

# National Bulletin

VOLUME XCVI, EDITION 2019



BOY SCOUTS OF AMERICA®

ORDER OF THE ARROW



# Face the Challenge



## Arrowmen and Order of the Arrow Supporters:

You are in store for a wonderful second issue of the new *National Bulletin*. In this issue you will find a story about innovations undertaken by the youth leaders in Ku-Ni-Eh Lodge to transform how prospective members are engaged prior to, during, and after the Ordeal. These innovations are built around establishing a welcoming environment with a focus on personal connection, of building Brotherhood from day one.

**Brotherhood is and always has been a significant focus for our Order.** I would guess that most of you reading this have lifelong friendships borne out of activities you took part in. I, like you, grew up in the Order and some of my fondest memories are of servicing in my local lodge as a youth officer, trips to National Order of the Arrow Conferences and planning and executing terrific lodge program!



In my local lodge, we spent months planning for and executing our unit elections programs and our induction weekends. Over the last year your national committee has picked apart the statistics about our unit election and inductions. **You will begin to hear about some upgrades to our processes and some changes to our entire induction sequence.** The reality is that the OA has seen significant loss of membership and we will all have to pull together and renew our sense of brotherhood to stem the losses. We will all have to rededicate our efforts to quality unit elections and produce high quality induction weekends. Every youth in the BSA now has access to and Order of the Arrow Lodge and I will need your help to get those eligible elected and inducted!

Take a minute to read about the how the **Philmont Ute Park fire** recovery is being supported through

the lens of our OATC foremen and their experience during the months of recovery. You will hear about the fall recovery project staffed by OA Trail Crew Alumni, and about PhilBreak, our spring recovery program. The project demonstrated that brotherhood is not only connected to a place of service but also to each other. You will see that these Arrowmen built their bond of brotherhood with each other via a commitment to conservation at Philmont.

I was very excited to preview the article titled **“Brotherhood through the ages,”** about our former Northeast National and Regional youth officers. Through the years many of us have remained friends, done business together and supported each other in our careers. When we get the opportunity to see each other it seems we pick up right where we left off.

Finally, in this issue of the National Bulletin, you will hear about **the passing of former National Chairman, Brad Haddock.** After serving as National Chief and then a National Committee member, Brad often would join our past officers group. We had many great laughs and reminisced on our time as national youth officers, while encouraging the next set of officers. Brad was a mentor and inspiration to me and to many of us in the Order. Rest in peace Brother!

Yours in Brotherhood,

**Mike Hoffman**  
NATIONAL CHAIRMAN



## ORDER OF THE ARROW

NATIONAL CHIEF  
Matthew Parsons

NATIONAL VICE CHIEF  
Eric Harrison

NATIONAL CHAIRMAN  
Michael Hoffman

NATIONAL DIRECTOR  
Matthew Dukeman

CENTRAL REGION CHIEF  
Brandon Stahl

NORTHEAST REGION CHIEF  
Ethan Mooney

SOUTHERN REGION CHIEF  
Sid Salazar

WESTERN REGION CHIEF  
Antonyo Mitchell

COMMUNICATION COORDINATOR  
Collin Metscher

DEPUTY COMMUNICATION  
COORDINATOR  
Ryan Palmer

COMMUNICATION VICE CHAIRMAN  
Anthony Fiori

## NATIONAL BULLETIN

NATIONAL BULLETIN PUBLISHERS  
Joshua Squirrell & Kyle Kipple

### CONTRIBUTORS

Jack Butler	Evan Page
Dawn Gross	Talon Parker
Kyle Kipple	Richard Krok
Nick Oshner	Aedhan Scott

### PHOTOGRAPHY

Toby Capps  
Adam Sommers  
Shane Mrozek

### GRAPHIC DESIGN

Melissa O'Connor Johnson

The National Bulletin is an official  
publication of  
**THE ORDER OF THE ARROW,  
BOY SCOUTS OF AMERICA**

1325 WEST WALNUT HILL LANE,  
IRVING, TX 75038-3096, 972-580-2438.

©Boy Scouts of America 2019  
Reproductions without written permission  
is prohibited.

[www.OA-BSA.org](http://www.OA-BSA.org)

# NOAC 2020

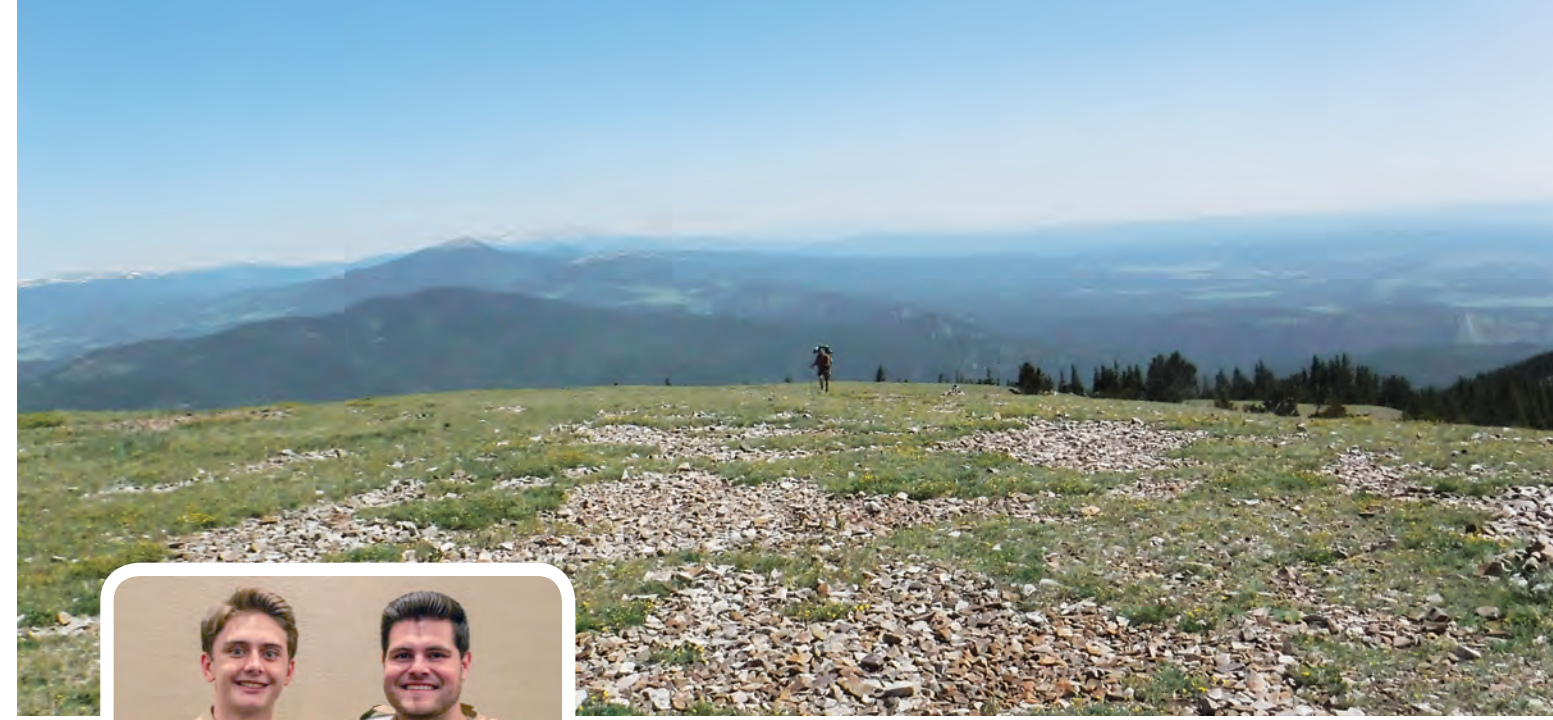
August 3rd - 8th



Michigan State  
University  
East Lansing, MI



**A YEAR OF SERVICE - UTE PARK TO PHILBREAK:** After devastating fires burned thousands of acres at the Philmont Scout Ranch, Arrowmen worked through harsh conditions to rebuild Scouting's Paradise.



# youth leadership **MESSAGE**

## **BROTHERS,**

It's incredible to think that we are already this far into a year of incredible activities. Looking ahead, the remainder of 2019 promises growth and opportunity for our organization. Regardless of your involvement in the Order of the Arrow, our program has something to offer you!

As we look to the future, we cannot help but reflect on the past few months. On February 1st, 2019, the Boy Scouts of America opened its doors to any and all youth. We are also proud to see the first youth females become members of Scouting's National Honor Society earlier this year. It is our sincere hope that their service, dedication, and passion for this organization will help us **thrive** for generations to come.

This summer will be full of opportunities for you to be involved as an Arrowman. An amazing way to get involved is to attend a session of the Order of the Arrow High Adventure (OAHA) program at any of the four BSA National High Adventure Bases! Whether you're staffing at your local summer camp or hiking the mountains of New Mexico, the OA has a program for you this summer.

We are excited to announce that on October 19th from 1-5 PM EDT, the Order of the Arrow will be hosting a national webinar. **Thrive: A National Webinar, A Local Commitment** - is crucial to ensuring the future success of our organization and we are excited to invite you to this pivotal experience. This webinar is intended to be viewed as a group, from chapter vice chiefs and lodge chairmen to section advisers and council executives; we would like you to bond together and focus on our future. This isn't simply a national update, but rather a call to action. More information will be released to lodge leadership about this program and how you can be involved!

