2017 JOURNEY TO EXCELLENCE INSIGHT REPORT

OA lodge name: **Takachsin**   Council: **Sagamore**   Section: **C-6A**

The Journey to Excellence (JTE) program encourages OA lodges to continuously improve. To assist lodge leaders in this process, the OA Strategic Performance subcommittee analyses all lodge-reported data and creates this "Insight Report" that provides detailed information on the performance of your lodge in a variety of areas. The data in this document were reported by your lodge using OA LodgeMaster application in December, 2017. The information and metrics in this report will help you identify strengths and recognize opportunites for improvements in the Order of the Arrow program in your council.

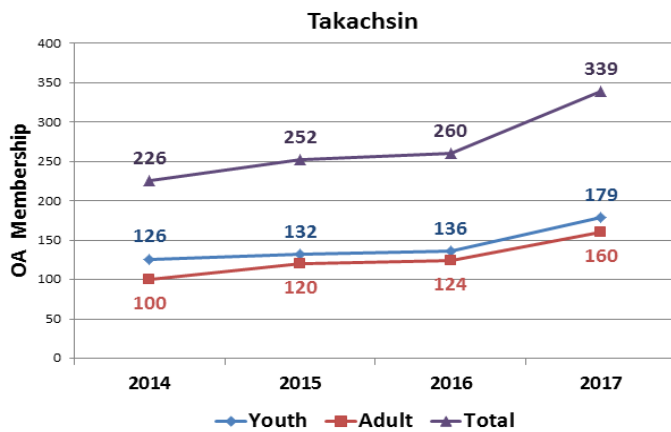Key metrics for specific focus in 2018:   **Unit Election Rate**   **Youth Induction Rate**   **Activation**

2017 JTE SUMMARY   Takachsin Lodge • Sagamore Council

2017 JTE Level Earned: Gold

2017 OA Membership

		Ordeal	**138**
Youth	**179**	Brotherhood	**144**
Adult	**160**	Vigil Honor	**57**
Total	**339**	*Total*	**339**

Takachsin

OA Membership chart 2014–2017:
- Youth: 2014 = 126, 2015 = 132, 2016 = 136, 2017 = 179
- Adult: 2014 = 100, 2015 = 120, 2016 = 124, 2017 = 160
- Total: 2014 = 226, 2015 = 252, 2016 = 260, 2017 = 339

Legend: ◆ Youth ■ Adult ▲ Total

Color Legend

Leading - Keep up the good work!
Pacing - Don't step off the gas!
Lagging - Step on the gas!
Challenging - Heavy focus for 2018
Possible data error

Unit Election Rate
2017   **77%**   Silver

Induction Rate
2017   **101%**   Gold

Youth Induction Rate
2017   **102%**

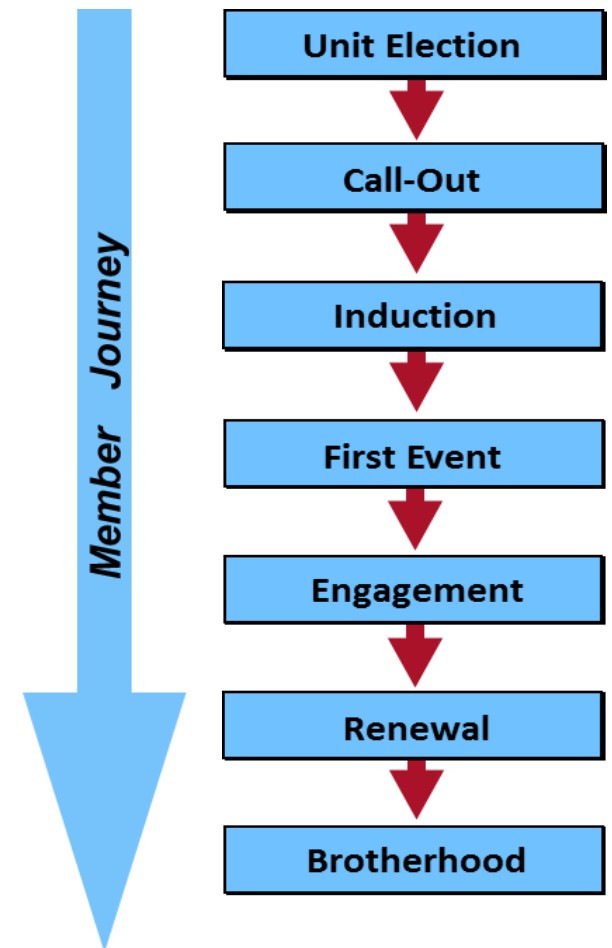**Average Event Participation**
2017   **95**

Participation Rate
2017   **28%**   Gold

Membership Retention
2017   **102%**   Gold

Youth Membership Retention
2017   **87%**

Brotherhood Completion
2017   **40%**   Silver

Youth Brotherhood Completion
2017   **43%**

Member Journey

- Unit Election
- Call-Out
- Induction
- First Event
- Engagement
- Renewal
- Brotherhood

Unit Elections

The Unit Election Rate measures the percentage of units in the council in which Order of the Arrow elections are held. The number of unit elections is divided by the number of units to determine the Unit Election Rate. The total number of units includes all Troops and Teams in the council regardless of the status of the unit or eligibility of unit members for an OA election. It may be useful to take a closer look at the various categories of units in the council and identify: 1) brand new units, 2) units that do not have eligible Scouts, 3) units whose program or format precludes the OA, 4) units that typically conduct OA elections, and finally 5) units with eligible Scouts that do not conduct OA elections.

