



# Santa Margarita Messenger

[smscouting.org](http://smscouting.org)

Volume 2, Issue 10

October 2011

## Editor's Thoughts...

*By Pam Dixon*

If you have been to any district meetings lately, you know our District Chair Kevin Chalk has been promoting the "Journey to Excellence Program". According to National, "Scouting's *Journey to Excellence* is the BSA's new council performance recognition program designed to encourage and reward success and measure the performance of our units, districts, and councils. It is replacing the Centennial Quality Awards Program as a means of encouraging excellence in providing a quality program at all levels of the BSA." On pages 16-25 of this issue are the requirements for our units. Please take the time and see where your unit stands at this point. Let's all step up and help Kevin reach our district goal of a 100% of units earning an award this year. Your unit deserves it and so does Kevin!



## INSIDE THIS ISSUE

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## A Note from the District Chair

*By Dr. Kevin Chalk*

Fall is in the air and I hope your summer was great! Now is the time to prepare for round ups and recruiting next year's new scouts. Use those slide shows of your fun outings and campouts that your units just finished. Hopefully there are many youth that will benefit from this great program.

I hope all the committee chairmen will continually review the Journey to Excellence program and evaluate where your unit is on that path. I know I always talk about it, but I know from experience that if we make those minimum achievement levels our units will reach higher levels of greatness.

We are grateful to have Leo Cabal accept the position as District Commissioner and know he will do a great job to further our District. Let's all get behind him and help him in this new position.

Yours in Scouting,

Dr. Kevin Chalk, District Chairman  
760-470-1076  
[k2thdoc@aol.com](mailto:k2thdoc@aol.com)

# Happenings at the September District Meeting



Words of Wisdom from  
Lord Baden-Powell

“The Scoutmaster must be alert to check badge hunting as compared to badge earning.”

“A boy is not a sitting-down animal.”

“Show me a poorly uniformed troop and I’ll show you a poorly uniformed leader.”

“A boy on joining wants to begin Scouting right away.”

“The Scout Oath and Law are our binding Disciplinary force.”

From [scouting.org](http://scouting.org)

## Scoutmaster’s Minute

### Trim Your Sail

One merit badge that I really enjoyed earning as a Scout was Small-Boat Sailing. And the thing that most impressed me was learning how to tack. In a sailboat, you can’t get upwind by steering straight into the wind. You have to move into it at an angle, with the mainsail close-hauled, and the centerboard down. By putting together a series of tacks, which looks like a big zigzag pattern as you go through the water, you can actually get yourself upwind of your starting point. Sailors have a saying for this: They’ll tell you to “trim your sail so as to gain an advantage, even in an adverse wind.” A good sailor knows how to take the very wind that is trying to blow him backward from his intended course, and use it instead to move his boat forward. His forward progress might not be fast with all those tacks, but it’s steady. There’ll be times in your life—there’ll be times in your Scouting career—when you’ll encounter an “adverse wind.” Everything seems to be moving against your intended course. Well, maybe you can’t steer straight into the opposing “wind,” but by trying a different “tack,” you can find a way to move forward. That’s one of the secrets of success in Small-Boat Sailing, and it works in real life, too.



## The District Executive's Minute

*By Erica Audette*

The Summer is over and Fall is here, and for most of our units...its time for Scouting to Kick into FULL GEAR!

Many new scouts are joining our units, with all of the Round Ups that have been going on across the District. Unit Leaders if you have Round Ups planned for October, please contact me, so we can get flyers made for you.

Popcorn Sales are happening, RIGHT NOW! Keep up all the great work selling! We are having an incredible season selling Popcorn.

Come to the Next Round Table on October 13 to get the word on all the exciting things that are happening this fall. Everything from WEBELOS Woods to the Shoot Out and a new council event called the Show N DO!

I would like to welcome our new District Commissioner, Leo Cabal. Leo is ready to serve our District in this position. Please join me in welcoming him to our District Staff.

We celebrated the life of Al De Weese, someone who brought Scouting to life to many scouts and

scouters, not only in our District but across the Council. He will be missed, but Santa Margarita will continue to carry on his Legacy of Scouting to the youth in our community.

Yours in Scouting,

Erica Audette  
District Executive

Erica.Audette@scouting.org  
Office: 619-298-6121, ext 250  
Toll free 866- 437-2272, ext 250

## Get fit with help from the BL Gym!



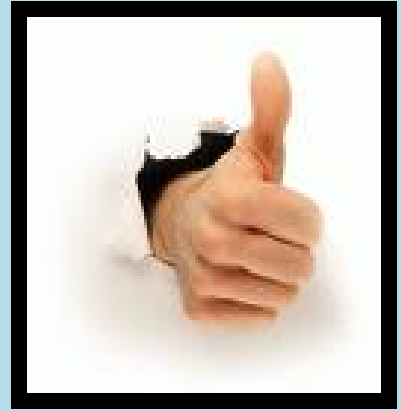
From Boys' Life – "Strength training isn't all about getting buff or big or ripped. It's all about proper development, balance and muscular fitness. (If you happen to get buff along the way, all the better!)"

Go to:

<http://boyslife.org/section/blgym/>

and "Check out the videos below, and let BL's personal trainers help you develop a well-rounded workout plan."

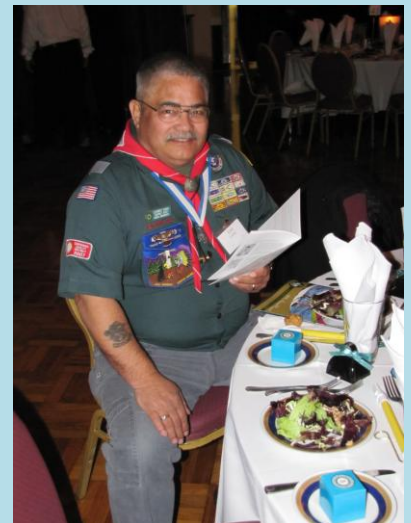
What a great resource for both Scouts and Scouters!



## The District "Thumbs Up" Award

This month Leo Cabal, our new District Commissioner, gets a big thank you for stepping up to the challenge and taking on such an important job for our district.

Leo is a hardworking and dedicated Scouter. It will be a pleasure to work with him in the upcoming months.



Congratulations, Leo!



# October 2011



Sun	Mon	Tue	Wed	Thu	Fri	Sat
						<b>1</b> Fun with Son at Mataguay  OA W4S Conclave  MCAS Miramar Air Show
<b>2</b> Fun with Son at Mataguay  OA W4S Conclave  MCAS Miramar Air Show	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b> <b>District Meeting</b> 7pm LDS Church, 451 W. Bobier, Vista	<b>7</b>	<b>8</b> Cub Leader Specific Training Santa Margarita
<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b> <b>District Commissioners' Meeting-6pm</b>  <b>Roundtable</b> 7pm LDS Church, 451 W. Bobier, Vista  <b>Navy Birthday</b>	<b>14</b>	<b>15</b>  POW WOW- see flyer in this issue  Aquatic Clinics
<b>16</b>  Aquatic Clinics	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b> <b>Order of the Arrow Meeting</b>	<b>21</b>	<b>22</b>  Geology Day
<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>
<b>30</b>	<b>31</b>    Popcorn Sale Ends					



# November 2011

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3 District Meeting 7pm LDS Church, 451 W. Bobier, Vista	4 Webelos Woods	5 Webelos Woods  Merit Badge Roundup – see flyer in this issue
6  Webelos Woods  Daylight Saving Time Ends	7	8	9	10 District Commissioners' Meeting-6pm  Roundtable and Life to Eagle Training 7pm LDS Church, 451 W. Bobier, Vista  Marine Corps Birthday	11   Outdoor Skills Training – See flyer  Scout Office Closed	12  Outdoor Skills Training – See flyer in this issue
13	14	15	16	17 Order of the Arrow Meeting  Eagle Boards of Review	18	19  Turkey Shoot @ MSR – See flyer in this issue  Popcorn Distribution
20  Turkey Shoot @ MSR – See flyer in this issue	21	22	23	24   Scout Office Closed	25  Scout Office Closed	26  Scout Office Closed
27	28	29	30			

## **Introduction to Outdoor Leader Skills (IOLS)/** **Webelos Leader Outdoor Training (WLOT)**

Hey, Scout leaders, are you trained yet? Well, it's still not too late!! Come join the Santa Margarita District Training Team for a fun-filled, overnight training campout. Learn useful skills, meet new friends, & enjoy great Scouting fellowship. All registered Scouters are welcome and encouraged to attend.

**WHEN:** 11 & 12 November 2011, Friday, 6:00 pm, to Saturday, 4:00 pm.

**WHERE:** Location will be announced at a later date.

**WHY:** This course is required for all Scoutmasters and Assistant Scoutmasters to earn their "Trained" certification. Webelos Leaders need the training to take their dens camping.