You are an incredibly crucial part of our organization, thank you for the dedication you have shown this past year. We hope that you enjoy this issue of the *National Bulletin* and appreciate the **Brotherhood** displayed by our members, the **Cheerfulness** that shines through each Arrowman, and the **Service** provided to Scouting this past year.

With eyes to the sky,

**Matt Parsons**  
2019 NATIONAL CHIEF

**Eric Harrison**  
2019 NATIONAL VICE CHIEF



### **OUR REGION CHIEFS**

*This year's region chiefs are hard at work delivering the OA's vision across the country.*



### **WELCOME TO KU-NI-EH**

*In SW Ohio, a lodge undergoes culture change to ensure everyone is welcome.*



### **BROTHERHOOD THROUGH THE AGES**

*Nine friends share their experience through Scouts that has given them a lifelong bond.*



### **ENTERING A NEW ERA FOR THE OA**

*One girl's insight to what it means to be part of history as she is inducted into the Order of the Arrow.*



### **5 QUESTIONS WITH CLINT TAKESHITA**

*In an exclusive one-on-one, the NOAC 2020 chairman shares his thoughts on the upcoming national conference.*



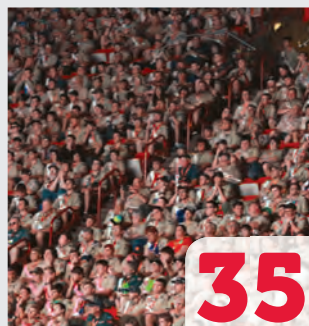
### **A JOURNEY TOGETHER**

*Beginning their friendship in the OA, six couples share how Scouting kept the connections strong through the years.*



### **IN MEMORIAM: BRAD HADDOCK**

*Remembering one of the OA's most dedicated and accomplished brothers who passed away in April.*



### **THE 2018 NATIONAL REPORT**

*A reflective account of the significant moments and measures that framed our organization in 2018.*



**ETHAN MOONEY**  
Northeast Region Chief

*“I am looking forward to seeing what we are able to accomplish to during Focus ‘19. As the most influential tier of the OA, the lodge, I believe we have the ability to directly impact our organization for the future, allowing us to thrive for years to come!”*

Ethan is from Zelienople, Pennsylvania and is a Vigil Honor member of Kuskitane Lodge of the Moraine Trails Council. He has attended the 2013 and 2017 jamborees as well as the 2015 and 2018 NOACs. Ethan attends Slippery Rock University as a cybersecurity & computer science major. He plans to pursue a career as a technology security expert or assist in government operations.



**ANTONIO MITCHELL**  
Western Region Chief

*“I am super excited to host an NLS in my home section at the same place I took my own. I am excited to travel, meet and discuss best practices from chapter and lodge chiefs across the country.”*

Antonio is a Vigil Honor member from Everett, Washington. He joined Scouting September 2007 and joined the OA in September 2014. Antonio has served as a two-term section chief for Section W-IN. Studying molecular and cellular biology at the University of Washington, Antonio wants to become a pediatric oncologist. Antonio enjoys photography and playing video games. He studied Japanese for four years in high school, and one day wants to travel to Japan.



**BRANDON STAHL**  
Central Region Chief

*“I am extremely excited for the work we have planned in 2019 and looking forward to focusing on offering support to all our lodges in the coming year. I'm hoping to visit as many lodge events as possible around our region and nation.”*

Hailing from Mishawaka, Indiana, Brandon is a Vigil Honor member from Sakima Lodge of the LaSalle Council. He has attended NOAC, National Leadership Seminar (NLS), and NEXT. Brandon is expecting to major in political science and wants to work as a foreign service office for the US State Department. He enjoys hiking and camping, and has the unique opportunity to serve as lodge chief, section chief and region chief all in the same year.



**SID SALAZAR**  
Southern Region Chief

*“This year is filled with so much potential and opportunity. I am ecstatic to welcome our first youth female Arrowmen and to develop more youth leaders across the Southern Region. This is a year of reflection on the roots of the OA, and I can't wait to see the innovation we achieve.”*

Sid is from Franklin, Tennessee and is a Vigil Honor member of Wa-Hi-Nasa Lodge of the Middle Tennessee Council. He is a recipient of the Founder's Award, James E. West Award, and is a OA Legacy Fellow. Sid is a business administration major at Georgia Tech and plans to attend law school after graduation. He enjoys playing basketball and is a brother in Theta Xi Fraternity.

meet our  
**REGIONAL CHIEFS**

@OANorthChief  
@OAWestChief

@OACentralChief  
@OASouthChief



**FOLLOW THE CHIEFS  
ON TWITTER**



# don't miss a **THING**

JULY 4.....INDEPENDENCE DAY HOLIDAY - Office Closed

JULY 14.....OA SUMMIT EXPERIENCE ENDS

**JULY 22- .... WORLD SCOUT JAMBOREE (THE SUMMIT)  
AUG. 2**

JULY 30.....OA OCEAN ADVENTURE ENDS

AUG. 17.....PHILMONT OA TRAIL CREW ENDS

AUG. 21.....NORTHERN TIER OA WILDERNESS VOYAGE ENDS

AUG. 21.....NORTHERN TIER OA CANADIAN ODYSSEY ENDS

SEPT. 2.....LABOR DAY HOLIDAY - Office Closed

SEPT. 20-22.....SOS - NER (Alpine, NJ)

SEPT. 27-29.....NLS/DYLC - SR (Houston, TX)

SEPT. 27-29.....NLS/DYLC - WR (Story, WY)

OCT. 1.....OA CHARTER RENEWAL KITS DISTRIBUTED

OCT. 11-13.....SOS - SR (Charlotte, NC)

OCT. 19.....NATIONAL WEBINAR BROADCAST

**OCT. 19 ....OA STEERING COMMITTEE MEETING (Irving, TX)**

OCT. 25-27.....NLS/DYLC - CR (St. Louis, MO)

OCT. 25-27.....SOS - WR (Portland, OR)

OCT. 31.....OA SERVICE GRANT APPLICATIONS DUE

NOV. 8-10.....NLS/DYLC - NER (Alpine, NJ)

NOV. 8-10.....NLS/DYLC - SR (Antioch, TN)

NOV. 8-10.....NLS/DYLC - WR (Oahu, HI)

NOV. 15-17.....SOS - CR (Islamorada, FL)

NOV. 28.....THANKSGIVING - Office Closed

NOV. 29.....DAY AFTER THANKSGIVING HOLIDAY - Office Closed

DEC. 24.....DAY BEFORE CHRISTMAS HOLIDAY - Office Closed

DEC. 25.....CHRISTMAS DAY - Office Closed

**DEC. 27-30 ....NATIONAL PLANNING MEETING (Dallas, TX)**

DEC. 31.....LODGE CHARTER RENEWAL DEADLINE

# www.oa-bsa.org

# Welcome to Ku-Ni-Eh We're Glad You're Here.



On a warm spring evening just north of Cincinnati, Ohio, 50 newly inducted members of the Ku-Ni-Eh Lodge entered the camp Friedlander dining hall following the conclusion of their Ordeal ceremony. These new members were surprised to find the tables set with tablecloths, center piece decorations, and place cards with their names on them. All new members were helped to find their seats, each table was a mixture of experienced lodge members and those who had just completed the Ordeal. The experienced members, introduced themselves to the new members, and then served the new member a drink before heading to serving area to bring back two plates – one for the new member and one for themselves. Thus began the first Servant Supper.



As the evening progressed the atmosphere was unlike any other Ordeal dinner, Lodge Chief Evan Page said “it was a celebration of the achievements of the day, with new and older members engaging in conversations, making real connections with each other.” Evan was not alone in observations, many older members of the lodge commented that having the newer members seated intermixed with them, and serving dinner to them made starting a conversation much easier. The warm and welcoming nature of this meal was not only noticeable to older members, new members too commented that they felt a ease starting conversations with the existing members of the lodge. This celebratory Servant Supper was not an isolated event, it is one part of a much broader set of initiatives focused on making transformative changes in the lodge to address gaps identified six month prior when the newly elected officers did a comparative review of Ku-Ni-Eh’s JTE scores with those of high performing



lodge. This review showed that Ku-Ni-Eh, a lodge of nearly 1,000 members, was conducting elections in 55% of units, inducting 65% of those elected, and had active attendance at lodge events of just 9%. Immediately, the officers began to layout plans to reorganize the lodge executive committee to give clear ownership and focus in three critical areas: elections, inductions, and activation.

Over the following months, the newly focused officers, their committees, and their advisers would examine every aspect of the lodge’s program. This resulted in a number of well-established but underperforming programs being done away with, or tabled indefinitely. New methods and timetables being established for elections and how Ordeals would be marketed to both Scouts and their parents, and half a dozen new initiatives were also adopted and operationalized.

Lodge vice chief, Aedhan Scott, undertook one of the most challenging tasks – increasing the number of elected Scouts who attend an Ordeal, and then return to a second lodge event. In his view, the core issue to address was “The Order of the Arrow is at its heart a brotherhood, yet we do not live up to any definition of this term. Our failure is in not adequately welcoming new members, or fostering personal connections between already committed members and these new faces.” Addressing this failure to welcome new members, begins right after their election. Newly elected Scouts often have questions about the induction process, may not know anyone in the OA, or maybe weary of joining for other reasons, yet they are left with little to no resources to answer their questions, address their concerns, or to encourage them to complete their induction.