Unit Elections	2014	2015	2016	2017
Units	77	50	62	60
Unit Elections	77	45	45	46

Unit Election Rate	2015	2016	2017
	90%	73%	77%

	Lodge	Section C-6A	Central Region	National Total
Election Rate	76.67%	60.28%	70.81%	49.20%
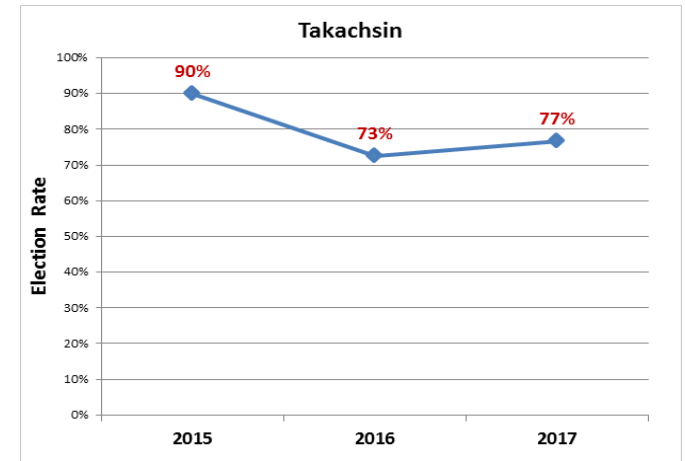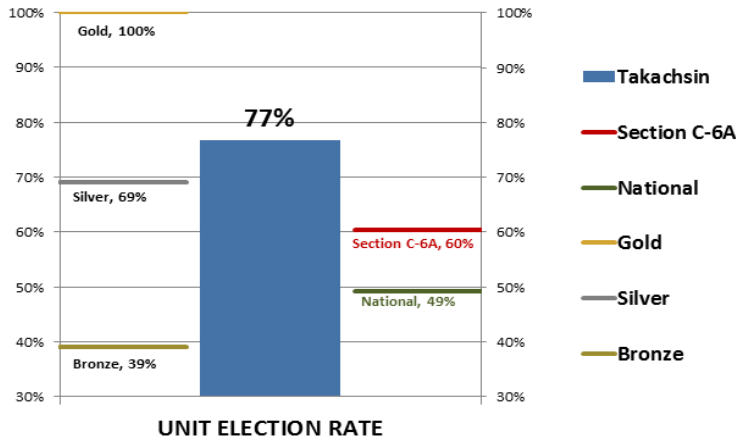
Notes: Beginning in 2016, the number of units in the council is imported into OA LodgeMaster from the national BSA database. The number of units shown for 2017 is the sum of the number of Troops and Teams reported by your council as of April 1, 2017.
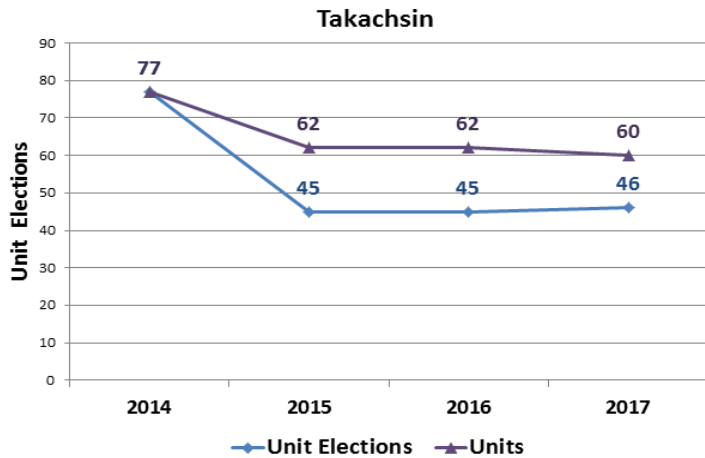
JTE Focus Areas

Use the color-coded boxes from page 1 to identify several focus areas for your lodge for 2018. Your section adviser is available for recommendations on how to implement changes for your lodge focus areas.

JTE Team:
jte@oa-bsa.org

JTE Guidebook:
http://www.oa-bsa.org/uploads/publications/jteguide-2016.pdf

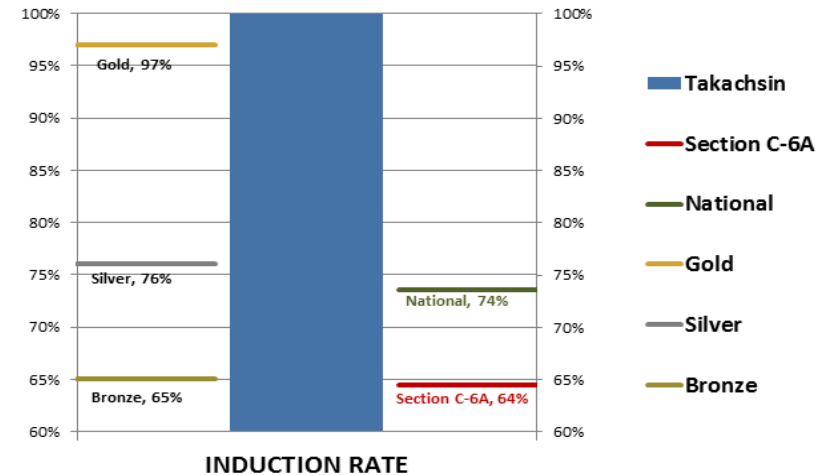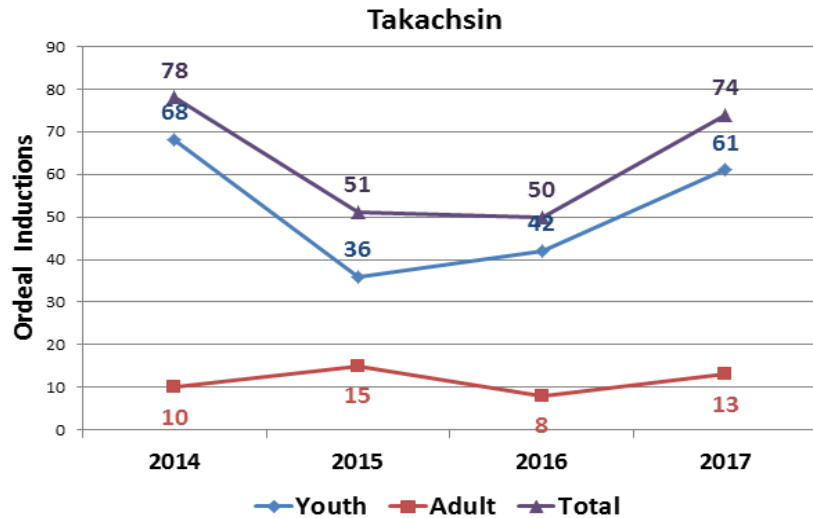| *JTE Level Earned:*	2014	2015	2016	2017	2018
	Gold	**Gold**	**Gold**	**Gold**	**?**

Induction Rate

The Induction Rate is a measure of how many Scouts who are elected to the OA actually attend the Ordeal. It may seem unlikely that a Scout who is elected to the Order of the Arrow would choose not to go through the Ordeal, but the number of these "no-shows" is quite significant and without question has a negative impact on our membership. Nationwide last year, more than 10,000 elected youth did not attend the Ordeal.

