

POTENTIAL. IN BOOTS AND A BACKPACK.

BAY-LAKES COUNCIL 2012 ANNUAL REPORT



WHEN THE SPIRIT OF
ADVENTURE BECOMES YOU...

SERVICE
NEVER HALTS,
LEADERSHIP
ALWAYS GUIDES,
POSSIBILITY
COMES TO LIFE.

SCOUTING IS BELIEVING
IN SOMETHING BETTER.



SCOUTING SPIRIT

The Scouting Spirit Was Strong In 2012.

The merger with Hiawathaland Council was successful and without a doubt the highlight of 2012. We welcomed our neighbors in Michigan's Upper Peninsula to the Bay-Lakes Council, and are now even stronger. This endeavor provides many new opportunities to serve youth throughout our expanded community.

Bay-Lakes Council was again recognized as a GOLD council through the "Journey to Excellence" program. We have shown solid performance and continued progress with our Strategic Plan. And, great strides have been made in all six of our focus areas.

Fundraising again put us to the test. However, the council ended with a budget surplus and expanded many of its programs. Nearly \$60,000 of capital dollars were invested in our camps. Donations to our endowment fund will help ensure Scouting continues strong in perpetuity.

We focused a great amount of attention on Cub Scout and Boy Scout advancements in 2012. Both programs saw strong performances throughout the year. In fact, 311 Bay-Lake Council Boy Scouts earned the coveted Eagle Scout award during the 100th Anniversary of the first Eagle Scout Award. Their dedication to learning and engagement in service projects further led to a record number of community service hours.

Finally, we launched the "Voice of the Scout," our customer feedback program. We received a great deal of useful information from the responses, which will be used to structure our 2013 goals and initiatives.

Special thanks to all of the volunteer leaders who dedicate time and support to deliver this program to the youth at the unit, district, and council levels. We sincerely appreciate all they do to encourage and guide tomorrow's leaders.

Bill Braun
Council President

Warren Kraft
Council Commissioner

Mark Logemann
Scout Executive

GUIDING TODAY. INSPIRING TOMORROW.

Mission Statement

To instill in young people lifetime values and develop in them leadership skills and ethical character as expressed in the Scout Oath and Law.

Scout Oath

On my honor I will do my best to do my duty to God and my country and to obey the Scout Law; to help other people at all times; to keep myself physically strong, mentally awake, and morally straight.

Scout Law

A Scout is:

Trustworthy, Loyal, Helpful,
Friendly, Courteous, Kind,
Obedient, Cheerful, Thrifty,
Brave, Clean, Reverent.

ONCE AN EAGLE

A History As Rich As The Honor.

The inspiration for scouting achievement and recognition found roots in many places. In his 1908 book, *Scouting for Boys*, Robert S.S. Baden-Powell introduced badges for Scout achievement. It is believed that American naturalist Ernest Thompson Seton and his Red Indian Boy Scouts of America inspired Baden-Powell's awards.

The highest rank in U.S. Scouting was initially to be the Wolf Badge, which was based on the Silver Wolf Badge in Great Britain. However, no Wolf Badge was ever awarded. The emblem was changed before the 1911 *Handbook for Boys* made it to publication. While the handbook was under review, several leaders thought the highest award should recognize the American eagle.

By the time the handbook was published, the highest award in U.S. Scouting was given its current name – Eagle. The award was described as the “highest Scout merit badge.”

Eagle Scout is the highest rank attainable in the Boy Scouting program division of the Boy Scouts of America (BSA). Since it was first awarded to Arthur Rose Eldred on August 21, 1912, Eagle Scout has been earned by more than two million young men. The title of Eagle Scout is held for life giving rise to the phrase “**Once an Eagle, always an Eagle**”.

There are several criteria that a Scout must meet before he is awarded the title of Eagle. Current 2012 requirements include earning at least 21 merit badges, and demonstrating Scout Spirit, leadership, and service. The requirements also include an Eagle Scout Service Project where the Scout must further demonstrate service and leadership.

Eagle Scouts are recognized with a medal and badge that visibly recognizes the accomplishments of the Scout. Eagle Palms are recognition for completing additional tenure, leadership, and merit badge requirements.