**HOW:** You must register by 4 November. The cost is \$25.00. **NOTE: Please register early. This course will not be held if there are less than ten registered participants on 4 November!!!!**

**WHAT TO DO:** Participants should arrive not later than 6:00 pm, Friday, 11 November. Wear your "complete" Scouter uniform including neckerchief and slide.

**WHAT TO BRING:** Use the equipment checklists found in Chapters 8 & 9 of the BSA Scout Handbook including flashlight, tent & sleeping bag. Bring your BSA and Leader (S/M or Cub) handbooks. Bring a Scout (Silva-style) basic compass if you have one. And for your comfort, bring a folding chair.

**MEALS:** All meals will be provided by the training staff with the cheerful assistance of the course participants.

**POINT OF CONTACT:** Frank Kebelman, Training Chair, Santa Margarita District, SDIC. Email: [Kebelman@gmail.com](mailto:Kebelman@gmail.com). Cell phone: 760.519.1139.

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**Santa Margarita District Training: IOLS Course, 11 & 12 November 2011.**

Name: \_\_\_\_\_

Address: \_\_\_\_\_

District: \_\_\_\_\_ Unit: \_\_\_\_\_

Phone: \_\_\_\_\_ Email: \_\_\_\_\_

Amount Enclosed: \_\_\_\_\_

**Make checks payable to: BSA, San Diego-Imperial Council (Acct: 1-6801-333-20)**

Credit Card #: \_\_\_\_\_ CCV # (3 digit #) \_\_\_\_\_

Name on Card: \_\_\_\_\_ Expiration date: \_\_\_\_\_

Special medical or dietary needs: \_\_\_\_\_

Mail reservation to: San Diego-Imperial Council (Attn: Santa Margarita District Training), 1207 Upas Street, San Diego, CA 92103. All participants should also contact Frank Kebelman directly at [Kebelman@gmail.com](mailto:Kebelman@gmail.com) (760-519-1139) to confirm course details/receive current updates.

# Meet Some of Our District Staff



Santa Margarita District Chair  
Dr. Kevin Chalk  
k2thdoc@aol.com  
760-470-1076



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Advancement Chair  
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jlfrederick@pestcontrollaw.com



ADC Fallbrook  
Jared Minard  
jkvehiclelectrics@yahoo.com



Sharon Baker  
Popcorn Extraordinaire



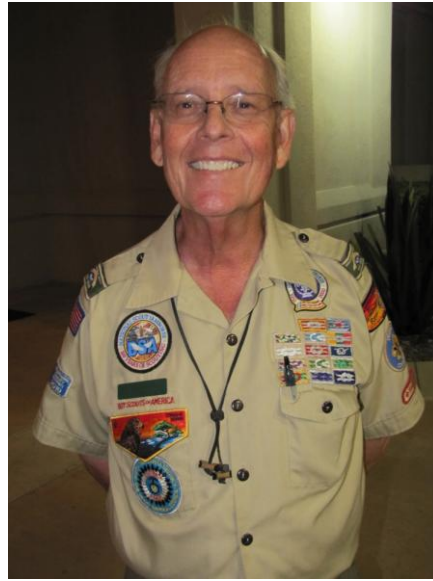
Mac McAndrew  
Commissioner Emeritus







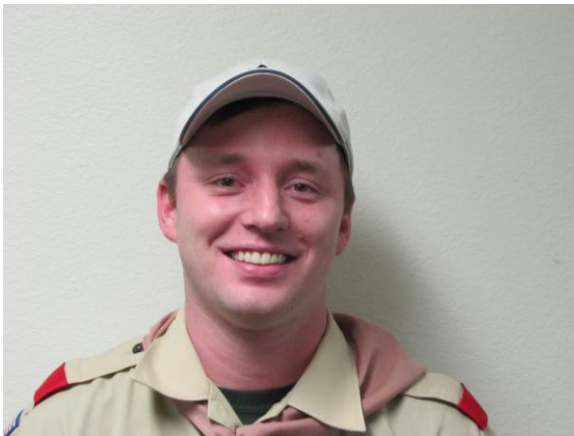
Bitani Chapter Advisor  
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Membership Chair  
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walter@santourian.com



District Webmaster  
Jon Studer  
Webmaster@smscouting.org



Activities and Civic Service Chair  
Scott Shimmin  
sshimmin@mac.com



# **2011 Fall Weekend For SHOOTING SPORTS**

Boy Scouts and Venturers – Archery, .22 Rifles, Shotgun, Muzzle Loading Rifle.  
Venturers – Center Fire Rifle, Handguns (.22 and Center Fire)

**WHEN: November 19-20, 2011.**

Ranges open Saturday 9 am – 4 pm and Sunday 9 am – Noon  
(Scouts are encouraged to stay late each day and help clean the firearms)  
All ranges may not be open simultaneously

**WHERE: Mataguay Scout Reservation**

Reservations limited to 200 shooters. Campsites are first-come-first-served. Camper check-in 5:00PM until 10:00PM Friday, 4:00 PM until 6:00 PM Saturday

**COST: \$10 per person for camping** (includes \$5 shooting fee credit)  
**\$ 5 per person non camping fee** (includes \$5 shooting fee credit)

**FOOD:** Participants must provide their own food – alcoholic beverages are NOT allowed.  
Campfires and/or charcoal fires may NOT be permitted. Plan to use camp stoves.

**REGISTRATION:** Online registration is available at [www.sdicsa.org](http://www.sdicsa.org) until 11/11/11.

**MSR Guns ONLY – NO personal guns allowed! – NO Pets**

**SIGNED PARENT PERMISSION REQUIRED FOR ALL YOUTH SHOOTERS**

Refunds **ONLY** if written request to Council Office two weeks prior to event or if event is cancelled.

QUESTIONS: Call the Council Office at 619 298-6121 or email [ldogeology@cox.net](mailto:ldogeology@cox.net).

## **SHOOTING COSTS**

<u>EVENT</u>	<u>WHO</u>	<u>COST</u>
ARCHERY	Anyone	\$2.50 (all day) plus lost arrow fee
.22 RIFLE	Boy Scout	\$1.50/10 shots
.22 HANDGUN	Venturer/Adult	\$1.50/10 shots
SHOTGUN	Boy Scout/Venturer/Adult	\$0.50/shot
BLACK POWDER	Boy Scout/Venturer/Adult	\$0.50/shot
CENTER FIRE RIFLE	Venturer/Adult	\$1.00/shot
CENTER FIRE HANDGUN	Venturer/Adult	\$0.50/shot

TICKETS FOR SHOOTING WILL BE SOLD AT THE RANGES DURING THE EVENT.

# Catholic Religious Emblem Training!



Recently, a training was held for those interested in leading scouts in earning their Catholic Boy Scout Religious Awards. We have energetic leaders wanting to help your son earn his religious award – you can find their contact info on the next page. Below is a listing of the four different religious emblems he can earn depending on his age – two as a Cub Scout and two that can be earned as a Boy Scout. From the National Catholic Committee on Scouting, “Scouts are encouraged to earn all 4 emblems while they are on their Scouting and faith journeys.”

**Light of Christ** - Designed for 6-7 years old Cub Scouts

**Parvuli Dei** - Designed for 8-10 years old Cub Scouts

**Ad Altare Dei** - Designed for 13-14 years old Boy Scouts

**Pope Pius XII** - Designed for Venturing Crew Members and Boy Scouts 15 years old and older.



Does your son want to earn his Catholic Religious Emblem?

To get started, you or your son will need to contact a Religious Emblem Coordinator. Here are the current counselors from our district. If your parish is not listed, your son can work with any of these counselors.

### **Light of Christ** **Parvuli Dei**

**Pam Dixon 760-757-4762 – Mission San Luis Rey, Oceanside**  
**Benjamin Russel 760-473-9213 – Mission San Luis Rey, Oceanside**  
**Marianna Gandolfo 760-518-5817 – St. Francis of Assisi, Vista**  
**Richard Gandolfo 760-803-2411 - St. Francis of Assisi, Vista**

### **Ad Altare Dei**

**Elizabeth Russel 760-518-7971- St. Francis of Assisi, Vista**  
**Rosemary Calvo 760-510-1271- St. Francis of Assisi, Vista**  
**Ernesto Fermin 760-599-1020 – St. Thomas Moore, Oceanside/ St. Francis of Assisi, Vista**  
**Frank Brophy 760-724-2125– Mission San Luis Rey, Oceanside**  
**Pam Dixon 760-757-4762 – Mission San Luis Rey, Oceanside**

### **Pope Pius XII**

**Tony Kyamko-Yap 760-726-4035 – St. Francis of Assisi, Vista**





# scouting safari

ON SAFARI ADVENTURE THROUGH SCOUTING!