Aedhan’s solution was the creation of the Ku-Ni-Eh Ambassadors, a group of active lodge members who take on the role of shepherding 10 to 12 newly elected

members through their first year of membership. Ambassadors begin contacting the newly elected Scouts within weeks of their election, mostly through texts and emails, but phone calls are an option too. The ambassador provides information about the induction process, answers questions, and personally welcomes the candidate, inviting them to attend the next Ordeal. At each Ordeal the Ambassadors take the effort to meet face-to-face with the newly inducted members, to personally welcome them to the lodge, and to invite them to the next event. For those who did not yet attend an Ordeal, the Ambassadors reach out saying they are sorry the Scout was unable to attend, inviting them to next Ordeal, and giving them additional support and encouragement. “There is a set schedule, within a week of an Ordeal, those who attended have been invited to their first lodge fellowship event, those who did not attend have gotten information and an invitation to the next Ordeal, no one feels unwelcome or that they don’t have a friend already in Ku-Ni-Eh.”

Lodge Chief Evan Page with the support of his adviser, made two other significant changes to the induction process. “We no longer call our induction weekends an Ordeal, they are service weekends,” Evan explained, “the word Ordeal has a negative connotation, especially for moms, who wants to send their 12 or 13 year old to an Ordeal? So we’ve stopped calling

them Ordeals, at least when we’re talking to parents or newly elected Scouts.” Evan’s second major change was including a fellowship weekend, generally three weeks after an Ordeal “service weekend” in the cost of the induction. When he explains the induction process to Scouts he does so in a way in which they understand that attending both weekends is part of the induction. “There are two parts of the OA, service projects and fun fellowships,” according to Evan, “but most Scouts only see the service during their induction, they don’t see the fun and fellowship before making the choice to be involved.”

“There is a contagious energy in the lodge this year.” says Matt Scherocman council Outdoor Adventure Chairman. Their lodge adviser says “The lodge as made a lot of changes this year, and is evolving quickly, with the introduction of new programs, recognitions, and activities. It’s exciting to see and be a part of.”

The initial results show that these young officers innovative approach, commitment to focused results, and excitement for what their lodge can be, rather than what it has been, are already transformative. Ku-Ni-Eh lodge has seen a 25% increase in attendance at their Lodge Banquet, a 28% increase in attendance at their Winter Fellowship, and an eyepopping 160% increase in lodge members attending conclave. The metrics on their Ambassadors program are showing 25% more Scouts attend an Ordeal when engaged by an ambassador. ■



# Brotherhood Through The Ages

Friendships that are built through experience and last a lifetime




**Dan McDonough Jr.**  
 Dan currently serves on his local council executive board and is a former member of the national OA committee.

Professionally, Dan is the Chairman and Founder of Elauwit; a Managing Partner of Baron Hunter Group; a Founding Partner of Woden; a Strategic Advisor to the CEO of Boingo Wireless; a Board Member of a number of other companies from the medical device field to the energy sector; a Managing Partner of VC firm Spectrum Holdings; and the Chairman and Publisher of Philadelphia Weekly. (Yes, that's all currently, not the past.)

When Dan McDonough, Jr. joined Scouting in 1982, little did he know the program would provide him opportunities such as revitalizing a specialized youth leadership training, amassing a group of lifelong friends, or becoming a successful entrepreneur and business partner with some of those very people. In 1990, he was elected by his peers to join the OA, a critical turning point for his future. Dan met fellow section chief, Branden Morris, in 1993. The next year, Dan was elected the 1995 Northeast Region Chief, the first among this group of would-be friends to serve as a national OA officer. Next came Joe Marsicano and Tony Fiori, 1996 Region Chiefs (Northeast and Western, respectively) followed by Joe Barton in 1997, Scott Schmidt in 2000, Donald Cunningham in 2001, Ian Pinnavaia in 2003, and Ed Lynes in 2004.

Over the next decade, a unique group of friends would form organically. Each of them would go on to succeed in their respective professions and would influence the OA and the Scouting movement in myriad ways. Above all else, this group of Arrowmen would come to value the unique bonds of brotherhood and loyalty between them. The "core nine" (featured in this article), who became close friends in the 1990s and early 2000s, are still driving major decisions in the movement today through their various local and national volunteer positions. Since their youth days, some have moved to other areas of the country, a couple did short stints living & working abroad, and several have started families, but one thing has not changed – the brotherly love that binds them together, initially informed by the OA's admonition.

## The Beginning:

**1982**

Tony: Joined Scouting  
 Dan: Joined Scouting

**1984**

**1986**

**1988**

Joe M: Joined Scouting  
 Joe B: Joined Scouting

Branden: Joined Scouting

**1983**

**1985**

Branden: Inducted into the Order of the Arrow  
 Donald: Joined Scouting

**1987**





### Tony Fiori

Tony currently serves the BSA as the VP of Membership for the Greater NY Councils, as the Vice Chairman of Communications for the National OA Committee, and as a Vice Chairman for the National Scouting Alumni and Friends Committee.

Professionally, Tony is the Senior Managing Director at Manatt Health.



### Branden Morris

Branden currently serves Scouting as a Council Board Member for the Heart of New England Council, as the OA Communications Adviser for the Northeast Region, an adviser on the National Communications Committee, and as the Communications Team Lead for the 2019 World Scout Jamboree.

Professionally, Branden is the Director of Marketing at Toxikon Laboratories.



### Joe Marsicano

Professionally, Joe works for the Pennsylvania Senate as a Funding & Resource Specialist. He also served as a section adviser for many years in central Pennsylvania as well as a volunteer in his local council.



### Ian Pinnavaia

Ian currently serves the BSA as the Troop 237 Committee Chairman, as a NE-2B Associate Section Adviser, and as a Board Member for Greater New York Councils, Brooklyn Council.

Professionally, Ian is a director in the Aladdin Product Group at BlackRock, Inc.

Most members of the group agree that the bonds were initially formed at Reeve's Lodge at Alpine Scout Camp, just outside of New York City, during various Section Officer's (now "Gathering of Leaders") and National Leadership Seminars. Fond memories of countless hours spent in (and around) this building remain ripe

for each of them, for it was there that the stage was set for the election of future national officers to come out of the Northeast Region. Of the nine Arrowmen featured, six became Northeast Region Chief and one National Chief. Beginning with Dan, each generation of officers had considerable influence on the next.

Growing up, Joe Marsicano was the closest thing Donald (an only child) had to a sibling. Over the course of two and a half decades, this group has shared positive and meaningful experiences that formed alongside the NLS trust triangle, and evolved into a lifelong friendship of humility, unbound humor, and mutual support.

Long hours and late nights on NLS and NOAC staffs led to more social gatherings outside of the BSA channels. Early on the get-togethers were modest affairs that took place at Dan's home outside of New York City. The group would hang out in the city before returning to New Jersey for a delicious homemade meal by Dan's

## The Friendship Grows:

**1989**

**Tony:** Inducted into the Order of the Arrow

**1991**

**Ed, Scott & Ian:** Joined Scouting

**1993**

**Branden, Joe M & Joe B.:** Selected for the Vigil Honor  
**Dan:** Section NE-2B Chief  
**Branden:** Section NE-IB Chief

**1995**

**Branden:** Section NE-IB Chief  
**Joe B:** Section NE-5 Chief  
**Tony:** Section W-4B Chief  
**Dan:** Northeast Region Chief

**Joe M:** NE-6 Chief & NE-4C Chief (half-terms)  
**Donald:** Inducted into the Order of the Arrow

**1997**

**Joe B:** Northeast Region Chief  
**Scott:** Selected for the Vigil Honor  
**Ian:** Inducted into the Order of the Arrow

**Joe M, Joe B & Dan:** Inducted into the Order of the Arrow

**1990**

**Dan:** Section NE-3B Chief  
**Scott:** Inducted into the Order of the Arrow  
**Tony:** Selected for the Vigil Honor

**1992**

**Branden:** Section NE-IB Chief  
**Joe B:** Section NE-5 Chief  
**Dan:** Section NE-2B Chief & selected for the Vigil Honor

**1994**

**Branden:** Section NE-IB Chief & NOAC CVC  
**Joe B:** Section NE-5 Chief  
**Tony:** Western Region Chief

**1996**

**Joe M:** Northeast Region Chief  
**Branden and Dan:** Receive the Distinguished Service Award



### Joe Barton

Joe currently serves the BSA as the Mt. Diablo Silverado Council VP of Marketing and Communications and as the Section W-3N Adviser.

Professionally, Joe is an Emergency Physician and the Chief of Health Information Management at the Permanente Medical Group.



### Scott Schmidt

Scott currently serves the BSA as the 2021 National Jamboree Operation Arrow Chairman.

Professionally, Scott is currently a Research Associate at the University of Maryland and an Adjunct Professor in the graduate schools at Georgetown University and Clemson University.



### Donald Cunningham

Donald currently serves the BSA as a member of the National OA Committee and as a member of the Greater New York Councils Board of Directors.

Professionally, Donald is a Director for a Private Family Office.



### Ed Lynes

Ed currently serves the BSA as a Council Executive Vice President, a Vice Chairman of the National OA Committee, and in other assorted other roles.

Professionally, Ed is a Managing Partner at Woden and the Chief Revenue Officer at Philadelphia Weekly.

girlfriend, Jenn, who eventually became his wife. Over the years, they graduated from air mattresses to hotel rooms and more far-flung destinations, but the good meals and fellowship remained unchanged and the circle would widen to include successive generations of like-minded guys.

