courts of honor may be done remotely. Ideally, "new" leader has never been registered before, but at least must not have been registered within past three years.
11	All leaders have completed youth protection training. Scoutmaster and 60% of the assistants will have completed position-specific training or, if new, will complete within three months of joining. Two-thirds of active committee members (including chartered organization representative) will have completed position-specific training. For Gold, one leader must have attended an advanced training course involving a total of 5 days or more, such as Wood Badge, Summit or Philmont Training Center, 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, meeting at least bronze standards in either short-term or long-term camping, and earning at least 1,000 total points.

For more resources including workbooks and planning guides: [www.Scouting.org/jte](http://www.Scouting.org/jte)



JOURNEY TO EXCELLENCE

**Crew \_\_\_\_\_ of \_\_\_\_\_ District**  
**2022 Scouting's Journey to Excellence**  
*"The BSA method for annual planning and continuous improvement"*

Item	Objective	Bronze Level	Silver Level	Gold Level	Bronze Points	Silver Points	Gold Points
<b>Planning and Budget</b>					<b>Total Points: 200</b>		
#1	<b>Planning and budget:</b> Will have a program plan and budget that is regularly reviewed by the officers and committee, following BSA policies relating to fundraising. (Virtual/remote meetings are acceptable.)	Will have an annual program plan and budget adopted by crew officers and crew committee.	Will achieve Bronze, plus crew will conduct a planning meeting run by youth leaders for following program year.	Will achieve Silver, plus officers and crew committee will meet at least six times during year to review program plans and finances.	50	100	200
<b>Membership</b>					<b>Total Points: 500</b>		
#2	<b>Building Venturing:</b> Will recruit new youth into the crew in order to grow membership.	Will have a membership growth plan that includes a recruitment activity or will use a personalized invitation method.	Will achieve Bronze, and either will increase youth members or will 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> Will retain a significant percentage of youth members.	Will reregister 50% of eligible members.	Will reregister 60% of eligible members.	Will reregister 75% of eligible members.	50	100	200
<b>Program</b>					<b>Total Points: 800</b>		
#4	<b>Adventure:</b> Will conduct regular activities including a Tier II or Tier III adventure. (Alternative activities to satisfy travel restrictions may be approved by the council.)	Will conduct at least four activities including a Tier II or Tier III adventure.	Will conduct at least five activities and at least 50% of youth will participate in a Tier II or Tier III adventure.	Will conduct at least six activities and at least 50% of youth will participate in a Tier II or Tier III adventure.	50	100	200
#5	<b>Leadership:</b> Will develop youth who will provide leadership to crew meetings and activities. (Virtual/remote meetings are acceptable.)	Will have a president, vice president, secretary, and treasurer leading the crew.	Will achieve Bronze, plus officers will meet at least six times. Crew will conduct officer training.	Will achieve Silver level, plus each crew activity will have a youth leader.	50	100	200
#6	<b>Personal growth:</b> Will provide opportunities for achievement and self-actualization.	Crew members will earn the Venturing rank.	Will achieve Bronze, plus crew program will include at least three experiential training sessions.	Will achieve Silver level, plus crew will have members earning Discovery, Pathfinder or Summit ranks.	50	100	200
#7	<b>Service:</b> Will participate in service projects. At least one benefits chartered organization. (includes home projects serving others.)	Will participate in two service projects and enter hours in Scoutbook/internet advancement.	Will participate in three service projects and enter hours in Scoutbook/internet advancement.	Will participate in four service projects and enter hours in Scoutbook/Internet Advancement.	50	100	200
<b>Adult Volunteer Leadership</b>					<b>Total Points: 500</b>		
#8	<b>Leadership recruitment:</b> Will have proactive approach in recruiting sufficient leaders and communicating with parents. (Virtual/remote parents' meetings are acceptable.)	Will have registered Advisor, assoc. Advisor, Committee Chair, at least two other Committee members	Will achieve Bronze, plus crew will hold meeting where plans are reviewed with parents.	Will achieve Silver, plus adult leadership will be identified prior to the start of the next program year. Will recruit at least one new leader.	50	100	200
#9	<b>Trained leadership:</b> Will have trained and engaged leaders at all levels. All leaders are required to have youth protection training. (Online/remote training is acceptable.)	Advisor or an associate Advisor will have completed position-specific training.	Will achieve Bronze, plus the advisor and all associates will have completed position-specific training or, if new, will complete within three months of joining.	Will achieve Silver, plus at least two committee members will have completed crew committee training. At least one leader will have completed an advanced training course of at least 5 days.	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