Youth Inductions

	2014	2015	2016	2017
Youth elected	76	27	45	60
Youth inducted	68	36	42	61
Youth "no shows"	8	0	3	-1

Induction Rate

	2015	2016	2017
	0%	93%	101%

Inductions

	2015	2016	2017
Youth	36	42	61
Adults	15	8	13
Total	51	50	74

	Lodge	Section C-6A	Central Region	National Total
Induction Rate	101.37%	64.48%	75.26%	73.55%
Youth Induction Rate	101.67%	63.68%	74.23%	72.34%
Adult Induction Rate	100.00%	70.40%	81.29%	81.34%
Youth "no shows"	(1)	336	2,836	10,683

Takachsin (chart: Ordeal Inductions by year — Youth, Adult, Total)

INDUCTION RATE (bar chart comparing Takachsin, Section C-6A, National, Gold, Silver, Bronze)

Notes: To accurately determine the Induction Rate, the total number of elected youth candidates must be recorded in OA LodgeMaster. If your lodge's induction rate is 100% or greater, it is likely that all elected youth candidates were not entered into OA LodgeMaster. Furthermore, if all elected candidates are not recorded, the total number of youth "no-shows" cannot be determined. To make tracking candidates easier, OA LodgeMaster provides a facility to import a list of elected candidates from a spreadsheet. This import process is not difficult.

Membership

Nationally, the Order of the Arrow membership has declined during each of the previous years 2014 - 2017 for both youth and adult membership. This section shows the detailed OA membership and the change in OA membership during the past four years.

OA Membership

	2014	2015	2016	2017
Youth < 18	126	114	115	139
Youth 18 to 20		18	21	40
Adult	100	120	124	160
Total	226	252	260	339

	Lodge	Section C-6A	Central Region	National Total
OA Membership Change 2016-2017	**30.38%**	3.27%	-1.59%	-3.43%

OA Membership Change 2016-2017				
Youth <18 Membership Change	**20.87%**	3.97%	-3.81%	-3.58%
Youth 18 to 20 Membership Change	**90.48%**	-1.08%	1.34%	-2.82%
Adult Membership Change	**29.03%**	3.48%	0.14%	-3.41%
Total OA Membership Change	**30.38%**	3.27%	-1.59%	-3.43%
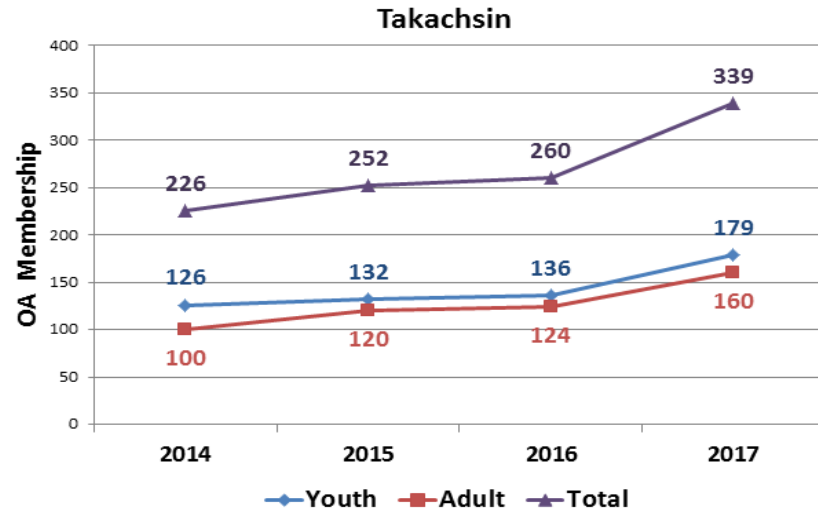
OA Membership Change 2015-2016				
Youth <18 Membership Change	**0.88%**	-12.40%	-7.71%	-6.20%
Youth 18 to 20 Membership Change	**16.67%**	-6.71%	-2.35%	-2.86%
Adult Membership Change	**3.33%**	-10.01%	-4.09%	-4.28%
Total OA Membership Change	**3.17%**	-10.88%	-5.65%	-5.06%

| *OA Membership Change 2014-2015*				
Youth <21 Membership Change	**4.76%**	-6.05%	-3.37%	-1.73%
Adult Membership Change	**20.00%**	-1.95%	-2.40%	-1.55%
Total OA Membership Change	**11.50%**	-4.41%	-2.96%	-1.66%

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Activation

A newly inducted Arrowman is "activated" when he attends his first OA event after completing the Ordeal. A new member's expectation of lodge program and the Ordeal experience itself should encourage an Arrowman to be "activated". A new member is more likely to attend an OA event if the Ordeal experience was positive and if the new member expects to have fun and fellowship at lodge programs. Activation measures the elapsed time from the induction of a new member until he attends his first Order of the Arrow lodge event. These data show that we must act quickly to "activate" a new member in the OA program, for if too much time elapses, the Arrowman may never become active in the lodge. Make a strong effort to encourage new Arrowmen is to become active in the lodge within the first 12 months after induction. If an arrowmen has not attended a lodge event within 18 months of induction, it is unlikely he will ever become an active participant in lodge program.