The first *Handbook for Boys* showed a drawing of a medal with an eagle in flight on a ribbon as the award for an Eagle Scout. But, when Eldred received the first medal in 1912, it was similar to today's medal. The eagle's design and finish has been modified slightly over time.

In 1923, an Eagle Scout wore a cloth patch on his uniform shirt's left pocket, a miniature medal for his Smoky Bear hat, an Eagle Scout ring, as well as an Eagle medal.

CHANGING OF THE BADGE

In 1927, Eagle Palms were authorized for Eagle Scouts who continue to earn merit badges – a bronze palm for five more badges, gold for 10, and silver for 15.



Eagle Badge Timeline.

- 1912** 21 merit badges required, including First Aid, Athletics, Lifesaving, Personal Health, and Public Health. **New Eagle Scouts: 23**
- 1915** Cooking, Camping, Civics, Bird Study, Pathfinding, Physical Development, and Pioneering added to required list. **New Eagle Scouts: 96**
- 1920** **New Eagle Scouts: 629**
- 1927** **New Eagle Scouts: 5,713**
- 1932** **New Eagle Scouts: 9,225**
- 1950** Swimming, Citizenship, and Safety added to required list. **New Eagle Scouts: 9,813**
- 1963** Citizenship in the Community, Citizenship in the Nation, Nature, and Soil and Water Conservation added to required list. **New Eagle Scouts: 27,428**
- 1972** Requirement increased to 24 badges. Citizenship in the World, Communications, Emergency Preparedness or Lifesaving, Environmental Science, Personal Management, and Personal Fitness or Swimming or Sports added to list. **New Eagle Scouts: 29,089**
- 2000** Requirement reduced to 21 merit badges. Hiking or Swimming or Cycling, Camping, and Family Life added to list. **New Eagle Scouts: 40,029**

Developing Character And Enriching Our Communities With Eagle Scouts' Service Projects.

The requirements for an Eagle Scout have changed and expanded over time. The required number of merit badges has been adjusted, and some of the essential badges have come and gone. But, perhaps the most significant change has come in the form of a Scout's responsibility to his communities.

A Scout's "record of satisfactory service" with his troop was first added to the Eagle requirements in 1927. Several decades passed before the Scout's community role was defined for the Eagle rank. The 1952 statement added: "do your best to help in your home, school, church or synagogue, and community."

While these early statements vocalized expectations of an Eagle, another decade passed before the service project stipulation was officially added. Between 1965

and 1972 the service project evolved into what we know today. The Eagle must demonstrate his ability to "plan, develop, and carry out a service project, and give leadership to others."

Even before the service project requirement was added, a young man who earned Eagle Scout was widely recognized as someone special. The service project requirement reaffirmed the rank as an award for exceptional contributions in service and leadership. It has been an important factor in raising the public's perception of an individual Scout and the Scouting movement as a whole.



311 Bay-Lakes Council Scouts Were Awarded Eagle Badges In 2012. Here Are Some Of Their Completed Service Projects.

- Excavated and removed a 30-year-old town sign, and replaced it with a new stone sign base and metal face with computer graphics.
- Designed and built a dog obstacle course in Edgewater Park.
- Built and installed an ADA accessible dock on Cider Pond in the Purdy Nature Preserve.
- Built an exercise pen for the Oconto Area Humane Society.
- Extended a bridge 35 feet at Outagamie Conservation Club, added railings and lifted the whole bridge up one foot to avoid flooding.
- Scraped and repainted the interior and top of the lighthouse for the Ontonagon Historical Society.
- Produced a promotional tourism video for Gladstone city website.
- Built a WWII Veteran Memorial sign in Oostburg and conducted research to configure the list of 204 veterans.
- Designed and built a beach volleyball court for Young Men's Christian Association.
- Built 50 picnic tables and installed 25 fire rings for family campgrounds at Gov. Thompson State Park.
- Designed a floating bog observation platform and installed it at Moon Beach Methodist Camp.
- Created a donation drive to benefit homeless single women and their children.
- Constructed Frisbee Golf course at the Dundee Sportsman's Club.