## 2022 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 will have a program plan and budget that is reviewed at all crew committee meetings, and the crew will follow 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 will be 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. Committee meetings may be held remotely.
Membership Measures	
2	The crew will have a growth plan to serve the diversity of our community and conducts a formal recruiting event. On December 31, 2022, the crew will have an increase in the number of youth members as compared to the number registered on December 31, 2021. A membership growth plan template can be found at <a href="http://www.scouting.org/membership">www.scouting.org/membership</a> . Holding formal recruiting events may not be possible in 2022. Bronze may be achieved by developing and implementing a recruiting plan involving direct personal invitations for youth to join.
3	Number of youth members on most recent charter renewal (A) divided by number of youth registered at end of prior charter year (B) plus new Venturers registered during year (C) minus any age-outs (D). Total = (A) / (B+C-D). Age-outs are youth too old to reregister as Venturers. Compare members at 2022 recharter with members at 2021 recharter. For Dec. charter expiration, use Jan, 2023 and Jan.2022 recharter.
Program Measures	
4	The crew will conduct regular activities outside of meetings. At least one will be 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.) Given current travel restrictions, the crew may pursue alternatives approved by the council.
5	Crew will have youth leaders serving as president, vice president, secretary, and treasurer who are leading Crew activities. Crew officers will hold regular meetings and receive training. Each crew activity will have a youth leader. Officer meetings may be held remotely.
6	Crew members will complete the Venturing rank shortly after joining. Experiential training at meetings will allow crew members to learn from hands-on experiences. The crew will encourage achievement through the advanced Venturing ranks. Even when gatherings are not possible, learning experiences should include a hands-on approach.
7	The crew will participate in service projects during the year and enter them through Scoutbook or internet advancement. The projects may be completed as joint projects with other organizations. At least one project must benefit the chartered organization. Service projects may include home-centered efforts providing they serve others outside the home.
Volunteer Leadership Measures	
8	The crew will have an Advisor, an associate, and a committee of at least three members including the chair. Ideally, the chartered organization representative should not be dual registered as one of the committee members. The crew will hold a meeting where program plans are shared with parents. Volunteer leaders are selected prior to the next program year. Parents' meetings may be held remotely. New leader ideally should not have been registered before but, at least, must not have been registered in the past 3 years.
9	All volunteer leaders will have current youth protection training. Advisor and associates will have completed position-specific training or, if new, will complete within three months of joining. Two committee members will 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 including workbooks and planning guides: [www.Scouting.org/jte](http://www.Scouting.org/jte)





**Ship \_\_\_\_\_ of \_\_\_\_\_ District**  
**2022 Scouting's Journey to Excellence**  
*"The BSA method for annual planning and continuous improvement"*

Item	Objective	Bronze Level	Silver Level	Gold Level	Bronze Points	Silver Points	Gold Points
<b>Planning and Budget</b>					<b>Total Points: 200</b>		
#1	<b>Planning and budget:</b> Will have a program plan and budget that is regularly reviewed by the committee, following BSA policies relating to fundraising. (Virtual/remote meetings are acceptable.)	Will have an annual program plan and budget adopted by the ship committee.	Achieve Bronze, plus ship will conduct a planning meeting involving youth leaders for the following program year.	Achieve Silver, plus ship committee will meet at least six times during the year to review program plans and finances.	50	100	200
<b>Membership</b>					<b>Total Points: 500</b>		
#2	<b>Building Sea Scouting:</b> Will recruit new youth into the ship in order to grow membership.	Will have a membership growth plan that includes recruitment activity or will use personalized invitation method. Have active pin in <a href="http://BeaScout.org">BeaScout.org</a>	Achieve Bronze, and either will increase youth members or will have at least 10 members.	Achieve Silver, and either will increase youth members by 10% or will have at least 15 members with an increase over last year.	100	200	300
#3	<b>Retention:</b> Will retain a significant percentage of youth members.	Will reregister 50% of eligible members.	Will reregister 60% of eligible members.	Will reregister 75% of eligible members.	50	100	200
<b>Program</b>					<b>Total Points: 800</b>		
#4	<b>Activities:</b> Will conduct regular activities including a super activity or long cruise. (Alternative activities to satisfy travel restrictions may be approved by the council.)	Will conduct at least four activities including a super activity or long cruise.	Will conduct at least five activities and at least 50% of youth participate in super activity or long cruise.	Will conduct at least six activities and at least 50% of youth participate in a super activity or long cruise.	50	100	200
#5	<b>Leadership:</b> Will develop youth who will provide leadership to ship meetings and activities. (Virtual/remote meetings are acceptable.)	Will have an elected boatswain, boatswain's mate, yeoman, and purser leading the ship.	Achieve Bronze, plus officers will have Quarterdeck meetings at least six times. The ship conducts Quarterdeck training.	Achieve Silver, plus each ship activity will have had a youth leader.	50	100	200
#6	<b>Advancement:</b> Will provide opportunities for advancement and personal development.	Ship members will participate in advancement by earning Apprentice Rank.	Achieve Bronze, plus ship will have organized programs addressing fitness and citizenship.	Achieve Silver, plus the ship will have members earning the Ordinary, Able or Quartermaster Ranks.	50	100	200
#7	<b>Service:</b> Will participate in service projects, with at least one benefiting chartered organization. (includes home projects serving others)	Will participate in two service projects and enter hours.	Will participate in three service projects and enter the hours.	Will participate in four service projects and enter the hours.	50	100	200
<b>Adult Volunteer Leadership</b>					<b>Total Points: 500</b>		
#8	<b>Leadership recruitment:</b> Will have a proactive approach in recruiting sufficient leaders and will communicate with parents. (Virtual/remote parents' meetings are acceptable.)	Will have a registered mate to assist the Skipper.	Achieve Bronze, plus ship will hold a meeting where plans are reviewed with parents.	Achieve Silver, plus adult leadership will have been identified prior to start of the next program year.	50	100	200
#9	<b>Trained leadership:</b> Will have trained and engaged leaders at all levels. All leaders are required to have youth protection training. (Online/remote training is acceptable.)	Skipper or a mate will have completed position-specific training.	Achieve Bronze, plus the skipper and all mates will have completed position-specific training or, if new, will complete within three months of joining.	Achieve Silver, plus at least two committee members will have completed committee training. One leader has completed advanced training of at least 5 days.	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 ship has completed online rechartering by the deadline in order to maintain continuity of our program.*
- We certify that these requirements have been completed:*