Membership Activation		
	2015	2016
1 - 5 months	**46%**	**45%**
6 - 11 months	**14%**	**31%**
12 - 17 months	**12%**	**4%**
18+ months	**8%**	
Total Activated	**80%**	**80%**
Never activated	**20%**	

Membership activation of 2015 inductions	Lodge	Section C-6A	Central Region	National Total
1 - 5 months	**46.0%**	7.0%	11.2%	15.2%
6 - 11 months	**14.0%**	2.7%	10.1%	8.8%
12 - 17 months	**12.0%**	7.2%	13.8%	10.3%
18+ months	**8.0%**	2.4%	2.9%	3.0%
Total Activated	**80.0%**	19.3%	38.0%	37.3%
Never activated	**20.0%**	80.7%	62.0%	62.7%
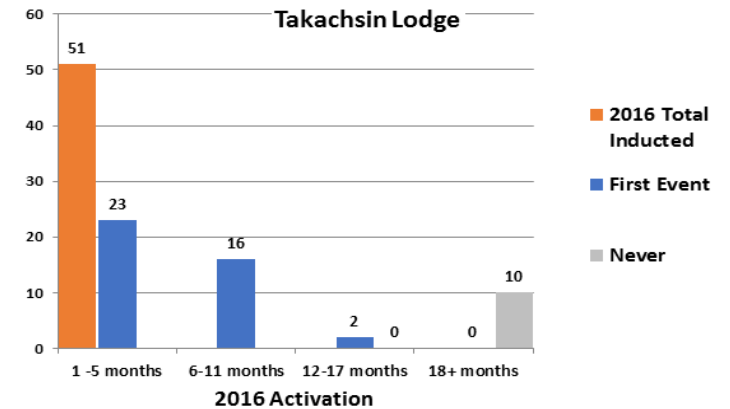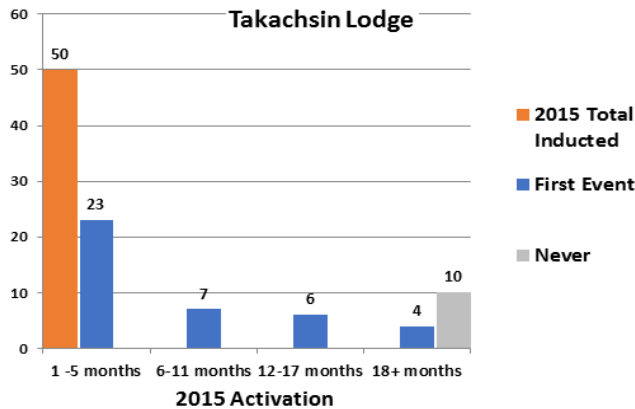
Notes: Activation data are calculated by analyzing event participation data recorded in the Event Manger module of OA LodgeMaster. If OA LodgeMaster is not used to track event attendance, these data are not accurate.

*Notes:*   This activation information was compiled in August, 2017.

Membership Retention

Membership retention measures the percentage of current, active OA members who return the following year and continue their active membership. Prior to 2017, the benchmark for the membership retention JTE requirement was based on total membership. This year, the benchmark is based only on youth membership retention.

Membership Retention

	2014	2015	2016	2017
Youth Retention	52%	76%	71%	87%
Adult Retention	100%	105%	97%	119%
Total	73%	89%	83%	102%

	Lodge	Section C-6A	Central Region	National Total
Membership Retention	**101.92%**	79.44%	77.89%	74.90%
Youth Membership Retention	**86.76%**	67.71%	66.90%	64.23%
Adult Membership Retention	**118.55%**	96.01%	92.51%	89.05%

Membership Retention = (2017 Total Mem. - 2017 Inductions) / 2016 Total Mem.
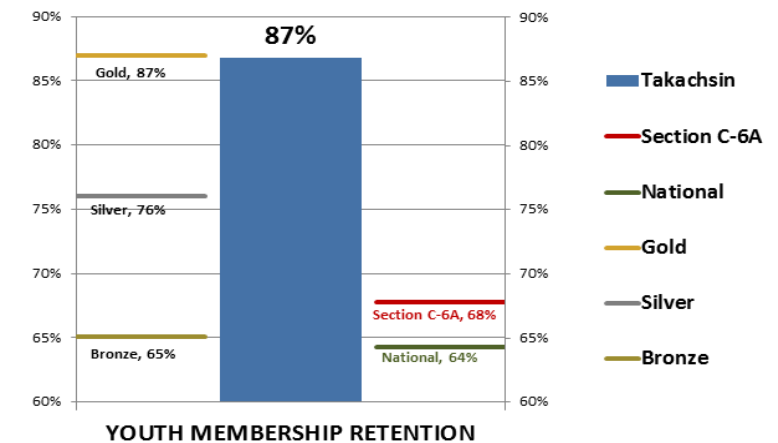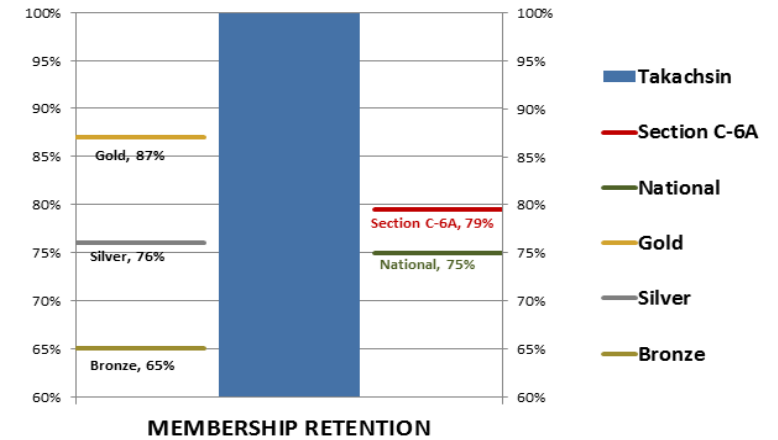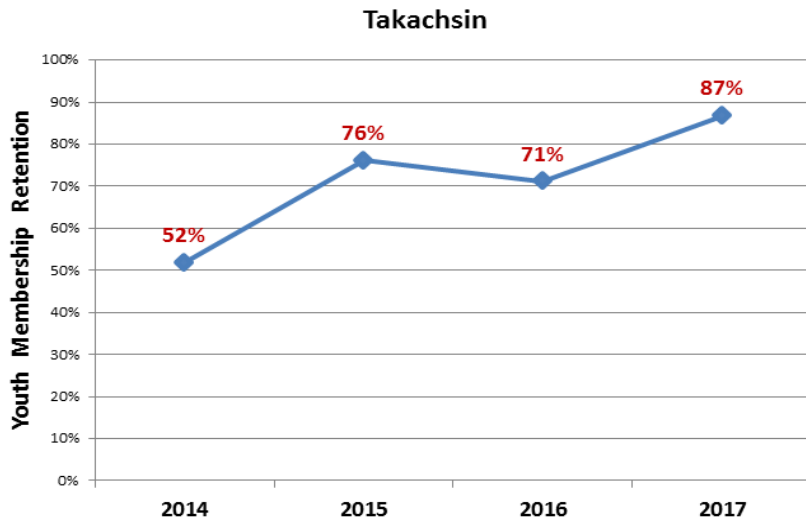
Notes: Gold, Silver, and Bronze benchmarks shown are from the total Membership Retention requirement.