ENGAGE. CONNECT. BUILD.



FROM AMBITION TO GOOD DEEDS

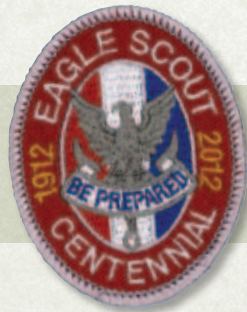
Brillion Troop Celebrates Six New Eagle Scouts In 2012.

Last year was an outstanding year for Brillion Boy Scout Troop 004 as six young men earned the Eagle honor. The entire troop and leaders have continued their focus on Scout advancement. And for a troop of 20 Scouts, this shows an incredible commitment to fellow members and the Scouting movement.

Eagle is the highest rank attainable in the Boy Scouting program of the Boy Scouts of America—an honor earned by two million Scouts since its introduction in 1911. The Eagle honor is held for life, which gave rise to the phrase “Once an Eagle, always an Eagle.” These six Scouts were welcomed into this network of old and new Eagles from around the nation and throughout history.

Each young man earned at least 21 merit badges and demonstrated Scout Spirit through the Boy Scout Oath and Law, service, and leadership. This includes an extensive service project that each Scout planned, organized, and managed.

Eagle Scouts are traditionally presented with a medal and badge that visibly recognizes his accomplishments. Since 2012 marked the 100th anniversary of the Eagle Scout rank, these Scouts received a special Centennial Eagle Scout patch.



Pictured from left to right: Isaac Nadler, Luke Nadler, Jacob Haen, Tyler Schultz, Brady Thiel, Silas Petrie

Isaac Nadler rebuilt the “Welcome to Brillion” signs on the north and east entrances to town that feature local volunteer organizations. Isaac is a junior at Brillion High School.

Luke Nadler built outdoor benches for use at West Haven assisted living center. Luke is a senior at Brillion High School.

Jacob Haen designed and built a system for controlling and storing the Endries Center lighting system. Jake is studying engineering at MSOE.

Tyler Schultz built an outdoor reflection area and fire ring at Brillion Community Church. Tyler is studying Culinary Arts at Fox Valley Technical College.

Brady Thiel repaired and refinished all the picnic tables at the Way-Mor Park pavilion. Brady is studying engineering at MSOE.

Silas Petrie replaced the flagpoles and built a memorial at the Brillion Lions football field. Silas is a senior at Brillion High School and accepted an athletic scholarship to attend UW-Milwaukee in the fall.

The Brillion Scouts’ service projects represent over 700 hours of volunteer work donated to the local community. At right is a list of the Brillion Eagles and their projects.



ADVENTURE TESTS. LEADERS INSPIRE. TOGETHER WE GROW.

Membership

Tiger Cubs & Cub Scouts - for boys in grades 1-5

Tiger Cubs and Cub Scouting is a family and home centered program. Cub Scouting encourages a boy to "Do Your Best." It is an active family program that develops character, teaches citizenship, and promotes fitness. It includes service projects, games, pinewood derbies, day camps, parent-son overnights, projects, ceremonies, and outdoor activities.

Boy Scouts - for boys in grades 6-12

The Boy Scout program is an American tradition that immediately follows Cub Scouting. Boy Scouting is an outdoor adventure program that develops character, leadership, citizenship, and fitness. Through the advancement program, a Scout progresses in rank, gaining additional knowledge and responsibilities. Boy Scouting includes learning new skills, summer camp, weekend campouts, leadership training, community service projects, hiking, and much more.

Venturing - for young adults ages 14-20

A challenging high-adventure program for young men and women designed to prepare them to become responsible and caring adults. Venturing programs are developed around six experience areas: Citizenship, Leadership, Fitness, Social, Outdoor, and Service. The program helps youth to pursue special interests in areas such as sports, arts, hobbies, youth ministry, Sea Scouting, and outdoor adventure.

Exploring - for young adults ages 14-20

Exploring is a career preparation program that helps young men and women try different vocational options before making a career decision. Exploring teaches leadership and problem-solving skills while giving teenagers hands-on career experience.