The bonds have been particularly tight around life events, such as weddings and funerals. In times of joy and sorrow, the group has looked within its circle for celebration, support, and guidance. When Joe Marsicano's young daughter was diagnosed with an aggressive form of cancer, Dr. Joe Barton served as

an informal medical adviser and as a sounding board during a tremendously difficult period. In happier times, the brothers have gathered for nuptials, often injecting levity into the speeches and toasts with their memories of Scouting from days past. With every passing year, the ties of brotherhood in this circle grow stronger.

This relationship that began in their youth as a mutual interest in serving the Order became lifelong friendships. Something that these guys would not trade for anything in the world. ■

## The Friendship Continues:

### 1998

**Joe B, Tony & Joe M:** Recieve the Distinguished Service Award  
**Ed:** Inducted into the Order of the Arrow  
**Tony:** Graduates from the University of California, San Diego  
**Dan:** Graduates from William Paterson Univeristy

### 2000

**Scott:** Northeast Region Chief  
**Donald:** National Chief  
**Ian:** Selected for the Vigil Honor

### 2002

**Ian:** Section NE-2C Chief  
**Scott:** Recieves the Distinguished Service Award  
**Donald:** Recieves the Distinguished Award

### 2004

**Ed:** Section NE-IA Chief  
**Ian:** Northeast Region Chief

### 2006

**Ed:** Recieves the Distinguished Service Award  
**Ian:** Graduates from St. John's University

**Scott:** NE-3A Chief  
**Branden:** Graduates from Northeastern University  
**Donald:** Section NE-4C Chief & selected for the Vigil Honor

### 1999

**Ian:** Section NE-2C Chief  
**Ed:** Selected for the Vigil Honor  
**Joe M:** Graduates from Penn State University  
**Joe B:** Graduates from Duquesne University

### 2001

**Ed:** Section NE-IA Chief  
**Ian:** Northeast Region Chief  
**Joe B:** Earns a Master's Degree from Duquesne University  
**Tony:** Earns a Master's Degree from Princeton

### 2003

**Scott:** Graduates from the University of Buffalo  
**Donald:** Graduates from the University of Pennsylvania

### 2005



# Entering a New Era for the OA



**IT WAS A WEEKEND KELLY HAD HOPED WOULD COME FOR YEARS. OTHER MEMBERS OF HER FAMILY WERE IN THE OA AND SHE WANTED TO BE, TOO.**



**I**t was a cool February night in central Florida when Kelly Z. laid down for the night at Camp La-No-Che to sleep.

The dense clouds overhead hadn't produced rain, like she feared and, instead, given way to some stars.

She was wrapped in blankets and a sleeping bag in hopes that would be enough to keep her warm and comfortable as she slept outside.

Not long before she found her resting spot for the evening, Kelly and a few dozen other Scouts had been led down a trail lined with candles and taken to a ceremony ring where they were told what would be happening over the next 24 hours. She was among a group making history as the first Venturers—including

female youth Arrowmen—to be inducted into the Order of the Arrow.

It was a weekend Kelly had hoped would come for years. Other members of her family were in the OA and she wanted to be, too.

"Honestly, it was pretty hard to believe," Kelly said of the moment she found out she'd be among the first young women to be inducted into the OA.

"My brother is an Arrowman and he would always come back from weekend trips and talk about how much fun he had and my mom also joined the Order of the Arrow a few years after and both of them were really passionate about what it had to offer," she said.

As night turned to dawn and the sun rose, so too did

Kelly and the roughly 30 other eager candidates who were ready to continue their path to becoming brothers in the OA.

This Ordeal being held by Tipisa Lodge was special. It was being held the first weekend in February, just days after the policy change took place that allowed Venturers and Sea Scouts—including female youth members—to join the Order.

In a scene that has played out at camps across the country for the century in which the Order of the Arrow has existed, Kelly and her fellow candidates arose, were given scant food and something to drink and got their assignments for the day.

The plan, Kelly explained later, was for candidates

to clear trails at the back half of camp while other activities were taking place in different areas as part of a regularly-scheduled lodge weekend.

"Usually the people that go through Ordeal don't know each other but, just because of the circumstances, a lot of the people that were going through the Ordeal were from my crew," Kelly said.

Because of that, she said, the day of silent work was made easier. The first assignment involved clearing a trail with some big obstacles.

"That project alone, they said, usually takes other candidates the entire day to complete but we finished in 30 minutes," Kelly said. "Of course, we didn't know this so we were really confused—like, looking at each other

in silence as they were scratching their heads trying to think of something else to do. I know it's supposed to be challenging but just the fact that most of us were older and have experience with doing manual labor, it wasn't that hard. Even though we couldn't talk we worked very, very well together."

After working all day, Kelly and the other candidates were able to get cleaned up and prepare for the night's ceremony.

Again, ceremonialists led Kelly and the other candidates down a long, candle-lined path to their ceremony ring. "I was so anxious and excited, I had goosebumps and butterflies all at the same time," Kelly said.

But it was no ordinary Ordeal ceremony that sealed their membership into Scouting's honor society.

As the new Arrowmen were bestowed their new, bright white sashes, Chief Scout Executive Mike Surbaugh looked on from the audience.

In total, Tipisa Lodge helped make history at its ordeal the first weekend of February 2019 by welcoming five female youth Venturers into the Brotherhood of Cheerful Service.

After the ceremony, Surbaugh posed for pictures with the new Arrowmen, posing with groups of young men and women, in their Scouting and Venturing uniforms, each sporting a new sash and a big smile.

Kelly also took pictures of her own, both before the ceremony and after.

"I took a picture with my mom and brother where they both have their sashes and I didn't, so I was standing in the middle," she said. "It was really cool because after the ceremony, we took another picture where all three of us had our sashes. That was a cute memory to have."

Also in the audience that night was Dawn Gross, then an associate adviser with Tipisa Lodge and now the lodge adviser.

"I think Tipisa has always been inclusive and I think it was just the right thing to do," she said of paving the way for including young women in the OA. "We don't have a ton of Venturing crews or ships but we did have a prevalence in one particular chapter and they were very eager to have a voice in the OA."

By that logic, Gross said, being the first to induct young women wasn't an express goal of the lodge but, rather, something that just came naturally.

"Our chief, Brandon, really embraced it. I think more of the questions came from the adults," Gross said.

Gross, who was one of two female advisers in the lodge leadership at the time, said she tried to help answer practical questions many of the adult advisers raised in preparing to include young women into the lodge's program.

"I tried to reiterate with those folks that, you know, just treat them like your sisters and your female cousins, your moms. We're just like anybody else," she said of female Arrowmen.

In fact, the youth membership of the lodge has embraced the female youth members so much that two of the five who were inducted in February were elected in May to lodge offices.

"One is secretary and one is historian," Gross, who said she's hoping to serve as a role model for both the male and female lodge leadership, said. "They're giving those guys a run for their money."

As leaders across the country prepare to welcome young women into the Order of the Arrow, Gross has simple advice to offer on how to handle the change in membership guidelines.

"Most of these females are wanting the same thing our male youth wants and they want to be treated just the same and equal, they don't want to be treated any differently. So don't make it a point to make it a point with the girls," she said.

Tipisa Lodge may have helped make history that cool February night around a campfire in Florida, but Gross said her lodge isn't ready to take it easy after inducting its first class of female youth Arrowmen.

"Just keeping them coming, I think that's probably one of our struggles, is we were one of the first to have an ordeal with the female youth and Venturing youth and we want to make sure that we're reaching out to our crews and ships and encouraging them," Gross said. "So it's not over. It wasn't over after last weekend and it's a continuing process."

In addition to being elected to a lodge office, Kelly has already attended the National Leadership Seminar in the short time since she's been an Arrowman.

She said it was nerve-racking at first, to walk into the NLS room and realize she would be the only female there.

"I was very nervous seeing all those people and being the only female; I was kind of taken aback. But after getting to talk to people and interact with them, I felt a lot more comfortable," she said.

In particular, Kelly recalled three members of her lodge's lodge executive committee who went out of their way to introduce themselves at the NLS (held before Kelly was elected as secretary) and made her feel welcomed.

"They were the people that got me the most excited about OA because, being the first female and having that question 'will they except me or not?' they totally knocked that out of the water and they made me feel nothing but welcomed and excited to be active in the OA," Kelly said.

As she moves into her lodge position and gets used to wearing a lodge flap on her Venturing uniform, Kelly said she's excited to become more familiar with the Order of the Arrow, its customs and history.

"There's so much tradition with the Order, I'm just touching the surface of everything that they do," she said. ■

**“ I THINK TIPISA HAS ALWAYS BEEN INCLUSIVE AND I THINK IT WAS JUST THE RIGHT THING TO DO. ”**





# A YEAR OF SERVICE: UTE PARK TO PHILBREAK

## RECOVERY CORPS

June 3, 2018, “It was a heck of a day!” says Talon Parker. “The aspen covered hills were now under a thick lining of black ash. The gentle whisper that once rustled through the pines was replaced with a roaring wind that’s only goal seemed to be destruction.” Talon had begun serving as an Order of the Arrow Trail Crew Foreman just a few weeks prior. He was looking forward to the OATC’s first crews to arrive shortly, when on May 31, the Ute Park Fire began and everything changed.