Event Participation

The Event Participation metric measures how active the lodge membership is in participating in major, full-lodge events such as lodge fellowships. The average number of arrowmen in attendance the lodge-wide events is divided by the total membership to determine the event participation rate. Only full-lodge events are considered in this metric. Other OA events such as chapter events, service days, and special projects are important to the success of lodge but not yet included in this metric. A lodge identifies which events to include in the event participation metric by marking the events as "lodge-wide" events in OA LodgeMaster.
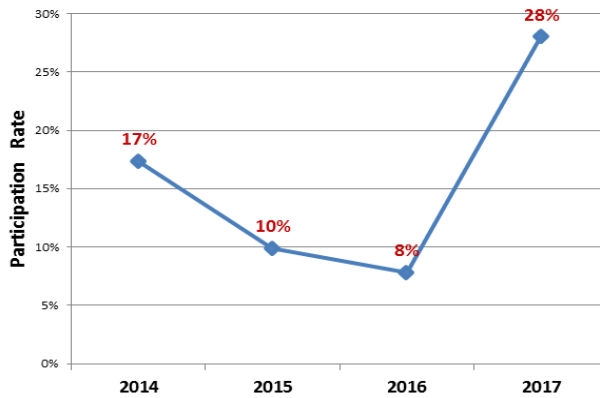
Average Event Participation

2015	2016	2017
24.9	20.3	95.0

Participation Rate

2015	2016	2017
10%	8%	28%

	Lodge	Section C-6A	Central Region	National Total
Participation Rate	**28.02%**	15.47%	19.38%	18.19%

Section Conclave Participation

2015	2016	2017
25	30	76

Percentage Attending Conclave

2015	2016	2017
10%	12%	58%
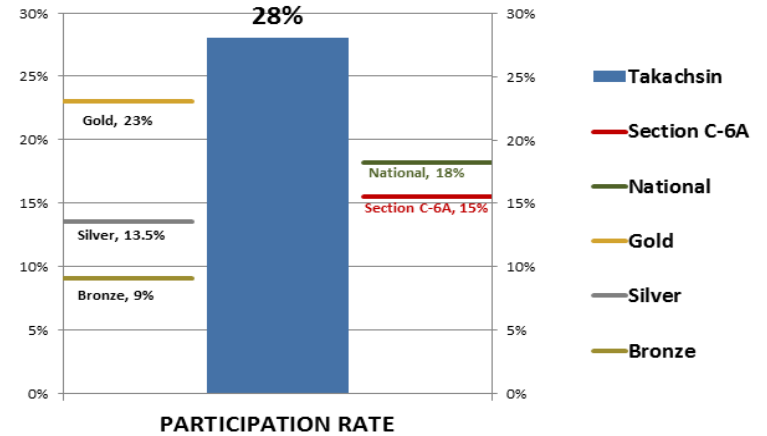
Notes: Beginning in 2016, conclave participation data are taken from the official Conclave Report submitted to the national office by the section chief at the conclusion of the conclave instead of the conclave participation data created and maintained by lodges in OA LodgeMaster. The Conclave Report more accurately tracks the attendance since some lodges do not use the Event Manager module of OA LodgeMaster.
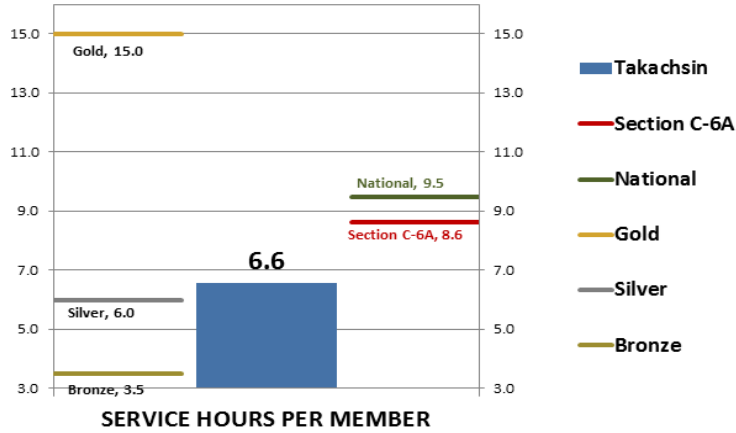
Service Projects

The total service hours reports the cummulative annual total of hours spent on Scout Executive approved service projects on council property and in the community. This total divided by the number of members in the lodge shows the average number of service hours performed by each member of the lodge.

Total Service Hours			Service Hours per Member		
2015	2016	2017	2015	2016	2017
2,699	2,470	2,221	10.7	9.5	6.6

	Lodge	Section C-6A	Region	National Total
Total Service Hours	2,221	25,289	341,483	1,407,520

	Lodge	Section C-6A	Region	National Total
Service Hours per Member	6.6	8.6	7.3	9.5

SERVICE HOURS PER MEMBER

Legend: Takachsin, Section C-6A, National, Gold, Silver, Bronze

Chart values: Gold, 15.0; National, 9.5; Section C-6A, 8.6; 6.6; Silver, 6.0; Bronze, 3.5

Notes: The total number of service hours is reported by lodges when submitting JTE data at the end of the year. The Event Manager module of Lodgemaster is not required to track service hours.