Advancement Summary

Boy Scout Ranks

| | |
|---------------|--------------|
| Tenderfoot | 630 |
| Second Class | 548 |
| First Class | 464 |
| Star | 378 |
| Life | 301 |
| Eagle | 311 |
| Total: | 2,632 |

Cub Scout Ranks

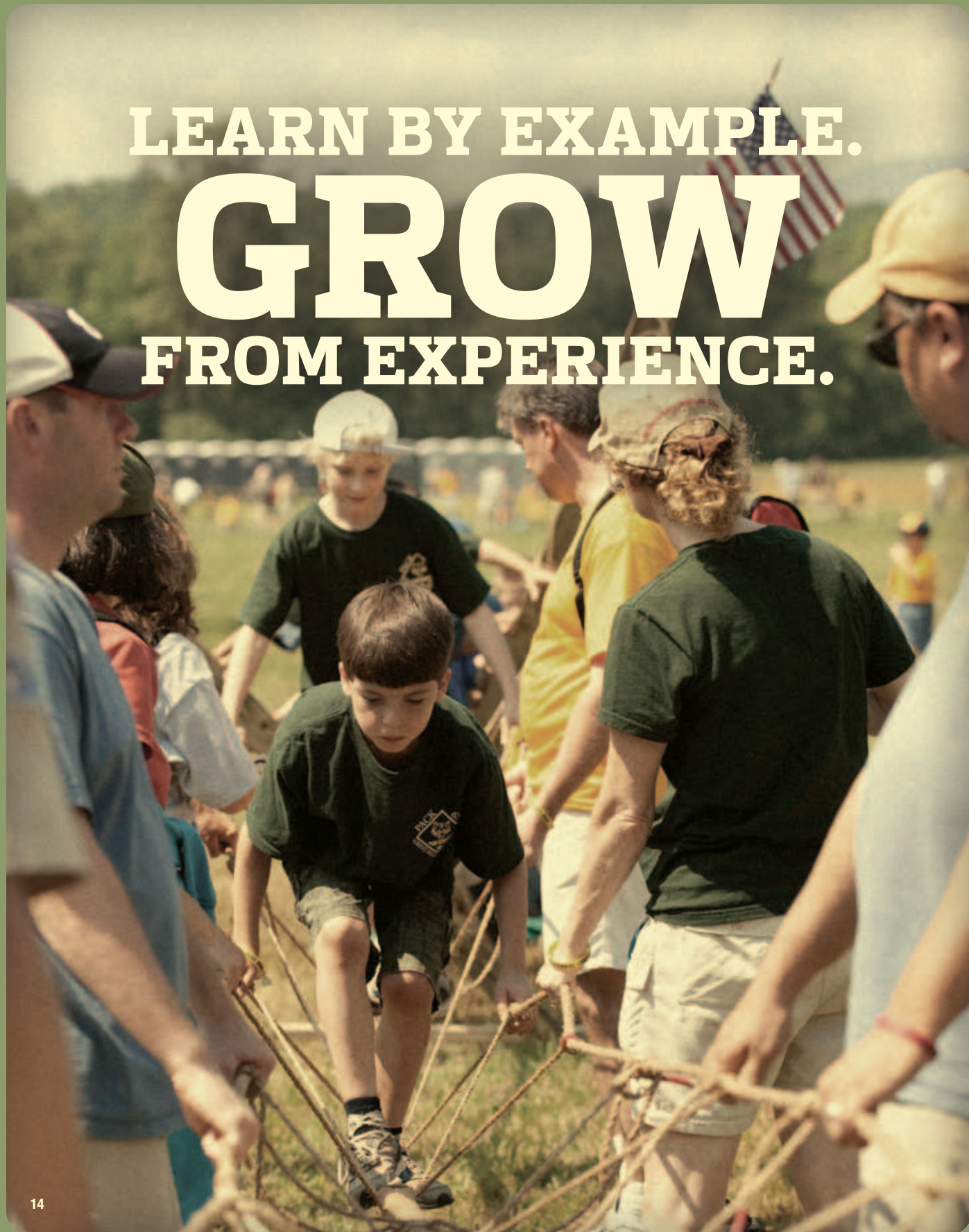
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|----------------|--------------|
| Tiger Cub | 1,154 |
| Bobcat | 1,900 |
| Wolf | 1,301 |
| Bear | 1,235 |
| Webelos | 1,001 |
| Arrow of Light | 858 |
| Total: | 7,449 |