Talon wrote at the time “Philmont offers a beauty that is rare and powerful and allows someone to feel at home. Nature, a place I go to find serenity and peace the perfect union, is rapidly burning down. The fire and its unpredictability are the most worrisome part of the whole ordeal. Philmont has cancelled a majority of the treks but with the current forecast of drier conditions and high winds, I think they will be cancelling more. It sucks knowing that for right now we are doing all we can, yet it isn’t enough to control this fire. What was comforting, was the endless calls to service that I am seeing all across the Scouting community.”

His thoughts were shared by the other 18 OA Trail Crew Foreman, all of whom hoped that soon the fire



would be brought under control and extinguished, so that they might begin the process of reopening the Ranch to treks. In 80 years, the Ranch had never closed for a full season, and no one expected this year would be the first, it was. It took fire crews until June 19th to extinguish the blaze, during those three weeks more than 37,700 acres had been charred.

With the news that all treks had been cancelled, hundreds of seasonal staff members found themselves at a crossroad, they could stay and take on new roles as part of the Philmont Recovery Corps, or they could return home. This was not an easy choice for many, the staff had been evacuated three times while the fire burned, the forecast remained uncertain – one lightning strike and a new fire could ignite, and the work they

Four short years ago, in the spring of 2015, a young Richard Krok was making his final preparations before he, and his Troop, left their home in New Jersey. Like so many Scouts before him, he was a bit nervous, yet overwhelmed with excitement for the adventure which was awaiting he and his friends in the high country of New Mexico. “I love hiking, I love the outdoors, and going to Philmont was the pinnacle of adventure,” he recalls. “That first step off the bus, our hiking boots kicking up the dust, all of us in wide eyed bewilderment at the beauty.” “This was realization of every Scout’s dreams.”

That first trek with his Troop was filled with adventure, stories told and retold by Scouts just like him since

the earliest days of the Philmont Scout Ranch. Mini-bears, real bears, long hours spent hiking through some of the most picturesque landscapes in the American West, struggles, and victories, friendship, and fellowship. The embodiment of the Philmont experience.

## PHILBREAK

In late May of 2018, news broke that a fire had broken out at Philmont. Within days images of smoke billowing up from the well-known landscape began to appear on social media. This was followed by news that all staff had been evacuated, and that crews were being postponed. On June 19th, the blaze was finally extinguished. The Ute Park Fire had burned more than 37,700 acres. The size and scope of damage is without precedent, and resulted in the full closure of the backcountry for the entire 2018 season.

In early December, a slightly older Richard Krok heard about a unique way he and 149 other Scouts might be able to contribute to the recovery efforts at Philmont – PhilBreak. Patterned after the successful hurricane recovery programs undertaken by the OA in Puerto Rico and Florida in 2018, this program would allow Scouts to volunteer to spend their spring break doing service. Working at the direction of the Philmont Conservation Department, with experienced leaders



# RECOVERY CORPS

would be asked to undertake was going to be hard labor in difficult conditions. The choice to stay would be made out of love, love for nature, love for the land, and love for one's fellows.

Fourteen of the OA Trail Crew Foreman made the choice to stay and join in the recovery. Talon would write "Each one of us who have passed through these hills share a bond, a brotherhood of those who love the outdoors, not only for its beauty but because we love the service, we provide for it. It was nice to know that something was finally spreading faster than a wildfire, and cheerful service was its name!" Joining these OATC Foreman were hundreds of other Philmont staffers, drawn from every role at the Ranch. Some had planned on a summer in the trading post or other support role, soon found themselves deep in the backcountry pickaxe, shovel, or chainsaw in hand.

Adam Sommers, another of the OA Trail Crew Foreman, would write "The recovery after the summer's fire is tough and the most challenging personal experience I've faced. The crew that's here and helping have become my closest friends. I guess that happens to you when you're all committed to the same goal: helping save and restore Scouting's paradise," to describe the unique bond of brotherhood that was forming between

the Scouts in the recovery corps. Adam would later say "Maybe after my time at Philmont, I'll get a job as a lumberjack? I'll say this, at least this service is helping me gain some lean muscle," his jovial spirits making light of seriousness of the work being done.

His journal entry from later in the summer would reveal just how serious the work was. "One of the charred pines we took down almost hit one of our guys. It was a scary moment. Talon had the chainsaw, gears grinding against the bark of the tree. The rigs were up and ropes were secure with the spot guys in place. "Falling" echoed through the woods as the weight of the tree overtook the remaining bark being spit from the chainsaw. A foreman yelled to grab the rope, but a piece of bark remained on the tree while a wind gust pushed one guy off his balance, falling to the ground. The tree shifted direction and slammed to the ground, branches striking one dude. Tension in the air could be cut with a knife, as the first thought is always the worst. Fortunately, he was all right with only a few scratches, but it's another reminder of how precious life is and how quickly everything can change."

As the summer season came to conclusion in late August, Talon would write "I knew that this OATC Foreman experience was going to be one for the books, and yeah it definitely was but just not the way I thought it would be." He like nearly all those who had spent



**PHILBREAK**



from the OA Trail Crew, three sessions would be offered starting on March 16, 2019.

"When I heard about PhilBreak, I thought back to my first trip to Philmont. How much had changed during the last four years. How the Scouts in my Troop all knew each other's strengths, weaknesses, and how we could support and encourage each other," said Richard. "Since I had joined the OA, I'd met so many people who are dedicated to serving others always with a smile on their face. Those Scouts have inspired me so much, guess it is no wonder I immediately signed up."

Recounting his arrival at PhilBreak he said, "This first step off the bus, our boots kicking up dust mixed with ash, something had changed. A piece was missing, I felt overcome with emotions that are hard to put into words. The sense of excitement and anticipation which had been rushing through the crew mates had passed, there was now a more thoughtful mood. The happy memories of my prior trek faded quickly, a sense of sadness overtook me, with maybe a tear or two. It was in that moment that I realized why I was here."

Richard's heartbreak had turned to hope, and the feeling of anticipation had returned. "I knew I could make a difference." Unlike his first trip to Philmont with his Scout troop, this time he did not know any of his crew mates, yet a spirit of brotherhood quickly formed within the group as group boarded the bus

heading towards their first day of service. "None of us knew exactly what to expect, we knew the work might be tough, but we were excited to get started." These volunteers had come from across the country, some had taken time off work, others were on spring break, some had experience in trail work from OA High Adventure, others had never used heavy tools, but they were united in a common cause – restoring the backcountry of a place they loved, so that others might again enjoy Scouting's paradise.

"I forgot my gloves at the morning briefing. That's a mistake I will never make again. A life at Philmont without gloves, is a life my hands are not yet ready to live," joked Richard. "Today's work involved installing erosion barrier alongside the hills near the top of Boegan Road." This was change of scenery for Richard and his crew, they had spent the prior few days helping clear a stand of dead trees.

He recalled when they arrived at the tree stand job site the chainsaws were blaring as the foreman strategically cut the dead standing trees. The winds were blowing stronger than when we arrived at the Ranch, and the bright blue skies and sunshine made the 45 degree temperature feel it warmer than it actually was. "Grabbing one of the guiding ropes, I helped ensure the tree fell in the direction they foreman wanted it to go." The changing winds presented a real challenge to

the prior two months in the backcountry would be transformed, both physically and emotionally. The heavy work had built strong muscles, callused hands, and even strong bonds between them.

Autumn was in the air, school was starting and the majority of the summer staff were heading back home. A few made the choice to not return to college, they were drawn to stay on through the fall and continue their work in the backcountry. Joining them were volunteers from around the country, some taking a semester off themselves from undergrad or graduate school, others delaying starting their careers, and some seeking direction from time in the wilderness. Dan Smith wrote of this group “We weren’t the best-looking group, but the Ranch needed all the help it could get, and we had idle hands, eager to do what we could,” his self-deprecating writing masked the meaningful sacrifices each had made. Most of these late season volunteers had come to know backcountry work through the OA, from their service at *ArrowCorps*<sup>5</sup>, *SummitCorps*, or having been a participant or foreman for OA High Adventure.

These crews pressed onward in clearing the fire ravaged areas of the Ranch. The work remained difficult, and Dan would write “At times tension and conflicts arose, but we worked together to overcome the challenges. Few times bring individuals closer and together as does a shared struggle.” The autumn in the high country of New Mexico can be unpredictable, clear and crisp one day, and heavy snow the following. The changing season



brought Dan and his fellow volunteers a unique view of the place so well known in summer months, “Crystal clear azure skies over the now red, orange, and gold mountain ranges, the hand of God visible everywhere.” The first signs of winter arrived while the crews continued their labors. “We were snowed in for seven days straight, with temperatures in the low teens. I had about two-feet of snow bearing down on my tent,” Dan would recall.

During these final weeks of the fall season many evenings were spent in fellowship around the fireplace in the old cabin. It was a time of deep reflection, and self-examination, several of the volunteers would make the choice to leave their previous path and take up life in the wilderness, for others they discovered it was time to end their service and move onward with their lives, for everyone the time spent in service to Philmont would leave an indelible mark. ■



his efforts. “Those of us on ropes always had to pay attention.” “FALLING” would echoed through the forest and then a roaring crash as the dead tree hit the barren forest floor. Within minutes the blaring of the chainsaw would return as the process started over on the next tree. Hour after hour this would go on, as these young men pushed themselves to complete as much work as they could each day.

The crew members took turns on the ropes and felling with moving and chipping. When an area needs cleared that’s more than just cutting down trees, those trees have to go somewhere. “With sweat dripping from my brow, I re-strapped my gloves and got with Kayden, to lift the fallen trees and move them for chipping,” he says. Some of the fallen trees were chipped into mulch, others were cut into smaller logs to be burned, and the rest we moved down by the road to be taken in to Cimarron. “You learn real quick that moving logs one at a time is not the way to do it. It’s best to set up an assembly line – where a line of guys hand the cut logs to each other until they get to the road.”