Brotherhood Completion

Brotherhood completion is the rate at which eligible Ordeal members seal their membership in the Order of the Arrow by completing Brotherhood membership. A Scout begins the induction sequence when he is elected to the OA and finishes this journey by achieving Brotherhood membership. This metric assumes that recently-inducted Ordeal members are not eligible for Brotherhood membership, and by doing so, this metric attempts to focus only on Ordeal members who are eligible for Brotherhood by not counting recently-inducted Ordeal members in the calculation.
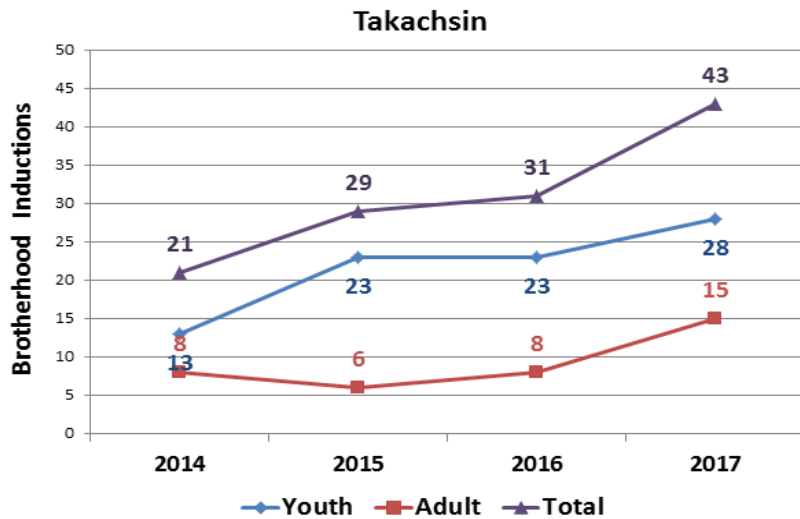
Brotherhood Inductions

	2014	2015	2016	2017
Youth	13	23	23	28
Adult	8	6	8	15
Total	21	29	31	43

	Lodge	Section C-6A	Central Region	National Total
Youth Brotherhood Conversion	43.08%	27.82%	31.54%	31.57%
Adult Brotherhood Conversion	35.71%	22.55%	19.58%	21.98%
Brotherhood Conversion	40.19%	26.06%	27.59%	28.53%

Brotherhood Completion Rate = 2017 Brotherhood inductions / (2017 Brotherhood inductions + 2017 Ordeal members - 2017 Ordeal inductions)

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BROTHERHOOD COMPLETION

Notes: The number of arrowmen who were eligible for Brotherhood membership but remained Ordeal members is calculated by taking the total number of Ordeal members at the end of the year and subtracting the total number of Ordeal inductions during the year.

Notes: Gold, Silver, and Bronze benchmarks shown are from the total Brotherhood Completion requirement.
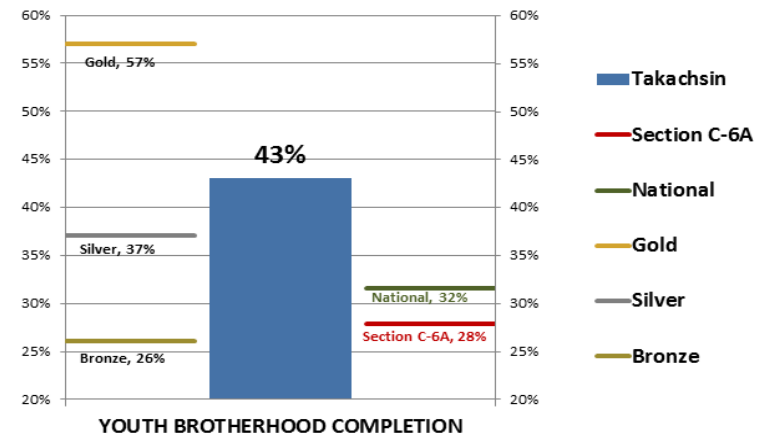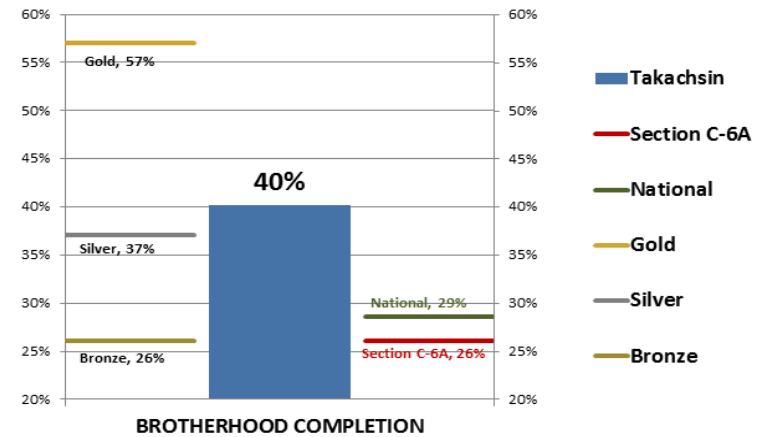
YOUTH BROTHERHOOD COMPLETION

Membership Distribution by Membership Type

Membership distribution helps a lodge understand where to focus growth efforts. Lodges with above average Brotherhood and Vigil memberships, for example, need to emphasize elections and new member retention. Lodges with above average Ordeal memberships need to focus on increasing Brotherhood conversion and improving lodge program to retain Brotherhood members. Membership distribution percentages shown are from your lodge's membership at the end of 2017.

Membership Distribution

	2014	2015	2016	2017			2014	2015	2016	2017
Youth < 18	} 126	114	115	139	Ordeal		114	109	104	138
Youth 18 to 20		18	21	40	Brotherhood		75	93	116	144
Adult	100	120	124	160	Vigil Honor		37	50	40	57

	Lodge	Section C-6A	Central Region	National Total
Youth <18	**59%**	71.3%	68.1%	70.3%
Youth 18 to 20	**12%**	6.2%	7.6%	7.2%
Adult	**29%**	22.5%	24.3%	22.5%
Ordeal	**41%**	49.3%	45.0%	46.1%
Brotherhood	**42%**	34.6%	38.6%	37.2%
Vigil Honor	**17%**	16.1%	16.3%	16.7%