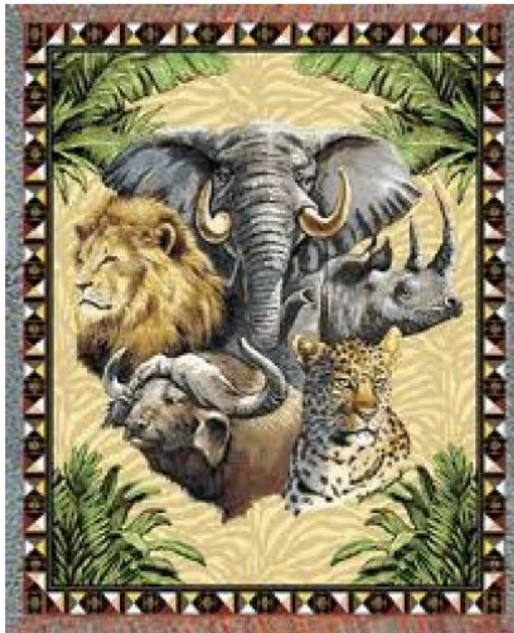


cub crafts  
campfires

songs, skits  
run-ons

Round-ups  
recruitment

denleaders  
beyond the basics



Ceremonies  
whittling

cub scout  
science

cubmaster for  
dummies  
edible crafts

San Diego imperial council

POW WOW 2011

Horizon Christian Academy

5331 Mt. Alifian Dr. San Diego, CA 92111

October 15, 2011

8:00am to 4:30pm

Cost of \$25.00

Register by October 8, 2011

Register online at <http://www.sdicsa.org>

Pow Wow is an annual event for Cub Scout Leaders to renew knowledge, learn current policies, and share experiences in Scouting. All Cub Scouting adults are invited and encouraged to attend. There will be something for everyone at this, the biggest Cub Scout training event of the year!

**There will be FIVE - 55min. classes with one hour lunch period, with short opening and closing.**

- **Date:** October 15th, 2011
- **Attire:** Scout uniform of your position in Scouting.
- **Location:** [Horizon Christian Academy High, 5331 Mt. Alifan Dr. San Diego, CA 92111](#)
- **Tuition:** \$25  
You may register the day of the event, but we cannot guarantee class selection due to first come, first serve.

#### **What will you receive?**

Five fun filled exciting classes.

- A 2011 Pow Wow CD
- Your attendance at Pow Wow satisfies training requirements for all Cub Scout Leader Awards.
- Great information from local businesses and organizations.
- Lunch will be provided

#### **What Should I Bring?**

- Wear your Cub Scout uniform!
- Bring a notepad, pen, and tote bag
- Bring a camera (to capture some of the great ideas on display)
- Some classes will be outside, so please dress accordingly.
- Enthusiasm and Scout Spirit!
- Bring a Camp Chair so you have a seat at lunch!
- Money for Scout Shop.

\* Please note that POW WOW training is a day for Adult Training Only. There are no provisions made for youth of any age. Please make your own child care arrangements for the day. Thank you.

\*\* No Smoking is allowed on the premises.

**Register at <http://www.sdicbsa.org>  
Follow the link to Pow Wow 2011 and register online.**  
Any questions please contact Scout Office.

**Review the course list below and use the corresponding number online to register for your 5 classes and two alternatives.**

**Classes will fill fast! Register now!**

### **COURSES OFFERED**

**Corresponding number below with class selection online during registration.**

- 1. Neckerchief Slides** – Send your Cubs home with unique slides. Slides are great way to express you and your den.
- 2. Cub Crafts** - Introduction to creating and where to find craft ideas.
- 3. Songs, Skits and Run-ons**– How to make every occasion special. You will wonder how you ever lived without them!
- 4. Knots for Cub Scouts** – All tied up in knots? Learn skills to teach the required knots for Wolf, Bear, and Webelos advancement.
- 5. Conservation Education & Projects**– Take your boys out of the meeting room. Learn the Outdoor Code and sources for conservation projects. Teach the boys about conservation. Learn how to earn the World Conservation award.

**6. Whittling** – Learn how to teach scouts safe use of a knife and to use tools safely and how to teach the whittling chip card.

**7. Compass, Maps and Orienteering** – Can you read a map? How do you use a compass to find out where you are? Learn how to navigate using a map and compass. Learn skills to be shared with your den.

**8. Games** – Learn to play like a kid. Simple, safe, and fun.

**9. Roundups and Recruitment** – Learn how to have a successful roundup gaining new cubs and adults!

**10. Ceremonies** - Make your ceremonies memorable and the boys wanting more.

**11. Programs/Themes with PIZZAZ** – Find out how to spice up your meetings!

**12. How to Throw a Great Blue and Gold** - Learn to put on a memorable Blue and Gold Ceremony. This class covers planning, organizing and presentation.

**13. Pinewood Derby Races** - Helpful pointers on running a successful Pinewood Derby Race, one of the highlights of the Cub Scout Year.

**14. Webelos Activity Badges** –Don't think too hard. This class makes leading Webelos easy and fun.

**15. Cub Scout Science** - Cubs love to experiment! Tips on how to focus their inquisitive minds on productive science projects.

**16. Intro. To Geocaching** - What are these treasure hunting games? Learn the basics of orienteering and how to incorporate puzzle solving and hiking.

**17. Leave No Trace: Front Country** - Leave No Trace applies in a backyard or local park (frontcountry) as much as it does in the wilderness (backcountry).

**18. Religious Emblems** - Learn to encourage members to grow stronger in their faith. Religious groups have developed a great program and we want to share with you how.

**19. How to use your Den Chiefs** - Tap into that wonderful rare resource of Den Chiefs and just how to work with them.

**20. Indian Lore Crafts** - Class to make all those great Indian crafts and how to include into your ceremonies and what resources are out there.

**21. Camp Cooking** - Dutch ovens and more that will help you on those Pack outings.

**22. Webelos to Boy Scout Transition** - What can you expect when you join a Troop? What do Boy Scouts do and how is it different from Cub Scouting? Have all of your questions answered here!

**23. Como Hacerlo** - Un taller para los líderes Cub Scout de los packs o dens hispanohablantes en busca de ayuda con:

-como buscar y tener éxito en las necesidades de formación de Scouting

-las ideas para eventos y actividades "espectaculares," y

-herramientas para ganar con sus Cub Scouts. **Conducted in Spanish.**

**24. Pack Committee** - Ideas on how to run a Pack Committee and how work with the Pack Leaders.

**25. Belt Loops and Pins:** Come and learn what belt loops and patches are available!

**26. Den Leaders beyond the Basics** - Den Leaders will get tips beyond those given in basic training on how to further develop den meetings and implement fun & exciting programs.

**27. Edible Crafts** - Learn how to create fun and exciting programs with Cub Scouts in your kitchen

**28. Cubmaster for Dummies** - Learn the tricks of the trade and how to be an efficient and effective Cubmaster.

**29. Cub Scouting ONLINE** - MyScouting, tour permits, internet advancement, BeAScout and all other online resources out there to help your Pack.

**This year promises to be a great event, don't miss out!**

2012



# WOOD BADGE

SAVE THE DATE

Wood Badge focuses on the teaching of contemporary concepts in Leadership, such as team building, leading change, improving communication, and working with a diversified volunteer team. It is designed to provide a foundation of leadership skills that will apply not only to your position in Scouting, but in your personal life!

## **Why Should I take Wood Badge Training?**

Many Scouters consider Wood Badge to be a peak experience in their Scouting Career. You develop a broader view into the spirit of the global Scouting family. Wood Badge training is an interrelated movement based on providing value-based, age-appropriate programs for youth around the world.