The shared experience brought these young men closer to each other and to the land they worked. “As we worked it was easy to strike up a conversation, sometimes about Scouts, sometimes just small talk, but we got to know each other really well.” They also began to keep track of how many trees they had cut down, how many erosion stakes had been pounded into the ground, and how many logs had been carried. While their number varied each day, like when one later retells

the story about how big the fish was, all 14 of the crew mates totaled up 400 logs moved by the end of their week. “Ohhh yeah we’ve been keeping count...” was a common refrain.

One of the most tangible projects was the installation of the 36” erosion stakes, “when you’ve got a whole forest of burnt trees it can feel like a lifetimes work to clear even a small stand, but there is a set number of erosion stakes to be pounded, and we made a real dent in that total,” recalled one of the crew mates.

The crew’s morale remained high throughout the week. The friends may have gotten a few splinters from the woodchipper, and blisters from using the sledgehammer, but they also earned a sense of accomplishment in a job well done. “We’re literally rebuilding the great woods!”

For information on how you can help with the Philmont recovery efforts visit [www.PhilmontScoutRanch.org/ute-park-fire-recovery](http://www.PhilmontScoutRanch.org/ute-park-fire-recovery). ■



We've asked Clint to provide his insights regarding the 2020 National Order of the Arrow Conference (NOAC). Clint is the chairman of the 2020 National OA Conference Committee and serves as Vice Chairman for National Events on the National OA Committee. He currently serves Scouting as Webelos den leader, cubmaster in his daughter's pack and is a council board member. As a youth member, Clint served as National Chief in 1991. No stranger to the national conference, he has been to every NOAC since 1988.

**Q1: For those not familiar with NOAC, what is your elevator pitch?**

**CLINT:** I actually have two! To advisers in the OA, I tell them that NOAC is one more tool - quite possibly your most powerful tool - in your OA toolbox to galvanize and inspire your youth leaders. To youth members in the OA, I tell them that NOAC is five days of the best time you'll have in the Order of the Arrow and Scouting!

**Q2: What benefits do lodges and councils receive from the National Order of the Arrow Conference?**

**CLINT:** Young Arrowmen only know what they know. What I mean is that while veteran Arrowmen may have attended several conferences, section conclaves and countless lodge events, our youth leaders only know what they've personally seen and experienced. NOAC shows our youth lodge leaders what can be. I have seen first hand the impact that conference has on a lodge's youth leadership. They always come back excited, filled with new ideas and an enthusiasm to do more.

When I look back at the youth leadership of my council and other councils, nine times out of ten, those leaders have been to conference. These young people return from NOAC motivated, take what they've seen and learned at conference and apply it to their local lodge program. That is really what NOAC is all about.

**Q3: How can lodges, councils, and individual Arrowmen, ensure they or their members are receiving the largest benefit from NOAC?**

**CLINT:** The obvious answer is for contingents to ensure their delegates are participating in training and the wide variety of conference activities. It's this insight from training and the experiences from all of

the activities they participate in that can really have a huge impact on their lodge when they go back home. However, I think the greatest benefit of NOAC is the bonds of brotherhood that are strengthened by just being together as a team over a period of several days. As lodge leaders, during lodge events, we often find ourselves overwhelmed with making the program happen. We're so busy preparing the ceremonies team for the pre-Ordeal or working to organize morning service projects that we don't have a chance to spend time together and get to know one another and build a strong team.

**Q4: How is the OA supporting local council contingents?**

**CLINT:** One of the benefits of going back to Michigan State University in 2020 is that we won't have any capacity constraints. This will allow each lodge to bring as many people as they want to conference. We've already started promoting NOAC through the 'Call Out' which is our conference promotion newsletter. In our first edition, we stress the importance of councils recruiting strong adult and youth contingent leaders. Upcoming 'Call Out' newsletters will feature fundraising ideas and best practices for lodge contingents to prepare for and get the most out of NOAC.

**Q5: You have been to more NOACs than most Arrowmen. What about the 2020 NOAC has you the most excited, and what's your best NOAC hack?**

**CLINT:** Even after fourteen conferences, I'm extremely excited for 2020. Our inaugural remote delegate program was extremely successful in 2018 and I'm looking forward for even more people to virtually experience NOAC in 2020 who otherwise could not engage. We are expanding the scope of our sustainability committee after their introduction at the last conference. However, what is most exciting to me is working with our national youth leaders who always bring new ideas to our conference program and planning.

As for my best NOAC hack, hit the Trading Post early and often to get the best selection of memorabilia and merchandise. Also, an organized gathering of lodge members for some pizza or ice cream goes a long way towards building your team and don't forget your lodge members serving on staff! ■



**5 QUESTIONS**  
with Clint Takeshita



# A JOURNEY TOGETHER

During an exceptionally beautiful week at Philmont in June of 2012, Arrowmen gathered for the annual OA Lodge Advisers Training Conference. Like many Philmont Training Center conferences this one was a family affair, with children and spouses attending in addition to those taking the course.



Toby Capps recalled "Our wives bonded while at Philmont. They got to shoot rifles, go on hikes, and have fun as group." As the week drew towards its conclusion, and everyone's thoughts began to turn towards their journeys home, the spirit of Scouting which binds us each to one another began to tug. Those who had been acquaintances were now friends, and many made plans to meet up again later that summer at Michigan State during NOAC. For those on the faculty, whose wives had become friends, their next time together was more uncertain.

"It was Thursday afternoon," recalled Jack Butler, he and his wife Karen had sent Brad Haddock and his wife Terri information on Brooks Lake Lodge in Jackson Hole, Wyoming, earlier that year, "I asked Brad if he remembered the place in Jackson Hole." Brad had remembered and suggested they all plan a trip for the following February. The wheels had been set in motion, and before they headed home from Philmont, Jack and Karen, Brad and Terri,

along with Toby and Janairie Capps, and Terry and Ruth Bramlett were looking forward to a northern Rockies adventure together that winter. When Jack and Karen were making the reservations, they were careful to ensure "Brad and Terri were in the Bison Room, Brad had been awarded the Silver Buffalo, Toby and Janairie were in the Antelope Room, Toby had been awarded the Silver Antelope, and Terry and Ruth were in the Elk Room, Terry is an avid Elk Hunter." These little detailed gestures became a



hallmark of the friends travels together, they each sought to make some part a little more personal, a little more special for one another.

The trip to Jackson Hole the following February was a resounding success, and four couples resolved to take another vacation together the following year. Not surprising to anyone who has been to Wyoming in the winter, their next trip was to a slightly warmer location – Maui.

Terry Bramlett's recollections of the Maui trip were of teaching his old friend Brad to snorkel. How they swam out to a shallow reef filled with tropical fish and brightly colored corals, and how Brad



Flower photo courtesy of Wealthylady/Shutterstock. Umbrella photo courtesy of stockphoto-graf/Shutterstock



encountered a sea turtle – even snapping a photo.

Over the next three years, the four couples would travel to Alaska, up the St. Lawrence River from Boston to Montreal, and take a paddle wheeler along the Columbia River. In addition to the original group, Sharri and Steve Bradley joined the group in 2016, and Bev and Billy Walley joined in 2017. The six couples set out aboard a Viking river cruise through France in 2018. Steve Bradley remembered that Billy being the new guy presented each of the old guys with a pair of brightly colored socks to gain admission into the circle. Jack said that Bev was welcomed without having to give anyone socks. The jovial nature of their friendship coming through as they showed the photo of the group wearing the socks.

This spring the six couples, along with Mike and Jeanie Bliss, had planned a river cruise along the Rhine river. Shortly before the scheduled departure for Germany, Brad and Terri cancelled, Brad was recovering from recent treatments for his AL Amyloidosis. The six remaining couples set out as planned. On April 1st, Ruth Bramlett received a call. It was Terri Haddock with the news of Brad's passing. The friends found themselves in shock and

disbelief as they gathered around one another on the ship's deck. As they consoled each other, they realized how fortunate they were that they were together. A couple evenings later, they had a private celebration of the life of their traveling companion and dear friend.

Later this summer some the group, with the addition of Dan and Carol Segersin, are planning a trip to Iceland and Norway. We're confident that these travelers have many more adventures ahead.

As the traveling companions recounted their journeys together, the love they share for one another shown through every story. "Toby had always marveled when talking about Brad and Terri, that these Scouting friends who had met at the Silver Buffalo Dinner in 1976, could still be vacationing together with their spouses 43 years later." The close connections begun in the OA, broadened to include their spouses, and grown through unique travels around the world, might serve as an example to us all of the true spirit of brotherhood. ■





# In Memoriam: Brad Haddock

On Monday, April 1st, 2019, the Order of the Arrow lost one of its most dedicated and accomplished brothers with the passing of Brad Haddock. During his life Brad served in many roles. He was a loving husband, dedicated father and grandfather, a kind and trusting friend, a servant of Christ, and for 56 years a Scout.

In 1963, an eight-year-old Brad Haddock raised his hand in the Cub Scout sign and made a promise – to do his best, to do his duty to God and his country, and to help other people at all times. Brad's deeply rooted faith and belief in hard work, instilled in him by his parents, combined with a sense of duty to serve as role model to his two younger siblings crystallized the ideals of service found in the Cub Scout Promise into a lifetime of servant leadership.