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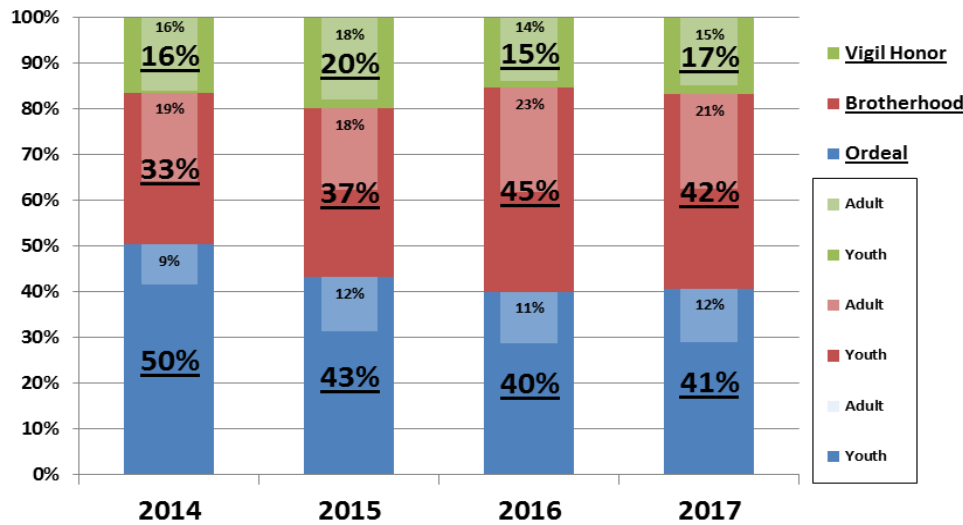
Notes: The breakdown of OA membership into youth (under 18) and young adult (18 to 20) is available beginning in 2015.
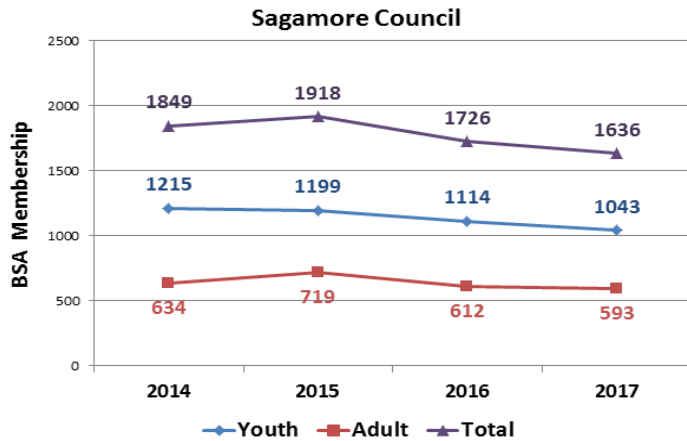
BSA Membership Change

Nationally, BSA youth membership has declined each of the past four years. This section shows the youth and adult BSA membership for your council for 2015 - 2017. Membership data is obtained from the BSA database on April 1 of each year. This section also displays a comparison of the change in BSA membership to the change in OA membership during each of the three preceeding years. The column titled "*Difference*" shows the difference between the change in OA membership and the change in BSA membership.

BSA Membership

	2015	2016	2017
BSA Youth < 18	1,199	1,114	1,043
BSA Adult ≥ 18	719	612	593
Total BSA	1,918	1,726	1,636

Sagamore Council chart: Youth, Adult, Total membership 2014-2017. Youth: 1215, 1199, 1114, 1043. Adult: 634, 719, 612, 593. Total: 1849, 1918, 1726, 1636.

Membership Change 2016-2017

	BSA	OA	Difference
Youth	-6%	32%	38%
Adult	-3%	29%	32%

Membership Change 2015-2016

	BSA	OA	Difference
Youth	-7%	3%	10%
Adult	-15%	3%	18%

Membership Change 2014-2015

	BSA	OA	Difference
Youth	-1%	5%	6%
Adult	13%	20%	7%

	Council	Section C-6A	Central Region	National Total
BSA Membership Change 2016-2017				
	-6.37%	-2.99%	-3.00%	1.79%
	-3.10%	-3.27%	-3.32%	-2.78%
BSA Membership Change 2015-2016				
	-7.09%	-4.40%	1.75%	-2.09%
	-14.88%	-12.47%	-4.28%	-9.35%
BSA Membership Change 2014-2015				
	-1.32%	-2.13%	-2.10%	-1.63%
	13.41%	7.62%	5.89%	4.06%

Notes: BSA adult membership includes only adults registered with Troops and Teams.

Notes: BSA youth membership change includes youth under 18. OA youth membership change includes youth under 21.

Density

Density is a metric that measures how many potential Arrowmen are registered members of the lodge. Youth density is the percentage of youth arrowmen (under 18) compared to the council's 2017 Boy Scout youth membership. A new metric this year, eligible density, focuses only on Scouts who have earned at least the First Class rank, permitting a lodge to better understand what portion of potentially eligible Scouts are OA members. A low eligible density percentage may result from a large number of Scouts who are not elected, who do not meet the camping requirement, who do not participate in the Ordeal, or whose OA membership has lapsed.

Council membership					*OA membership*				*Lodge*	*Section C-6A*	*Central Region*	*National Total*
	2015	*2016*	*2017*			*2016*	*2017*	Youth Density	**13.33%**	11.49%	13.57%	8.38%
Scouts < 18	**1199**	**1114**	**1043**		*OA Youth < 18*	**115**	**139**	Adult Density	**33.73%**	19.70%	25.87%	17.55%
Adults ≥ 18	**719**	**612**	**593**		*OA Adults ≥ 18*	**145**	**200**					
								Eligible Density	**45.57%**	39.40%	45.91%	29.79%
First Class & up		**376**	**305**					Total Density	**20.72%**	14.59%	18.29%	11.59%