Membership Overview - 24,652

| | | |
|-------------------|--------|-------------|
| Cub Scouts | 15,628 | Members |
| | 336 | Packs |
| Boy Scouts | 5,827 | Members |
| | 259 | Troop/Teams |
| Ventures | 1,435 | Members |
| | 81 | Crews |
| Explorers | 1,762 | Members |
| | 63 | Posts |

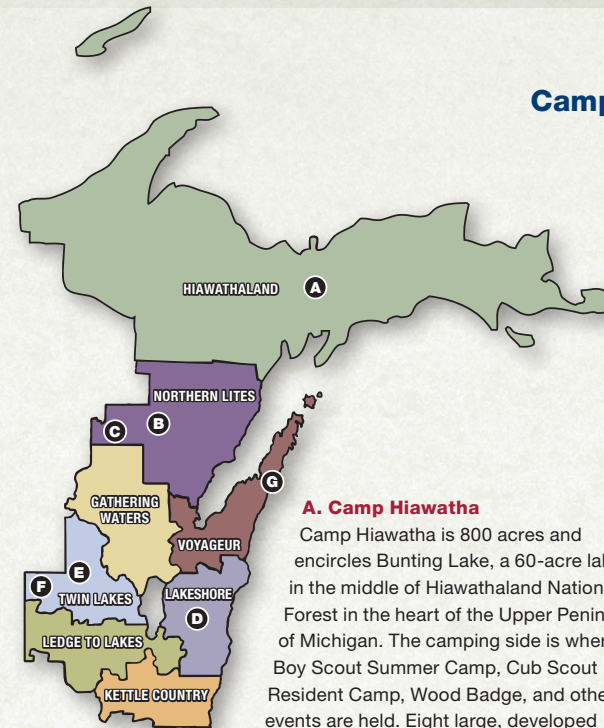


LEARN BY EXAMPLE. GROW FROM EXPERIENCE.



Camping Is Scouting's Outdoor Classroom.

Camping is the foundation of the Scouting experience and the place where the Scouting program truly comes alive. The Bay-Lakes Council's program and camp facilities continue to provide support to the activities of the Packs, Troops, and Crews. In 2012, nearly 10,000 youth and adult leaders enjoyed one of our camping programs.



A. Camp Hiawatha

Camp Hiawatha is 800 acres and encircles Bunting Lake, a 60-acre lake in the middle of Hiawathaland National Forest in the heart of the Upper Peninsula of Michigan. The camping side is where Boy Scout Summer Camp, Cub Scout Resident Camp, Wood Badge, and other events are held. Eight large, developed campsites are available, each with water supply, fire ring, flag pole, and 2-6 permanent cooking/dining shelters. A central shower house is also available. The Camp Service Building contains the leaders lounge and administration offices, quartermaster, commissary, and trading post. Adjacent to this is the parade field and the Doc Jewel Pavilion. The Health Lodge is located near the lake and provides 24-hour care staffed by medical professionals. Youth staff is housed nearby in recently built cabins. Safely tucked in the hills is the newly built shooting sports facility—thanks to the generosity of the U.P. Whitetails Association and the Weatherby Foundation.

The family side of Camp Hiawatha contains cabins for adult staff and cabins to rent, as well as a shower house. The closest towns are Chatham and Munising, Michigan. And the only noises that campers hear are the resident loons, whispering pines, and the laughter of Boy Scouts.

B. Bear Paw Scout Camp

Bear Paw Scout Camp consists of 325 acres of wilderness situated in the middle of Nicolet National Forest, which surrounds Bear Paw Lake near Mountain, Wisconsin. Campers have unlimited opportunities to hike, mountain bike, canoe, sail, swim, and enjoy nature at its finest. Additional programs offered are designed to help each Scout advance toward Eagle rank. The four winter camping facilities are filled to capacity during the winter season for snowshoe activities.