## **Wood Badge Course W6-49-12-1 (2 Weekends at MSR)**

May 18-20 and June 8-10, 2012 (BOTH Weekends are required)

Contact Course Director Brian Ruark at [bruark@san.rt.com](mailto:bruark@san.rt.com)

858-578-1146 (H) or 858-335-6198 (C)

## **Wood Badge Course W6-49-12-2 (Weeklong at MSR)**

September 17-22, 2012

Contact Course Director Rich Woolever at [rswoolever@gmail.com](mailto:rswoolever@gmail.com)

619-549-6485 (C)

Online Registration will be available in August, 2011. Watch the Council web site at [www.sdicbsa.org](http://www.sdicbsa.org)



**Scouting's Journey to Excellence**  
2011 Pack Performance Recognition Program

Item Number	Objective	Bronze Level	Silver Level	Gold Level	Bronze Points	Silver Points	Gold Points
1	<b>Advancement:</b> Increase the percentage of Cub Scouts earning rank advancements.	Have 55% of Cub Scouts advance one rank or have a 2 percentage points increase.	Have 75% of Cub Scouts advance, or 55% advance and have a 2 percentage points increase.	Have 90% of Cub Scouts advance, or 75% advance and have a 2 percentage points increase.	100	200	400
2	<b>Retention:</b> Improve retention rate.	Retain and re-register 68% of eligible members or have a 2 percentage points increase.	Retain and re-register 75% of members, or retain and re-register 68% and have a 2 percentage points increase.	Retain and re-register 80% of members, or retain and re-register 75% and have a 2 percentage points increase.	100	200	400
3	<b>Building Cub Scouting:</b> Have an increase in membership or be larger than the average size pack.	Have a net gain of one member over last year, or have at least 19 members.	Increase youth members by 5%.	Increase youth members by 10%.	75	150	300
4	<b>Outdoor activities:</b> The pack has activities in the outdoors.	Have three outdoor activities during the year.	Have four outdoor activities during the year.	Have five outdoor activities during the year.	75	150	300
5	<b>Trained leadership:</b> Have a trained and engaged pack committee.	Have a Cubmaster and a committee with at least three members. All dens have leaders. The entire committee has completed <u>This Is Scouting, Fast Start, training, and Youth Protection training</u> or, if new, complete within three months of joining. Den or pack meetings have started by October 31.	Bronze level, plus all must have completed <u>Leader-Specific Training</u> or, if new, complete within six months of joining.	Silver level, plus pack participates in BALOO training and in OWLS training.	50	100	200
6	<b>Day/resident camp:</b> The pack participates in Cub Scout day camp or Cub Scout resident camp.	The pack participates in Cub Scout day camp or Cub Scout resident camp.	25% attend Cub Scout day camp or Cub Scout resident camp.	40% attend Cub Scout day camp or Cub Scout resident camp.	50	100	200
7	<b>Service projects:</b> The pack participates in service projects, with one benefitting your chartering organization. The projects and hours are entered on the Journey to Excellence website.	Participate in two service projects.	Participate in three service projects.	Participate in four service projects.	50	100	200
8	<b>Leadership planning:</b> Next year's leaders are identified early.	By May 31, the pack committee recruits/confirms pack and den leadership for the next year.	Earn the Bronze level, plus the pack holds its fall recruitment by September 30.	Earn the Bronze and Silver levels, plus every leadership position is filled by October 15.	50	100	200
9	<b>Webelos-to-Scout transition:</b> Have a Webelos-to-Scout transition plan with a troop or troops.	With a troop, hold two joint activities, one of which is a parent orientation and camp promotion meeting.	60% of Webelos register with a troop.	80% of Webelos register with a troop.	50	100	200
10	<b>Budget:</b> The pack has a budget that is continually reviewed by the committee and follows BSA policies relating to fundraising and fiscal management.	Have a written budget reviewed at committee meetings and that follows BSA policies.	Earn the Bronze level, plus Cub Scouts' ideas are used in the budget planning process.	Earn the Bronze and Silver levels, plus budget is completed by August 31 for the next program year.	25	50	100
11	<b>Pack and den meetings:</b> Packs and dens have regular meetings.	Hold nine pack meetings a year, with one meeting reviewing program plans and asking for parental involvement. Dens meet twice a month.	Meet the Bronze level plus, pack committee meets at least six times a year.	Meet the Bronze level plus, pack committee meets at least ten times a year.	25	50	100
12	<b>Reregister on-time</b>	Complete reregistration, obtain all signatures, and submit paperwork to the council office prior to the expiration of your charter.			25		
13	<b>Annual assessment:</b> Completion of this form.	Conduct an annual pack assessment using this form, and submit it completed and signed with the charter renewal forms.			25		

Points \_\_\_\_\_

To earn Bronze: Complete 10 of 13 requirements, plus earn 700 points (from Bronze, Silver, or Gold points list).  
 To earn Silver: Complete 10 of 13 requirements, plus earn 1,000 points (from Bronze, Silver, or Gold points list).  
 To earn Gold: Complete 10 of 13 requirements, plus earn 1,600 points (from Bronze, Silver, or Gold points list).

Total points \_\_\_\_\_

We certify on our honor as Scout leaders that these requirements have been completed. Pack # \_\_\_\_\_

Cubmaster \_\_\_\_\_ Committee chair \_\_\_\_\_

Commissioner \_\_\_\_\_ Level achieved \_\_\_\_\_ Did not achieve \_\_\_\_\_

This form should be turned in to the Scout service center with your charter renewal paperwork.



JOURNEY TO EXCELLENCE



## *Scouting's Journey to Excellence*

### *2011 Pack Performance Recognition Program*

Journey to Excellence, the new performance recognition program, 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. Below 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 each area, the pack may qualify by meeting a specific standard or by showing measured improvement.

1	Total number of Cub Scouts advancing at least one rank (Bobcat, Tiger, Wolf, Bear, Webelos, Arrow of Light) since your last charter renewal date (A), divided by total Tiger Cubs, Cub Scouts, and Webelos Scouts at the current charter renewal date (B). Total = A / B.
2	Number of youth members on this year's recharter (C) divided by the number of youth members on last year's recharter (D) plus any additional youth members (E) minus any transfer outs or age outs (F). Total = (C) / (D+E-F).
3	At charter renewal time, have an increase in the number of youth members over the number of youth members on the previous year's charter renewal.
4	The pack has activities in the outdoors, which could include outdoor pack meetings, hikes, pack campouts, parades, outdoor service projects, etc.
5	Have a pack committee. All CM, CA, MC, TL, DL, DA, WL, and WA (paid or multiple registration) have completed This Is Scouting, Fast Start training, and Youth Protection training or, if new, complete within three months of joining. Den or pack meetings have started by 10/31/2011.
6	Cub Scouts attend an in-council/out-of-council Cub Scout day camp and/or Cub Scout resident camp in 2011. Silver and Gold levels are total number of Cub Scouts attending (G) divided by total number of Cub Scouts registered as of 6/30/2011 (H). Total = G / H.
7	The pack participates in at least two 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.
8	The pack recruits or confirms the next year's leadership, including CM, DLs, and WLs, by 5/31/2011. The pack holds its fall recruitment event by 9/30/2011.
9	Hold at least two joint activities with a troop or troops, one of which is a new parent orientation and camp promotion meeting, and have graduating boys register with a troop. If pack has no Webelos Scouts, this requirement is met at the Bronze level.
10	The pack has a written 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, the pack treasurer's book, and any other publication that the council has developed for fundraising and fiscal management.
11	Have at least nine 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. All dens meet at least twice each month during the program year.
12	Complete the pack's charter renewal paperwork, including all required signatures, and submit completed forms to the council service center before the end of the charter year.
13	Complete this form, including all required signatures, and submit to the council service center with the charter renewal paperwork.

**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 13 individual criteria and then add those individual point scores to determine a composite score. Count only the highest point total achieved in any one requirement. Bronze level requires earning 10 of the 13 criteria plus 700 points, Silver level requires earning the Bronze level and 1,000 points, and Gold level requires earning the Bronze level and 1,600 points.

Performance measures already being considered for inclusion in the 2012 council performance recognition program will involve collecting feedback and improved scores on customer satisfaction surveys sent to parents, youth members, and charter partners.