Skipper \_\_\_\_\_ Date \_\_\_\_\_

Boatswain \_\_\_\_\_ 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**

## **2021 Ship 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 ship will have a program plan and budget that is reviewed at all ship committee meetings, and the ship will follow 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 will be held with youth leaders where they are involved in developing plan for the next program year. The ship's program plan should be shared with the unit commissioner. Committee meetings may be held remotely.
Membership Measures	
2	The ship will have growth plan to serve diversity of community and conduct formal recruiting event. Have active pin in BeaScout.org. On December 31, 2022, ship has increase in number of youth members as compared to tumber registered on December 31, 2021. A membership growth plan template can be found at <a href="http://www.scouting.org/membership">www.scouting.org/membership</a> . Given current challenges, holding formal recruiting events may not be possible. Bronze may be achieved by developing and implementing a recruiting plan involving direct personal invitations for youth to join.
3	Number of youth members on most recent charter renewal (A) divided by number of youth registered at end of prior charter year (B) plus new members recruited (C) minus any age-outs (D). Total = (A) / (B+C-D). Age-outs are youth who are too old to reregister as Sea Scouts. Compare members at 2022 recharter with members at 2021 recharter. For December charter expiration, use Jan, 2023 and Jan.2022 recharter.
Program Measures	
4	The ship will have regular activities (not including normal ship meetings). Number of youth participating in at least one super activity/long cruise, divided by the number of Sea Scouts registered in the ship on June 30, 2021. Given current travel restrictions, the crew may pursue alternatives approved by the council.
5	The ship will have elected youth leaders as boatswain, boatswain's mate, yeoman, and purser who are leading the activities of the ship. Officers will hold regular Quarterdeck meetings and will receive training. Each ship activity will have a youth leader. Officer meetings may be held remotely.
6	Ship members will earn the Apprentice Rank shortly after joining. Meetings allow ship members to participate in fitness and citizenship activities. The ship encourages achievement through the advanced Sea Scout ranks.
7	The ship will participate in at least two service projects during the year and enters them on the internet advancement website or through Scoutbook. The projects may be completed as joint projects with other organizations. At least one project must benefit the chartered organization. Service projects may include home-centered efforts providing they serve others outside the home.
Volunteer Leadership Measures	
8	The ship will have Skipper, mate, 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 ship will hold a meeting where program plans are shared with parents. Volunteer leaders will be selected prior to the next program year. Parents' meetings may be held remotely.
9	Skipper and mates will have had an orientation and will have completed youth protection training. Skipper and mates (paid or multiple registration) will have completed position-specific training or, if new, will complete within three months of joining. Two committee members will have completed committee training.