C. Gardner Dam Scout Camp

Gardner Dam Scout Camp consists of 400 acres of pristine nature along the banks of the Wild Wolf River in Langlade County. This camp features white water kayaking, a climbing tower, canoeing, 75 miles of mountain biking trails, and a special variable menu for patrol cooking to challenge all participants. Cross-country skiing is a very popular winter weekend activity. And college ecology classes often use the camp.

D. Cub Scout World, Camp Rokilio

Cub Scout World, Camp Rokilio is 213 beautiful acres of hilly terrain with tall timber located in the Kettle Moraine, seven miles east of Kiel, Wisconsin. The camp features five program theme buildings: Fort J.J. Keller, Gunderson Viking Båten, Knauf Space Station, Kohler Castle, and Oertle Train Station. The buildings are home to 15 sessions of Cub Scout resident camp from June through August, as well as weekend use by all units the remainder of the year. Cub Scout World, Camp Rokilio offers waterfront activities in Cedar Lake, BB guns and archery ranges, and a great natural bog conducive to nature hikes and environmental studies.

E. Twin Lakes Scout Camp

Camp Twin Lakes is located near Waupaca, Wisconsin with 425 acres of woods and meadowland. It has three lakes perfect for swimming, boating, canoeing, and fishing. During the spring, summer, and fall seasons, there are 16 sites for camping. The sites range from improved sites for group camping to leave-no-trace sites ideal for backpacking. Some of the campsites are family campsites for registered Scouters and family. Twin Lakes Scout Camp has many hiking trails both in camp and out of camp. There are ½ mile, 2 mile, 3 mile, or 5 mile nature trails. Out of camp trips can be 10 or 15 miles. Twin Lakes has three winter buildings that can be used for winter outings.

F. Maywood Wilderness

Camp Maywood Wilderness is located in Waushara County and covers over 200 acres. The site hosts numerous campsites, a barn with a heated meeting area, kitchen and bunkhouse, a private lake, hiking trails, geocaching, and a pavilion. Maywood Wilderness is mostly used for weekend camping to experience a simpler approach to camping.

G. Jax Camp

Jax Camp is a rustic wooded area located just northeast of Sturgeon Bay. There are several large open areas for camping, running well with drinking water, campfire ring, and picnic tables. The camp is located near great biking trails, State Parks, and all the Door Country attractions.

SCOUTING SHAPES CHARACTER.

Endowment

The Bay-Lakes Council endowment program helps to blend your visions with the needs and objectives of Scouting. One of the exciting things about an endowment gift is the bond and relationship that is created between the donor and the Council.

Learning from exemplary leaders, engaging programs, and timeless values, Scouts work to improve themselves and their communities.

For many, positive attitudes and attributes learned as a youth will continue throughout life. Today's Scouts will become tomorrow's leaders in trades and professions, business, education, government, and all walks of life.

Scouting can benefit every youth, family, and community in our council, but expanding the scope and vigor of Scouting's programs will require more financial resources. Encouraging gifts to the Bay-Lakes Council endowment fund is one of our priorities. It ensures that our council can continue to offer the outstanding programs we now have and also grow to meet the needs of our youth and community.



James E. West Fellowship

James E. West was the first Chief Scout Executive of the Boy Scouts of America, and he served in that position for more than three decades.

The West Fellowship Award is a gift to the Bay-Lakes Council's endowment fund. Donors may make cumulative gifts to reach Silver, Gold, and Diamond levels in cash or marketable securities. The gift must be in addition to, and not replace or diminish, the donor's annual Friends of Scouting support. Many individuals and corporations make these gifts either on behalf of someone else—such as in honor of an Eagle Scout, Silver Beaver recipient, a retirement, a special

accomplishment, anniversary, or in memory of a special individual. If an institution is truly "the lengthened shadow of one man," it is more than fitting that the Boy Scouts of America honor James E. West's significant contributions to Scouting in such a significant way.

- \$1,000+ Bronze Member Level
- \$5,000+ Silver Member Level
- \$10,000+ Gold Member Level
- \$15,000+ Diamond Member Level



Second Century Society

Outright gifts of \$25,000 or more payable over five years, or a deferred gift of \$100,000 or more distinguishes donors as Second Century Society members. These generous donations help support

the Bay-Lakes Council operating capital, or endowment fund. They can be in the form of cash, securities, land, or other property suitable for a council endowment fund or easily converted to cash.