**Scouting's Journey to Excellence**  
2011 Troop Performance Recognition Program

Item Number	Objective	Bronze Level	Silver Level	Gold Level	Bronze Points	Silver Points	Gold Points
1	<b>Advancement:</b> Increase the percentage of Boy Scouts earning rank advancements.	Have 55% of Boy Scouts advance one rank or have a 2 percentage points increase.	Have 60% of Boy Scouts advance, or 55% advance and have a 2 percentage points increase.	Have 65% of Boy Scouts advance, or 60% and have a 2 percentage points increase.	75	150	300
2	<b>Retention:</b> Improve retention rate.	Retain and re-register 76% of eligible members, or have a 2 percentage points increase.	Retain and re-register 80% of members, or retain and re-register 76% and have a 2 percentage points increase.	Retain and re-register 85% of members, or retain and re-register 80% and have a 2 percentage points increase.	75	150	300
3	<b>Building Boy Scouting:</b> Have an increase in membership or be larger than the average size troop.	Have a net gain of one member over last year, or have at least 14 members.	Increase youth members by 5%.	Increase youth members by 10%.	75	150	300
4	<b>Trained leadership:</b> Have a trained and engaged troop committee.	Have a Scoutmaster, an assistant Scoutmaster, and a committee with at least three members. The entire committee has completed <u>This Is Scouting</u> , <u>Fast Start</u> , <u>Training</u> , and <u>Youth Protection</u> training, or, if new leaders, within three months of joining.	Bronze level, plus all must have completed <u>Leader-Specific Training</u> , or, if new leaders, within six months of joining.	Silver level, plus hold youth officer elections and installation before November 15.	75	150	300
5	<b>Short-term camping:</b> The troop conducts short-term or weekend campouts throughout the year.	Conduct four short-term overnight campouts.	Conduct eight short-term overnight campouts.	Conduct ten short-term overnight campouts.	50	100	200
6	<b>Long-term camping:</b> The troop participates in a long-term camp.	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
7	<b>Patrol method:</b> The troop uses the patrol method.	The troop has patrols, and each has a patrol leader. There is an SPL if more than one patrol. The PLC meets four times a year. The troop holds patrol leader training.	PLC meets six times a year, including an annual planning meeting.	PLC meets ten times a year, including an annual planning meeting, and one Scout attends NYLT.	50	100	200
8	<b>Service projects:</b> The troop participates in service projects, with one benefitting your chartering organization. The projects and hours are entered on the Journey to Excellence website.	Participate in four service projects.	Participate in five service projects.	Participate in six service projects.	50	100	200
9	<b>Webelos-to-Scout transition:</b> Have a Webelos-to-Scout transition plan.	With a pack or Webelos den, hold two joint activities, one of which is a Webelos parent orientation and camp promotion meeting.	Recruit two Webelos Scouts.	Recruit five Webelos Scouts.	50	100	200
10	<b>Budget:</b> The troop has a budget that is continually reviewed by the committee and follows BSA policies relating to fundraising and fiscal management.	Have a written budget reviewed at committee meetings and that follows BSA policies.	Earn the Bronze level, plus Scouts participate in the budget planning process.	Earn the Bronze and Silver levels, plus budget is completed by August 31 for the next program year.	25	50	100
11	<b>Courts of honor/parents meetings:</b> Scouts are recognized for their badges at courts of honor.	Scouts are recognized for badges or cards at least twice a year at courts of honor, where troop plans are reviewed with parents.	Three courts of honor are held with families attending.	Four courts of honor are held with families attending.	25	50	100
12	<b>Reregister on-time</b>	Complete reregistration, obtain all signatures, and submit paperwork to the council office prior to the expiration of your charter.			50		
13	<b>Annual assessment:</b> Completion of this form.	Conduct an annual troop assessment using this form, and submit it completed and signed with the charter renewal forms.			50		

To earn Bronze: Complete 11 of 13 requirements, plus earn 700 points (from Bronze, Silver, or Gold points list).  
To earn Silver: Complete 11 of 13 requirements, plus earn 1,000 points (from Bronze, Silver, or Gold points list).  
To earn Gold: Complete 11 of 13 requirements, plus earn 1,600 points (from Bronze, Silver, or Gold points list).

We certify on our honor as Scout leaders that these requirements have been completed. Troop # \_\_\_\_\_

Scoutmaster \_\_\_\_\_ Committee chair \_\_\_\_\_

Commissioner \_\_\_\_\_ Level achieved \_\_\_\_\_ Did not achieve \_\_\_\_\_

This form should be turned in to the Scout service center with your charter renewal paperwork.



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

### ***2011 Troop Performance Recognition Program***

Journey to Excellence, the new performance recognition program, 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. Below 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 each area, the troop may qualify by meeting a specific standard or by showing measured improvement.

1	Total number of Boy Scouts advancing at least one rank (Tenderfoot, Second Class, First Class, Star, Life, Eagle) since your last charter renewal date (A), divided by total Boy Scouts/Varsity Scouts at the current charter renewal date (B). Total = A / B.
2	Number of youth members on this year's recharter (C) divided by the number of youth members on last year's recharter (D) plus any additional youth members (E) minus any transfer outs or age outs (F). Total = (C) / (D+E-F).
3	At charter renewal time, have an increase in the number of youth members over the number of youth members on the previous year's charter renewal.
4	Have a troop committee. All SM, SA, 10, and MC (paid or multiple registration) have completed This Is Scouting, Fast Start training, and Youth Protection training or, if new leaders, complete within three months of joining.
5	Conduct short-term (at least one overnight) campouts throughout the year.
6	Boy Scouts attend any in-council or out-of-council long-term summer camp (of at least three days and nights), high-adventure experience, jamboree, or serve on camp staff within the past year, divided by the Boy Scout membership on 6/30/2011.
7	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.
8	The troop participates in at least four 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	Hold at least two activities with a pack or Webelos den, one of which is a new parent orientation and camp promotion meeting, and recruit new Webelos Scouts into the troop.
10	The troop has a written 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, the troop treasurer's book, and any other publication that the council has developed for fundraising and fiscal management.
11	The troop holds at least two courts of honor, where parents are invited and Scouts are recognized for badges. The troop's program plans are reviewed with the parents.
12	Complete the troop's charter renewal paperwork, including all required signatures, and submit completed forms to the council service center before the end of the charter year.
13	Complete this form, including all required signatures, and submit to the council service center with the charter renewal paperwork.

**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 13 individual criteria and then add those individual point scores to determine a composite score. Count only the highest point total achieved in any one requirement. Bronze level requires earning 11 of the 13 criteria plus 700 points, Silver level requires earning the Bronze level and 1,000 points, and Gold level requires earning the Bronze level and 1,600 points.

Performance measures already being considered for inclusion in the 2012 council performance recognition program will involve collecting feedback and improved scores on customer satisfaction surveys sent to parents, youth members, and the charter partners.



JOURNEY TO EXCELLENCE

**Scouting's Journey to Excellence**  
2011 Crew Performance Recognition Program

Item Number	Objective	Bronze Level	Silver Level	Gold Level	Bronze Points	Silver Points	Gold Points
1	Activities: The crew has regular activities throughout the year reflecting the interests of the youth members.	Have carried out at least four activities.	Have carried out at least five activities.	Have carried out at least six activities.	100	200	400
2	Building Venturing: Have an increase in membership or be larger than the average size crew.	Have a net gain of one member over last year, or have at least six members.	Increase youth members by 5%.	Increase youth members by 10%.	75	150	300
3	Retention: Improve retention rate.	Retain and re-register 60% of eligible members or have a 2 percentage points increase.	Retain and re-register 70% of members, or retain and re-register 60% and have a 2 percentage points increase.	Retain and re-register 75% of members, or retain and re-register 70% and have a 2 percentage points increase.	75	150	300
4	Youth leadership: The crew has elected youth leaders who are leading the crew activities.	Have an elected president, vice president, secretary, and treasurer, and they are leading the activities of the crew.	50% of the youth participate in Introduction to Leadership Skills for Crews course.	70% of the youth participate in Introduction to Leadership Skills for Crews course.	75	150	300
5	Service projects: The crew participates in service projects, with one benefitting your chartering organization. The projects and hours are entered on the Journey to Excellence website.	Participate in two service projects.	Participate in three service projects.	Participate in four service projects.	75	150	300
6	Trained leadership: Have a trained and engaged crew committee.	Have an Advisor, an associate Advisor, and a committee with at least three members. The entire committee has completed <u>This Is Scouting</u> , <u>Fast Start Training</u> , and <u>Youth Protection Training</u> or, if new, complete within three months of joining.	Bronze level, plus all must have completed <u>Leader-Specific Training</u> . If new, complete within six months of joining.	Silver level, plus hold youth officer elections and installation before November 15.	75	150	300
7	Super activity: The crew participates in a super activity.	Participates in a super activity.	55% of youth attend a super activity.	75% of youth attend a super activity.	75	150	300
8	Parents meetings: The crew involves parents.	Hold at least two parent meetings where crew activities and plans are reviewed.	50% of families attend two parent meetings.	65% of families attend two parent meetings.	25	50	100
9	Budget: The crew has a budget and follows BSA policies relating to fundraising and fiscal management.	Have a written budget planned by the youth and committee, continually review the budget, and follow BSA policies.	Earn the Bronze level, plus the budget is completed by August 31 for the next program year.		25	50	
10	Re-register on-time	Complete reregistration, obtain all signatures, and submit paperwork to the council office prior to the expiration of your charter.			50		
11	Annual assessment: Completion of this form.	Conduct an annual crew assessment using this form, and submit it completed and signed with the charter renewal forms.			50		

Points \_\_\_\_\_

To earn Bronze: Complete 9 of 11 requirements, plus earn 700 points (from Bronze, Silver, or Gold points list).  
 To earn Silver: Complete 9 of 11 requirements, plus earn 1,000 points (from Bronze, Silver, or Gold points list).  
 To earn Gold: Complete 9 of 11 requirements, plus earn 1,600 points (from Bronze, Silver, or Gold points list).

Total points \_\_\_\_\_

We certify on our honor as Venturers and Venturing leaders that these requirements have been completed. Crew # \_\_\_\_\_

Crew president \_\_\_\_\_ Crew secretary \_\_\_\_\_

Advisor \_\_\_\_\_ Committee chair \_\_\_\_\_

Commissioner \_\_\_\_\_ Level achieved \_\_\_\_\_ Did not achieve \_\_\_\_\_

This form should be turned in to the Scout service center with your charter renewal paperwork.