Eligible density = OA youth < 18 / Scouts First Class and above
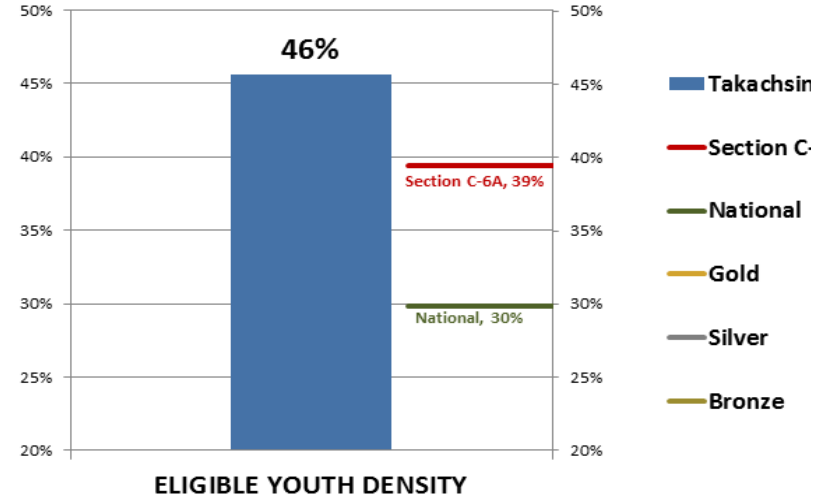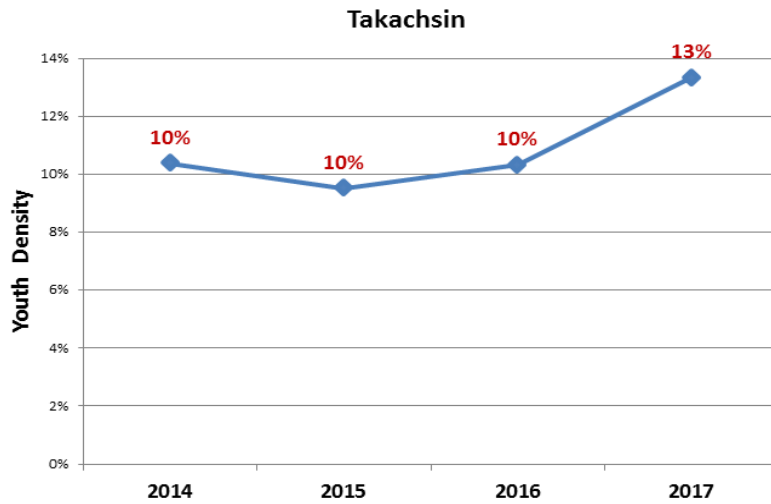
Lodge Dues

Most lodges are primarily funded through their dues structure. Lodgeswith dues significantly higher than average may wish to consider other methods to raise money.
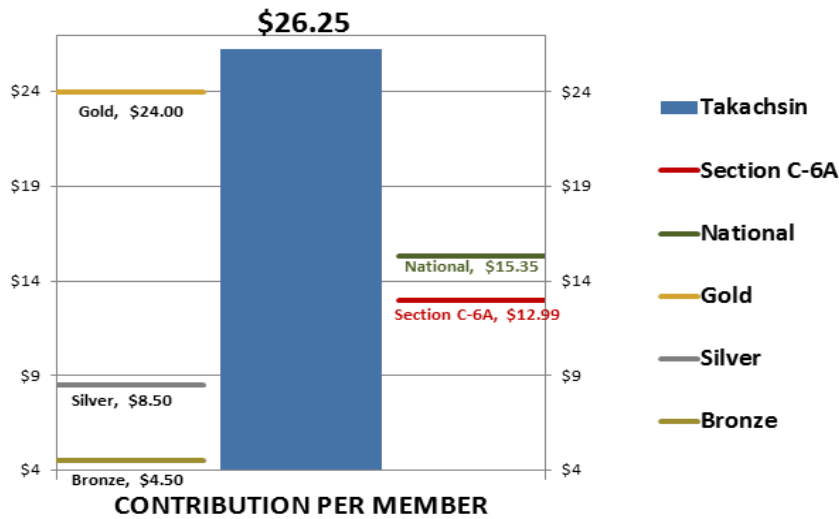
Ordeal Cost

The Ordeal cost represents the fee a candidate pays to attend the Ordeal. This cost typically includes a sash, new member materials, and dues for the current year. The Ordeal cost should be reasonable and not present a barrier to Ordeal attendance by a youth candidate.

Annual Lodge Dues				*Ordeal Cost*				*Lodge*	*Section C-6A*	*Central Region*	*National Average*
2015	*2016*	*2017*			*2016*	*2017*	*Dues*	$ 12.00	$ 14.50	$ 14.59	$ 14.02
Dues	$ 12.00	$ 12.00	$ 12.00	*Ordeal Cost*	$ 50.00	$ 50.00	*Ordeal Cost*	$ 50.00	$ 48.67	$ 41.82	$ 42.88

Direct Council Support

The lodge is an integral part of the council, and financial support is one of the many ways a lodge provides service to its local council. Several avenues exist to make these contributions including Friends of Scouting, the council endowment fund, cash donations, and contributions of material. Many lodges honor arrowmen each year with a James E. West Fellowship. The benchmark measures the total contribution on per member basis.

$26.25

CONTRIBUTION PER MEMBER

Takachsin
Section C-6A
National
Gold
Silver
Bronze

Gold, $24.00
National, $15.35
Section C-6A, $12.99
Silver, $8.50
Bronze, $4.50

	Lodge	*Section C-6A Average*	*Central Region Average*	*National Average*
Direct Council Support - 2017				
Friends of Scouting	$ -	$ 2,588	$ 2,261	$ 1,951
Cash Contributions	$ 900	$ 1,889	$ 2,404	$ 2,942
Material Contributions	$ 8,000	$ 1,707	$ 1,890	$ 2,637
Council Endowment Contr.	$ -	$ 167	$ 878	$ 892
Total support per member - 2017	$ 26.25	$ 15.10	$ 13.92	$ 17.42

	Lodge	*Section C-6A*	*Central Region*	*National Total*
Total support - 2017	$ 8,900	$ 38,101	$ 512,836	$ 2,282,672

	Lodge	*Section C-6A*	*Central Region*	*National Total*
Direct Council Support - 2016				
Friends of Scouting	$ 1,200	$ 2,350	$ 1,981	$ 2,176
Cash Contributions	$ -	$ 667	$ 2,840	$ 2,284
Material Contributions	$ -	$ 167	$ 1,552	$ 2,070
Council Endowment Contr.	$ -	$ 333	$ 726	$ 725
Total support per member - 2016	$ 4.62	$ 7.23	$ 11.72	$ 15.65

	Lodge	*Section C-6A*	*Central Region*	*National Total*
Total support - 2016	$ 1,200	$ 21,100	$ 489,817	$ 1,965,747