There are four levels of recognition in the Second Century Society.

- \$25,000
- \$100,000
- \$500,000
- \$1,000,000

Donors making outright gifts of \$100,000 or more are designated as "Member with Distinction." Donors making deferred gifts of \$500,000 or more are designated as "Legacy Members." Members in these categories receive special recognition and opportunities provided by the BSA Foundation.



BETTER SCOUTING.

James E. West Fellowship Contributors

John Adler
 Tony & Shirley Agriesti**
 Joshua D Anderson
 Robert Anderson
 Michael J Anuta**
 Steve & Tammy Autore
 Mark Bachhuber
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 Donald W Yochem
 Vincent Zehren
 James (Jim) M Zillmer**
 Manly D Zillmer**

**Deceased

BETTER CITIZENSHIP.

KEEP THE SCOUTING SPIRIT ALIVE.

Financials for the Year 2012

Revenue

| | | |
|----------------------------------|----------------------|--------------------|
| Support | Friends of Scouting | \$745,988 |
| | United Way | \$244,049 |
| | Special Events | \$56,086 |
| | Other Direct | \$55,470 |
| | Foundations & Trusts | \$55,447 |
| | Project Sales | \$27,534 |
| Revenue | Camping & Activities | \$1,552,066 |
| | Investment Income | \$501,523 |
| | Product Sales | \$795,613 |
| | Sales of Supplies | \$2,057 |
| | Other Revenue | \$76,687 |
| Total Support and Revenue | | \$4,112,520 |

Expenses

| | |
|---|--------------------|
| Program Services (87.97%) | \$3,599,926 |
| Camp Operations | |
| District & Council Operations | |
| Scholarships | |
| Service Center | |
| Professional Services | |
| Service Fees | |
| Support Services | \$492,294 |
| Administrative (3.56%) | |
| Fundraising (8.47%) | |
| Total Expenses | \$4,092,220 |
| Increase in Unrestricted Operating Net Assets | \$20,300 |

Council Officers

William Braun
Council President

Warren Kraft
Council Commissioner

Mark Johannsen
Executive Vice President

Rod Goldhahn
Vice President District Operations

Joseph DiMartino
Vice President Program

Michael Ford
Vice President Membership

Dr. Frank Cummings
Vice President Strategic Planning

Terri Pauer
Vice President Development

Michael Weber
Vice President Property

Robert Lyle
Treasurer

Bruce Chudacoff
Legal Counsel

Anthony Gahn
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Jeffrey Hahn
Past President

Don Miller
Past President

Daniel Platkowski
Past President

Louis Milsted
Int'l Representative

Mark Logemann
Scout Executive

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Julie Bahr – Appleton

David Benton – White Lake

Helen Lord Burr – Oshkosh

Tom Cherrier – Neenah

Dan Closner – Marquette, MI

Christopher Cochrane – Oshkosh

Lucia Cronin – White Fish Bay

Eric Davidson – Appleton

William Davis – Marquette, MI

Bruce Deadman – Denmark

Alex Derr – Beaver Dam

Joseph Drzewiecki – Appleton

Sean Fernstrum – Menominee, MI

Alvin Geurts – Appleton

Stephen Gineris – Oshkosh

Paul Hunt – Fond du Lac

James Hyatt – Appleton

Stephen Johnson – Sturgeon Bay

Donald Johnston – Green Bay

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Curtis Lewis – Green Bay

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William Pohlmann – Manitowoc

John Rehn – Green Bay

Glen Rossman – Baileys Harbor

Walter Scott – Oshkosh

Stephen Smith – Manitowoc

Edwin Storer – Fond du Lac

Fr. Roger Strebel – Townsend

Lindsay Tafelski – Green Bay

Roy Valitchka – Appleton

James Weiland – Appleton

Scott Weinandt – West Bend

Dennis Wojahn – Green Bay

Scott Yukel – Appleton



BOY SCOUTS OF AMERICA®

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