JOURNEY TO EXCELLENCE



## *Scouting's Journey to Excellence*

### *2011 Crew Performance Recognition Program*

Journey to Excellence, the new performance recognition program, 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. Below 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. The crew youth leaders should take the lead in making this assessment. In each area, the crew may qualify by meeting a specific standard or by showing measured improvement.

1	The crew has regular activities (not including normal crew meetings).
2	At charter renewal time, have an increase in the number of youth members over the number of youth members on the previous year's charter renewal.
3	Number of youth members on this year's recharter (C) divided by the number of youth members on last year's recharter (D) plus any additional youth members (E) minus any transfer outs or age outs (F). Total = (C) / (D+E-F).
4	The crew has elected youth leaders as president, vice president, secretary, and treasurer who are leading the activities of the crew.
5	The crew participates in at least two 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.
6	Have a crew committee. All NL, NA, and MC (paid or multiple registration) have completed This Is Scouting, Fast Start training, and Youth Protection training, or new leaders complete them within three months of joining.
7	The crew participates in at least one super activity of at least three days and nights, divided by the number of Venturers on 6/30/2011.
8	Involve crew members' parents by having at least two parent meetings where crew activities and plans are reviewed and at least one parent from each family attends.
9	The crew has a written 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, the crew treasurer's book, and any other publication that the council has developed for fundraising and fiscal management.
10	Complete the crew's charter renewal paperwork, including all required signatures, and submit completed forms to the council service center before the end of the charter year.
11	Complete this form, including all required signatures, and submit to the council service center with the charter renewal paperwork.

**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 11 individual criteria and then add those individual point scores to determine a composite score. Count only the highest point total achieved in any one requirement. Bronze level requires earning 9 of the 11 criteria plus 700 points, Silver level requires earning the Bronze level and 1,000 points, and Gold level requires earning the Bronze level and 1,600 points.

Performance measures already being considered for inclusion in the 2012 council performance recognition program will involve collecting feedback and improved scores on customer satisfaction surveys sent to parents, youth members, and charter partners.



**Scouting's Journey to Excellence**  
2011 Ship Performance Recognition Program

Item Number	Objective	Bronze Level	Silver Level	Gold Level	Bronze Points	Silver Points	Gold Points
1	Activities: The ship has regular activities throughout the year reflecting the interests of the youth members.	Have carried out at least four activities.	Have carried out at least five activities.	Have carried out at least six activities.	100	200	400
2	Building Sea Scouts: Have an increase in membership or be larger than the average size ship.	Have a net gain of one member over last year, or have at least six members.	Increase youth members by 5%.	Increase youth members by 10%.	75	150	300
3	Retention: Improve retention rate.	Retain and re-register 60% of eligible members or have a 2 percentage points increase.	Retain and re-register 70% of members, or retain and re-register 60% and have a 2 percentage points increase.	Retain and re-register 75% of members, or retain and re-register 70% and have a 2 percentage points increase.	75	150	300
4	Youth leadership: The ship has elected youth leaders who are leading the ship activities.	Have an elected boatswain, boatswain's mate, yeoman, and purser, and they are leading the activities of the ship.	50% of the youth participate in Sea Scout quarterdeck training.	70% of youth participate in Sea Scout quarterdeck training.	75	150	300
5	Service projects: The ship participates in service projects, with one benefiting your chartering organization. The projects and hours are entered on the Journey to Excellence website.	Participate in two service projects.	Participate in three service projects.	Participate in four service projects.	75	150	300
6	Trained leadership: Have a trained and engaged ship committee.	Have a Skipper, a mate, and a committee with at least three members. The entire committee has completed <u>This Is Scouting</u> and <u>Youth Protection Training</u> or, if new, complete within three months of joining.	Bronze level, plus all must have completed <u>Sea Scout Adult Leader Basic Training</u> . If new, complete within six months of joining.	Silver level, plus hold youth officer elections and installation before November 15.	75	150	300
7	Super activity/Long Cruise: The ship participates in a super activity/long cruise.	Participates in a super activity/long cruise.	55% of youth attend a super activity/long cruise.	75% of youth attend a super activity/long cruise.	75	150	300
8	Parents meetings: The ship involves parents.	Hold at least two parent meetings where ship activities and plans are reviewed.	50% of families attend two parent meetings.	65% of families attend two parent meetings.	25	50	100
9	Budget: The ship has a budget and follows BSA policies relating to fundraising and fiscal management.	Have a written budget planned by the youth and committee, continually review the budget, and follow BSA policies.	Earn the Bronze level, plus the budget is completed by August 31 for the next program year.		25	50	
10	Reregister on-time	Complete reregistration, obtain all signatures, and submit paperwork to the council office prior to the expiration of your charter.			50		
11	Annual assessment: Completion of this form.	Conduct an annual ship assessment using this form, and submit it completed and signed with the charter renewal forms.			50		

To earn Bronze: Complete 9 of 11 requirements, plus earn 700 points (from Bronze, Silver, or Gold points list).

To earn Silver: Complete 9 of 11 requirements, plus earn 1,000 points (from Bronze, Silver, or Gold points list).

To earn Gold: Complete 9 of 11 requirements, plus earn 1,600 points (from Bronze, Silver, or Gold points list).

Points \_\_\_\_\_  
Total points \_\_\_\_\_

We certify on our honor as Venturers and Venturing leaders that these requirements have been completed.

Ship # \_\_\_\_\_

Ship Boatswain \_\_\_\_\_ Ship Yeoman \_\_\_\_\_

Skipper \_\_\_\_\_ Committee chair \_\_\_\_\_

Commissioner \_\_\_\_\_ Level achieved \_\_\_\_\_ Did not achieve \_\_\_\_\_

This form should be turned in to the Scout service center with your charter renewal paperwork.



JOURNEY TO EXCELLENCE

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

### ***2011 Ship Performance Recognition Program***

Journey to Excellence, the new performance recognition program, 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. Below 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. The ship youth leaders should take the lead in making this assessment. In each area, the ship may qualify by meeting a specific standard or by showing measured improvement.

1	The ship has regular activities (not including normal ship meetings).
2	At charter renewal time, have an increase in the number of youth members over the number of youth members on the previous year's charter renewal.
3	Number of youth members on this year's recharter (C) divided by the number of youth members on last year's recharter (D) plus any additional youth members (E) minus any transfer outs or age outs (F). Total = $(C) / (D+E-F)$ .
4	The ship has elected youth leaders as boatswain, boatswain's mate, yeoman, and purser who are leading the activities of the ship.
5	The ship participates in at least two 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.
6	Have a ship committee. All Skippers, mates, and members of committee (paid or multiple registration) have completed This Is Scouting and Youth Protection training, or new leaders complete them within three months of joining.
7	The ship participates in at least one super activity/long cruise of at least three days and nights, divided by the number of Sea Scouts on 6/30/2011.
8	Involve ship members' parents by having at least two parent meetings where ship activities and plans are reviewed and at least one parent from each family attends.
9	The ship has a written budget that is reviewed at all ship committee meetings, and the ship follows BSA policies relating to fundraising and fiscal management as found on the Unit Money-Earning Application form, the ship's purser's book, and any other publication that the council has developed for fundraising and fiscal management.
10	Complete the ship's charter renewal paperwork, including all required signatures, and submit completed forms to the council service center before the end of the charter year.
11	Complete this form, including all required signatures, and submit to the council service center with the charter renewal paperwork.

**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 11 individual criteria and then add those individual point scores to determine a composite score. Count only the highest point total achieved in any one requirement. Bronze level requires earning 9 of the 11 criteria plus 700 points, Silver level requires earning the Bronze level and 1,000 points, and Gold level requires earning the Bronze level and 1,600 points.

Performance measures already being considered for inclusion in the 2012 council performance recognition program will involve collecting feedback and improved scores on customer satisfaction surveys sent to parents, youth members, and charter partners.