Scoring the ship's performance: To determine the ship'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 including workbooks and planning guides: [www.Scouting.org/jte](http://www.Scouting.org/jte)**



**Post / Club \_\_\_\_\_ of \_\_\_\_\_ District**  
**2022 Exploring's Journey to Excellence**  
**"Exploring's method for annual planning and continuous improvement"**

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> Will have an active post or club committee. (Virtual/remote meetings are acceptable.)	Post or club committee will adopt an annual plan and will meet at least twice a year.	The post or club committee will meet at least four times a year.	The post or club committee will meet at least six times a year.	100	200	300
<b>Participants and Growth</b>					<b>Total Points: 500</b>		
#2	<b>Open house:</b> Will conduct open house or recruitment event. (May be done by personal invitations to virtual event.)	Will conduct an open house or recruitment event.	Will conduct an open house or recruitment event in November.	Will conduct an open house or recruitment event in September or October.	100	200	300
#3	<b>Growth:</b> Will recruit and retain youth in the post or club in order to grow membership.	Will maintain or grow number of youth participating in post or club programs as compared to prior year.	Achieve Bronze, plus at least half of youth will remain involved throughout the year.	Achieve Bronze, plus at least two-thirds of youth will remain involved throughout the year.	50	100	200
<b>Program</b>					<b>Total Points: 700</b>		
#4	<b>Post or club program:</b> Will include interactive activities in the post or club program/meetings. (Virtual/remote meetings are acceptable.)	40% of meetings will include interactive activities.	70% of meetings will include interactive activities.	85% of meetings will include interactive activities.	50	100	200
#5	<b>Youth leadership:</b> Will have trained youth leadership. (Officers' Seminar may be done as a virtual event.)	Will have active youth officers.	Achieve Bronze, plus post or club Officers' Seminar will be conducted for all youth officers.	Achieve Silver, plus at least 3 Explorers will complete the requirements as outlined in the Officers' Seminar.	50	100	200
#6	<b>Super activity:</b> The post or club will plan and/or participate in a super activity.	Explorers will participate in an activity, either nationally, in a territory or locally.	The post or club will plan and conduct its own super activity.	Achieve Silver with at least 50% Explorers in attendance.	50	100	150
#7	<b>Service projects:</b> The post or club will participate in one or more community service projects. (includes home engagements serving others)	Explorers will perform one or more community service projects averaging six hours per registered Explorer.	Explorers will perform one or more community service projects averaging eight hours per registered Explorer.	Explorers will perform one or more community service projects averaging ten hours per registered Explorer.	50	100	150
<b>Volunteer Leadership</b>					<b>Total Points: 500</b>		
#8A	<b>Post adult leadership:</b> Will have registered and engaged adult leaders.	Will have five registered adult leaders including: Advisor, associate Advisor, committee chair, and two committee members.	Will have six registered adult leaders including: Advisor, associate Advisor, committee chair, and two committee members.	Will 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> Will have registered and engaged adult leaders.	Will have three registered adult leaders including: Sponsor, a co-sponsor, and a committee member.	Will have four registered adult leaders including: Sponsor, co-sponsor, and two committee members.	Will have five registered adult leaders including: Sponsor, co-sponsor, and three committee members.	100	200	300
#9	<b>Trained adults:</b> Will have trained adult leaders. All adult volunteers have current youth protection training. (Online/remote training is acceptable.)	Advisor, an associate advisor, sponsor, or a co-sponsor will have completed position-specific training.	Achieve Bronze, plus 50% of registered adults will have completed Adult Explorer Leader Training.	Achieve Silver, plus 75% of registered adults will 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***

## ***2021 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.

<b>Committee and Planning Measures</b>	
1	<b>Committee and planning:</b> Will have an active post or club committee. (Virtual/remote meetings are acceptable.)
<b>Participants and Growth Measures</b>	
2	<b>Open house:</b> Will conduct an open house or recruitment event. (May be done through personal invitations to a virtual event.)
3	The post or club will have an active recruiting program and will maintain youth involvement in an annual program.
<b>Program Measures</b>	
4	<b>Post or club program:</b> Will include interactive activities in the post or club program/meetings. (Virtual/remote meetings are acceptable.)
5	<b>Youth leadership:</b> Will have trained youth leadership. (Officers' Seminar may be done as a virtual event.)
6	A super activity is a major trip, activity, or project requiring advanced planning and promotion by Explorers. May qualify for Bronze by participating in an activity planned by another group.
7	<b>Service projects:</b> The post or club will participate in one or more community service projects. (includes home engagements serving others)
<b>Volunteer Leadership Measures</b>	
8	Having a sufficient number of adults is a proven indicator of success and longevity. Posts will use the measures outlined in Criterion 8A on the reverse side, while clubs will use those described in 8B.
9	All adult volunteers have current youth protection training. Registered leaders will have completed Adult Explorer Leader Training. (Online/remote training is acceptable.)
<p><b>Scoring the post's or club's performance:</b> 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 <u>600</u> points in at least 6 criteria, Silver level requires earning <u>900</u> points in at least 7 criteria, and Gold level requires earning <u>1,200</u> points in at least 7 criteria.</p>	