Five years after making that first promise, and unknown to the 13-year-old, his life would become forever entwined with Order of the Arrow. In the summer of 1968, he was inducted into the Hi-Cha-Ko-Lo Lodge at Camp Ta-Wa-Ko-Ni in the Quivira Council. Brad quickly excelled in the OA, much as he would throughout his life, serving as chapter chief, lodge officer, lodge chief, section chief, and in 1975-1976 as national chief of the Order of the Arrow. During his term as national chief, he broke with the tradition of office focusing solely on the national conference. Brad used the office as platform to advance programs like the National Leadership Seminar, and to advocate on behalf of youth members while serving on the National Executive Board. Our modern view of the role of national chief began during Brad's term.

Brad told the story about a private luncheon he had with Dr. Goodman in the summer of 1975, early in his term as national chief, how Dr. Goodman gave him full and undivided attention, making him feel as if he were the most important person in the world. Brad quickly took on this trait of personal engagement with those he encountered, elevating it from simply giving one attention to embodying the admonition of the Order, "to love one another."

While attending Phillips University he was selected to receive the BSA's Young American Award. The Young American Award was presented to outstanding college students who had achieved excellence in the arts or sciences and contributed significantly to their community, state, or the nation.

The honorees for 1976 included a second Kansan, Terri Hannon, who Brad met at the BSA's Bicentennial Meeting in New York City in May of that year. The two had an almost instant connection. Once they returned to Wichita that connection became much more. Terri and Brad were married on January 7, 1978.

A year after graduating from Washburn Law School, Tom McBride asked Brad to join the national Order of the Arrow committee. He would serve on the national OA committee from 1981 until his death earlier this year. Brad's commitment to Scouting was not limited to his service to OA, from 1983 to 1986 he and Terri served as co-chairs to the BSA's Report to

the Nation. In the Quivira Council, Brad would serve a District Chairman, Council Commissioner, and Council President. He would also serve as Director of Program for the 2010 Centennial National Scout Jamboree, and as the Chairman for Scouting U.

Beginning in May of 2000, Brad was selected to serve as the chairman of the national Order of the Arrow committee. His transformative leadership during his tenure as chairman is marked by many accomplishments, the expanded role the OA provides in many councils, an increased commitment to service, the adoption of servant leadership principles, the appointment to the national OA committee of younger leaders, and the implementation of at least a dozen major programs.

Brad's seminal achievement during his tenure as the chairman of the national OA committee was ArrowCorps<sup>5</sup>. This service project was a partnership between the Order and the US Forest Service conducted over five weeks at five mutually selected sites: Mark Twain National Forest, Missouri, Manti-La Sal National Forest, Utah, George Washington & Jefferson National Forest, Virginia, Shasta-Trinity National Forest, California, and Bridger-Teton National Forest, Wyoming, in the summer of 2008.

Under Brad's mentorship, National Chief Jake Wellman, along with five elected youth and five selected advisers, led the more than 3,675 volunteer Arrowmen in



completing the largest service project undertaken by the Boy Scouts of America since the Second World War. During these five-weeks more than 285,000 invasive trees were removed, 163 miles of existing trails were improved, 53.6 miles of new multi-use trails were built, 22 tons of trash was removed, and more than 50 square acres of campsite and recreation space was constructed. Jake was presented the President's Volunteer Service Award by President George W. Bush, who personally visited the Shasta-Trinity site to make the presentation.

ArrowCorps<sup>5</sup> represented the largest single volunteer service project to our nation's public lands. 280,000 hours of service were completed, worth in excess of \$5.6 million dollars according to the US Forest Service.

The size, scope, and success of ArrowCorps<sup>5</sup> marked a turning point for the Order of the Arrow. Large scale, complex service projects have become the backbone of Order. Since 2009, dozens of projects on public lands have been undertaken by lodges, and sections. Disaster response projects have been conducted in Florida, Puerto Rico, and New Mexico.

During Brad's long battle with AL Amyloidosis, while enduring stem cell treatments, and years of chemotherapy, he used his illness as testimony to the role God played in his life through his regular health update emails. Each ending with the phrase "Armor on!" a reference to Ephesians 6, extolling believers to put on the full armor of God each day. Brad also supported many others through their own illnesses or losses, with his never-ending

optimism combined with his uncanny ability to know just when to call or to send an uplifting note.

At the 2018 National Order of the Arrow Conference, Brad was recognized as the sixth and final recipient of the Legacy of Servant Leadership Lifetime Achievement Award. This award recognizes the Orders second and third generation of "Founders" – Scouters who had built an enduring legacy to Scouting and the OA through a lifetime of cheerful service. He had been recognized in 1977 with the DSA, in 2006 with Silver Buffalo, and had also received the District Award of Merit, Silver Beaver, and Silver Antelope.

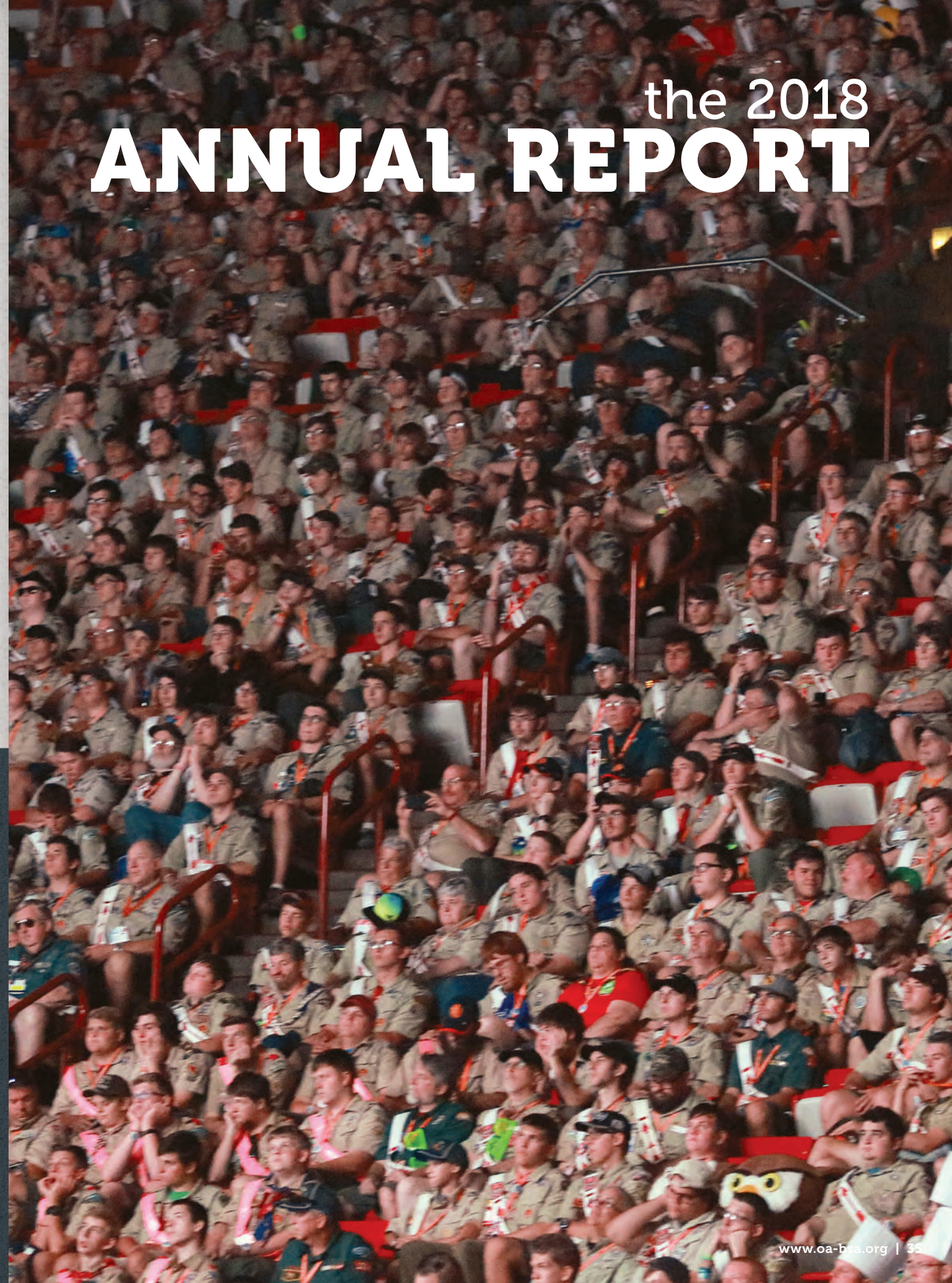
Beyond all the accolades, Brad's journey through Scouting and life should serve as role model to us in living the Scout Oath, Scout Law, Obligation of the Order, in our daily lives. His Christian faith, devotion to his wife, love he had for children and grandchildren, along with the bonds of Brotherhood he built with so many lifelong friends, should be our aspiration – to truly live the admonition of the Order, "to love one another."