**Scouting's Journey to Excellence**  
2011 Team Performance Recognition Program

Item Number	Objective	Bronze Level	Silver Level	Gold Level	Bronze Points	Silver Points	Gold Points
1	<b>Advancement:</b> Increase the percentage of Varsity Scouts earning rank advancements and Varsity awards.	Have 55% of Varsity Scouts advance one rank or earn the Varsity Letter or Varsity Denali award, or have a 2 percentage points increase.	Have 60% of Varsity Scouts advance one rank or earn the Varsity Letter or Varsity Denali award, or have 55% advance and have a 2 percentage points increase.	Have 65% of Varsity Scouts advance one rank or earn Varsity Letter or Varsity Denali award, or have 60% and have a 2 percentage points increase.	75	150	300
2	<b>Retention:</b> Improve retention rate.	Retain and re-register 76% of eligible members, or have a 2 percentage points increase.	Retain and re-register 80% of members, or retain and re-register 76% and have a 2 percentage points increase.	Retain and re-register 85% of members, or retain and re-register 80% and have a 2 percentage points increase.	75	150	300
3	<b>Building Varsity Scouting:</b> Have an increase in membership or be larger than the average size team.	Have a net gain of one member over last year, or have at least 14 members.	Increase youth members by 5%.	Increase youth members by 10%.	75	150	300
4	<b>Trained leadership:</b> Have a trained and engaged team committee and advisors.	Have a Coach, an assistant Coach, and a committee with at least three members. The entire committee has completed <u>This Is Scouting</u> , <u>Fast Start</u> , <u>training</u> , and <u>Youth Protection training</u> or, if new leaders, within three months of joining.	Bronze level, plus all leaders must have completed <u>Leader-Specific Training</u> or, if new leaders, within six months of joining.	Silver level, plus hold youth team leadership elections and installation before November 15.	75	150	300
5	<b>Five fields of emphasis:</b> The team conducts regular activities in the five fields of emphasis.	Conduct activities from three of the five fields of emphasis.	Conduct activities from four of the five fields of emphasis.	Conduct activities from all five fields of emphasis.	50	100	200
6	<b>Long-term high-adventure:</b> The team participates in at least one high-adventure activity.	The team participates in high-adventure activities.	60% of Scouts attend a high-adventure activity.	70% of Scouts attend a high-adventure activity.	50	100	200
7	<b>Team/squad method:</b> The team uses the team/squad method.	The team has squad and program managers, and each squad has a squad leader. There is a captain. The TLC meets four times a year. The team holds team leadership training.	TLC meets six times a year, including an annual planning meeting.	TLC meets ten times a year, including an annual planning meeting, and one Scout attends NYLT.	50	100	200
8	<b>Service projects:</b> The team participates in service activities, with one benefiting your chartering organization. The activities are entered on the Journey to Excellence website.	Participate in four service activities.	Participate in five service activities.	Participate in six service activities.	50	100	200
9	<b>Scout-to-Varsity transition:</b> Have a Scout-to-Varsity transition plan.	With a troop, hold two joint activities, one of which is a Varsity parent orientation and a Varsity Scout introduction.	Recruit two Boy Scouts.	Recruit five Boy Scouts.	50	100	200
10	<b>Budget:</b> The team has a budget that is continually reviewed by the committee and follows BSA policies relating to fundraising and fiscal management.	Have a written budget reviewed at committee meetings and that follows BSA policies.	Earn the Bronze level, plus Scouts participate in the budget planning process.	Earn the Bronze and Silver levels, plus have the budget completed by August 31 for the next program year.	25	50	100
11	<b>Courts of honor/parents meetings:</b> Varsity Scouts are recognized for their Varsity awards.	Scouts are recognized for awards at least twice a year at courts of honor, where team plans are reviewed with parents.	Three courts of honor are held with families attending.	Four courts of honor are held with families attending.	25	50	100
12	<b>Reregister on-time</b>	Complete reregistration, obtain all signatures, and submit paperwork to the council office prior to the expiration of your charter.			50		
13	<b>Annual assessment:</b> Completion of this form.	Conduct an annual team assessment using this form, and submit it completed and signed with the charter renewal forms.			50		

Points \_\_\_\_\_

To earn Bronze: Complete 11 of 13 requirements, plus earn 700 points (from Bronze, Silver, or Gold points list).  
 To earn Silver: Complete 11 of 13 requirements, plus earn 1,000 points (from Bronze, Silver, or Gold points list).  
 To earn Gold: Complete 11 of 13 requirements, plus earn 1,600 points (from Bronze, Silver, or Gold points list).

Total points \_\_\_\_\_

We certify on our honor as Varsity Scout leaders that these requirements have been completed. Team # \_\_\_\_\_

Team Coach \_\_\_\_\_ Committee chair \_\_\_\_\_

Commissioner \_\_\_\_\_ Level achieved \_\_\_\_\_ Did not achieve \_\_\_\_\_

This form should be turned in to the Scout service center with your charter renewal paperwork.





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

### **2011 Team Performance Recognition Program**

Journey to Excellence, the new performance recognition program, 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. Below 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 each area, the team may qualify by meeting a specific standard or by showing measured improvement.

1	Total Varsity Scouts earning awards (Varsity Letter and Denali) and Scout rank advancement (Tenderfoot, Second Class, First Class, Star, Life, Eagle) since your last charter renewal date (A), divided by total Varsity Scouts at the current charter renewal date (B). Total = A / B.
2	Number of youth members on this year's recharter (C), divided by the number of youth members on last year's recharter (D), plus any additional youth members (E), minus any transfer-outs or age-outs (F). Total = (C) / (D+E-F).
3	At charter renewal time, have an increase in the number of youth members over the number of youth members on the previous year's charter renewal.
4	Have a team committee. All VC, VA, and MC (paid or multiple registration) have completed This Is Scouting, Fast Start training, and Youth Protection training or, if new leaders, complete within three months of joining.
5	Conduct regular activities in the five fields of emphasis.
6	Varsity Scouts attend any in-council or out-of-council high adventure activity (of at least three days and nights), high-adventure experience, jamboree, or serve on camp staff within the past year, divided by the Varsity Scout membership on 6/30/2011.
7	The team is separated into squads and each squad has an elected squad leader. There is an elected team captain if the team has more than one squad. The TLC meets at least four times each year. The team holds leadership training each year.
8	The team participates in at least four service activities during the year and enters them on the Journey to Excellence website. The activities may be completed as joint activities with other organizations. At least one activity must benefit the chartered organization.
9	Hold at least two activities with a troop, one of which is a parent orientation to Varsity Scouting and high-adventure meeting, and recruit new Varsity Scouts from a Boy Scout troop into the team.
10	The team has a written budget that is reviewed at all team committee meetings, and the team follows BSA policies relating to fundraising and fiscal management as found on the Unit Money-Earning Application form, the team treasurer's book, and any other publication that the council has developed for fundraising and fiscal management.
11	The team holds at least two courts of honor, where parents are invited and Varsity Scouts are recognized for Varsity awards or rank advancements. The team's program plans are reviewed with the parents.
12	Complete the team's charter renewal paperwork, including all required signatures, and submit completed forms to the council service center before the end of the charter year.
13	Complete this form, including all required signatures, and submit to the council service center with the charter renewal paperwork.

**Scoring the team's performance:** To determine the team's performance level, you will use the above information to determine the points earned for each of the 13 individual criteria and then add those individual point scores to determine a composite score. Count only the highest point total achieved in any one requirement. Bronze level requires earning 11 of the 13 criteria plus 700 points, Silver level requires earning the Bronze level and 1,000 points, and Gold level requires earning the Bronze level and 1,600 points.

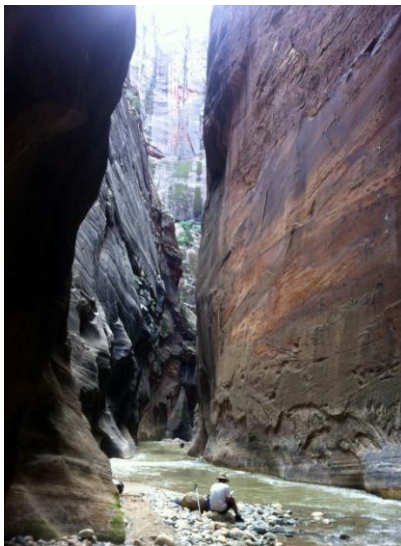
Performance measures already being considered for inclusion in the 2012 council performance recognition program will involve collecting feedback and improved scores on customer satisfaction surveys sent to parents, youth members, and the charter partners.



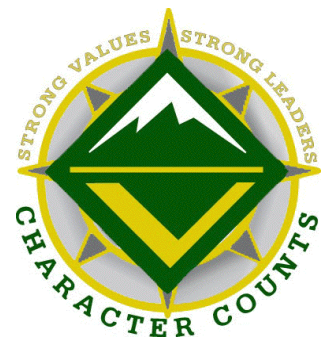
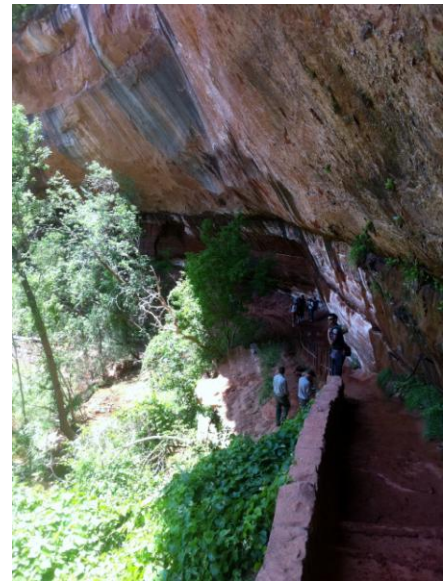
## Venturing Crew 702 Takes on Zion!

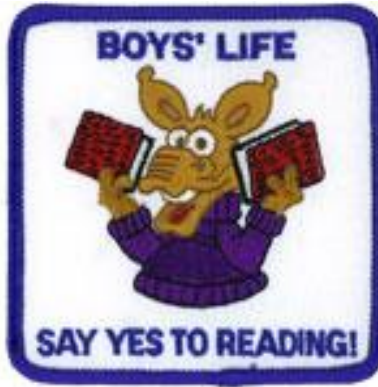
Look how much fun you can have in the Venturing Program! Crew Advisor Eric Gemmell led his group on a recent trip to Zion National Park and the Narrows. They report that many times during the trip the water was up to their waists. During a few points on their hike the water was over their heads and they had to swim with their backpacks on. It was quite an adventure. If you are interested in joining a Venturing Unit, contact Eric Gemmell at [reccos35@yahoo.com](mailto:reccos35@yahoo.com).

For more information on Zion National Park go to: <http://www.zionnational-park.com/zion-narrows.htm>









## 2011 Boys' Life Reading Contest

Scouts can enter a one-page (500 words or less) report titled "The Best Book I Read This Year" to the Boys Life Magazine. All that enter receive a patch. Prizes are awarded at different age levels with winners receiving a gift certificate good for merchandise in the Boy Scout official retail catalog. Entries must be received by 12/31/2011.

For more info go to:

<http://boyslife.org/home/1053/enter-the-boys-life-reading-contest/>

## K-12 Students – Your Chance to Win an IPAD!

Here is a cool opportunity for your scouts to win an IPAD! Submit poster entries to the Council Service Center (NOT to Heidi as listed in the flyer on the next page) by close of business October 10 and we will choose three for submission to the event organizers.

From Mary Bostwick  
BSA Activities & Civic Service Committee Chair  
(858) 349-6961





## Cybersecurity poster contest – 2011



### K-12 Students – WIN an Apple iPad!

The Securing Our eCity, Cybersecurity Poster Contest 2011 is a contest for K-12 students designed to help promote cybersecurity awareness and education in Southern California schools and youth organizations. We are offering students an opportunity to showcase their creative talents and submit posters that will be used in our local campaign throughout 2011-12. The topic categories to choose from for submission include:

- Socializing Online
- Sexting
- Cyberbullying
- Phishing
- File Sharing / Piracy
- Identity Theft

#### Submit your digital posters to:

- Heidi Schlageter, [heidis@sdcoe.net](mailto:heidis@sdcoe.net)
- Questions? Call Heidi on +1.858.292.3505

Entries must be submitted no later than midnight, Tuesday, October 11, 2011. Voting will be conducted by a panel of judges from the Securing Our eCity Education and Awareness Workgroups. Finalists will be notified no later than Tuesday, October 18, 2011. Winners will be honored at the Securing Our eCity Cybersecurity Symposium and Awards on Tuesday, October 25, 2011, during the evening Awards.

First place winner will receive an Apple iPad. The associated school's PTO or organization will receive a \$500 cash donation.

Contest details can be downloaded at: [www.securingourecity.org/2011Oct-reg-contest](http://www.securingourecity.org/2011Oct-reg-contest)

# Troop 712 Cleans the Creek!



Troop 712 participated in the 11<sup>th</sup> annual Buena Vista Creek Cleanup Saturday behind Kohl's, near the little known Oceanside waterfall.

in the photo:

front row left to right, Gregory, Quincy, Garrett, Caleb, Gavin, Connor

back row left to right, ASM New Scout patrol Darrin McPherson, Committee Adv chair Paul Peters, SPL Ethan, ASPL, Kevin, Sterling, Johnathan, ASM Program Martin Smith, and Scoutmaster Jon Studer



# Merit Badge Roundup

Saturday November 5th, 2011

LDS Church, 451 W. Bobier, Vista

The Counselors will be getting me their list of prerequisites as soon as possible, but many of the prerequisites are obvious and you can start to work on them right away if you want. You can go to [www.meritbadge.com](http://www.meritbadge.com) to look up the basic requirements for any badge you are interested in.

Scouts, please print out and bring with you the worksheets for the Merit Badges you intend to achieve. Please work on the prerequisites (to follow soon, or you can figure it out easily before then), fill out the worksheets, and know your stuff...Be Prepared. We will not have many worksheets available on the day of...except maybe for Railroading. If you do not come with your prerequisites filled out on your worksheets, you probably are not ready to pass off the merit badge.

## **Schedule:**

9-9:30 Counselors show up to set up their rooms

9-9:50 Scouts show up to sign up for Badges

9:55 Opening prayer in Gym

10:00-11:45 Session 1

11:45-12:15 Lunch

12:15-2:00 Session 2

\*it may be possible/probable that some scouts will still be passing off requirements and having their blue-cards signed by the counselors after 2pm.

## **Merit Badges Offered:**

1. First Aid - Bruce George (both sessions required)
2. Citizenship in the World - Bryce Hall
3. Camping - Craig Riddle
4. Computers - Eric Gemmell (morning session only unless many scouts want to take in afternoon)
5. Photography - Julie George (one session only?? TBD)
6. Railroading - Tim Baker - no prerequisites.

## **Looking for Merit Badge Counselors for the following:**

7. Music
8. Fingerprinting

If you would like more information or are a Merit Badge Counselor and would like to sign up, contact Jim Frederick at [jlfrederick@pestcontrollaw.com](mailto:jlfrederick@pestcontrollaw.com)



# National Outdoor Awards!



Do you enjoy camping under the stars, rafting a whitewater river, or hitting the trail afoot, on a bike, or even on a horse? Can you pitch a tent, find your way, and bandage an ankle using only materials in your pack? Are you prepared to do any of these in rain, snow, sleet, or heat? If so, the National Outdoor Awards are for you. There is nothing virtual about these awards—you can earn them only by demonstrating both knowledge and experience in the outdoors. So, if you are a Boy Scout or Varsity Scout and think you are tough and disciplined enough to hike or ride the miles, camp the nights, and run the rivers or lakes, then read on and see if the National Outdoor badges or possibly the National Medal for Outdoor Achievement could be for you!

## National Outdoor Badges for Camping, Hiking, Aquatics, Riding, and Adventure

Now when a Scout excels in outdoor participation, there are new awards to show for it! This program, conceived by the National Camping Task Force of the BSA®, includes a series of five badges designed to recognize a Boy Scout or Varsity Scout who has exemplary knowledge and experience in performing high-level outdoor activities.

The award consists of five emblem segments positioned around the perimeter of a beautiful center emblem. All are embroidered in full color. The segments represent five areas of emphasis: Riding, Hiking, Camping, Aquatics, and Adventure, with rigorous requirements to earn each segment. The center emblem features an outdoor scene with fleur-de-lis and the words "National Outdoor Awards".

For requirements and application for awards go to:

<http://www.scouting.org/scoutsource/BoyScouts/Youth/Awards/NOA.aspx>



## Congratulations to Our Newest Eagle Scouts!



**Tavish Smith, Crew 711**  
**Unit Leader: Craig Porter**



**Abram Venturi, Crew 716**  
**Unit Leader: Paul Jacinto**



**Kody Panacek, Crew 732**  
**Unit Leader: Marty Montgomery**





## **Life to Eagle Training**

Recently, our district held its Life to Eagle Training. This training is geared for Life Scouts that are ready to start working on their Eagle rank. It helps them learn the process, get their project started, and complete the Eagle workbook.

**Congratulations to the following scouts for completing the training:**

Christopher S. – Troop 709

Carlo A. – Troop 744

Kyle S. – Troop 744

Michael Z. – Troop 755

Kraig H. – Troop 788

### **District Life to Eagle Training**

### **LAST TRAINING OF 2011!**

**For Life Scouts, Parents, and Unit Leaders**

**Thursday, November 10, 2011, 7:00 pm**

All trainings are held at the Bobier LDS Stake Center, 451 West Bobier Drive, Vista, Ca 92083.

To ensure receiving training materials, you must RSVP to: [northcountyegles@hotmail.com](mailto:northcountyegles@hotmail.com)

Learn how to: Locate an Eagle Project Counselor, successfully complete the Eagle Scout Leadership Service Project Workbook and Eagle application, choose an appropriate project, and more!



# **Mark Your Calendar!**

## **2012 Eagle Dinner**

### **Tuesday-April 17, 2012**

#### **For the Eagle Class of 2011**

More details coming in early 2012. All Eagle Scouts that earned their Eagle Rank in 2011 are invited.