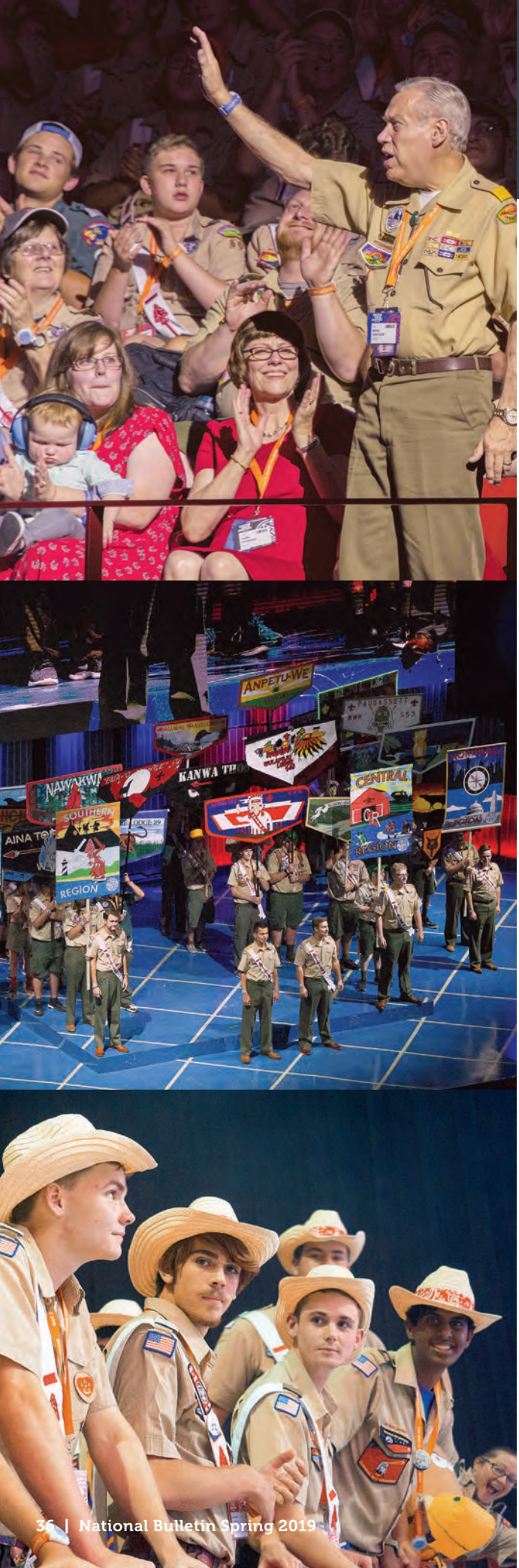
***"Individually each of us if we adhere to the Scout Oath, Law, and the OA Obligation – that makes the biggest impact on the country because then you're a good citizen, a good father, and a good husband. If every Scout makes the decision to act according to the principles of Scouting, the future of our country will be very bright."***

**Brad Haddock,  
July 2018. ■**



# the 2018 ANNUAL REPORT





# national order of the arrow **CONFERENCE**

The National Order of the Arrow Conference (NOAC) is second largest event conducted by the Boy Scouts of America on an ongoing basis. The older average age of the youth attending NOAC along with its more intensive training focus, ensures that a National OA Conference's impact on the Scouting program is on par with a national Scout jamboree.

In keeping with the Order of the Arrow's long tradition of youth leadership, the management team of the national conference is comprised of 51 youth leaders. Six of whom are elected to become national officers, with the remaining 45 serving as leaders of program, messaging, logistics, and finance sub-committees. Unlike any other large scale Scouting event, NOAC is managed and executed under the direct leadership of these 51 youth members, with the guidance of 50 select adult advisers and two professional Scouters.

From July 30th to August 4th, 2018, nearly 7,000 Arrowmen converged upon Indiana University in Bloomington, Indiana, for the 33rd National Order of the Arrow Conference, the 11th NOAC hosted by Indiana University since 1948. Delegates, staff, and guests were inspired to "Decide Your Destiny," the week's theme which challenged everyone to examine how the small choices they make throughout their daily lives can have far reaching impacts on their own lives and the lives of others.

Under the leadership of National Chief Anthony Peluso and National Vice Chief Michael Kipp, the 2018 National OA Conference offered dozens of innovative training sessions ranging from ways to make operational improvements within units or lodges, to advanced leadership and communications skills. The conference featured fun and engaging activities which built upon the spirit of brotherhood, while showcasing the latest in outdoor adventure, sustainability, and team building activities. Each evening concluded with a dramatic show which truly brought the conference theme to life.

#### Highlights in 2018 included:

- ➔ The NOAC 'Seek' game enabled each delegate and staff member to be more engaged with the conference program and each other more than ever before. A device resembling a wrist watch provide an interactive experience for users allowing them to make connections and compete in a conference-wide activity awarding points for their participation in numerous activities.
- ➔ The new 'Remote Delegate' program allowed individuals to attend the conference virtually and exceeded

expectations. Remote delegates were able to participate in various conference activities, view most of the evening shows and even received conference materials and special memorabilia prior to conference starting. One individual noted, "I've personally attended four National Order of the Arrow Conferences and the Remote Delegate experience was well worth the time and effort."

- ➔ Mindful of the Order's conservation tradition, the new Sustainability Committee kept the tenets of the United Nations Sustainable Development goals top of mind through all aspects of conference. From engaging training topics to re-usable water bottles provided to each delegate and staff member, this conference was the most environmentally conscious national Order of the Arrow event to date.

The OA was pleased to have the BSA National Key-3 in attendance throughout the week including National Chair, Jim Turley, National Commissioner Ellie Morrison, and Chief Scout Executive Mike Surbaugh.

We are looking forward to another great conference in 2020. Be sure to join us at Michigan State University for the 34th National Order of the Arrow Conference, August 3 – 8th, in East Lansing, Michigan!

## state of the **BROTHERHOOD**

At the end of 2018 there were

**269** lodges, in  
**267** councils organized into  
**48** sections

**136,262**  
Scouts BSA,  
Venturing, and  
Sea Scouts members  
and adult Scouters  
were Arrowmen

OA membership consisted of  
**61,148** youth,  
**14,554**  
young adults (ages 18 to 20),  
& **60,560** adults

**34%**  
of eligible youth  
are Arrowmen

**12%**  
of registered leaders  
are Arrowmen

**24,029**  
new youth were  
inducted into  
OA membership

## SERVICE

**10,736**  
Arrowmen sealed  
their ties of  
Brotherhood

**1,916**  
Arrowmen were  
recognized with the  
Vigil Honor



# tomorrow's **LEADERS**

Throughout 2018, the Order of the Arrow, under the oversight and direction of the national OA training subcommittee, has continued to empower Arrowmen through relevant and meaningful trainings across multiple avenues.

Conclave Training Initiative (CTI) refreshed, created, and archived various sessions to better supply sections deliver a top-notch training at their annual conclaves.

The Lodge Leadership Development program (LLD) experienced a comprehensive revamp designed to more appropriately aid its users. In addition to considerable training material amelioration, the LLD team worked with the national communications team to design a new, customizable patch for each lodge to personalize for their LLD event. To better support lodges a toolkit was created to help lodges select courses and plan their event more efficiently. With this toolkit, one merely enters his or her lodge name then, based off JTE variables, receives recommended relevant session that will, in turn, provide helpful tools that will strengthen a lodge's weaknesses.

2018 was a milestone year for trainings put on by each of the four regions, such as the National Leadership Seminar (NLS) and Developing Youth Leadership Conference (DYLC). The NLS course was delivered to over **730 Arrowmen** through twelve courses; DYLC also achieved significant success by training **247 advisers** from **105 different lodges** through the eight courses offered.

Under the leadership of key youth and their advisers, the NOAC training team successfully trained, supported, and inspired **200 trainers**. These trainers presented on an array of meaningful topics—including 70 unique sessions, PILOT, NCOC, and Technology Trainings. In total, the National Order of the Arrow Conference training team effectively offered **250 total trainings to nearly 7,000 participants**.

With immense momentum from 2018, the national OA training subcommittee will continue the impetus to fervently empower the leaders of tomorrow through quality, relevant trainings.

# maury clancy american indian **CAMPERSHIP FUND**

This fund was created in 1971 to assist American Indian Scouts in attending resident camp. The fund is named in memory of long-time national committee member Maury Clancy, who made substantial contributions to the OA. Mr. Clancy emphasized the significance of our nation's American Indian culture and worked to encourage the preservation of our American Indian heritage.

The fund supported **152 Scouts** representing five councils by providing camperships totaling **\$20,000**, in 2018.

Lodges may contribute to this fund through their section, thereby increasing the fund and enabling more camperships to be awarded.

# support of **SCOUTING**

The Order of the Arrow's support of local councils, National High Adventure bases, and Scouting at-large remains steadfast, in both direct financial support, and in service hours rendered.

*Combined,  
the OA gave*  
**\$35,458,064**  
*In support of  
Scouting in 2018*

*Service to local  
council projects:*  
**\$32,385,958\***  
\* 1,349,142 man hours  
at \$24.14 per hour

*Materials donated  
in support of local  
council projects:*  
**\$1,386,620**

*Friends of  
Scouting campaign  
contributions:*  
**\$526,084**

*Council capital  
campaign  
contributions:*  
**\$622,011**

*Council endowment  
contributions:*  
**\$253,562**

*Service to  
National High  
Adventure bases:*  
**\$182,329\***

\*7,553 hours to National  
High Adventure bases

*Lodge Service  
Grants:*  
**\$50,000**

*Maury Clancy  
Campership Fund:*  
**\$20,000**

*Cubs to Camp  
Partnership:*  
**\$20,000**

*Josh R. Sain  
Scholarships:*  
**\$11,500**

**1,341,589  
HOURS**  
*to local council  
projects*

# oa high **ADVENTURE**



The first Scout camp at Brownsea Island was not an accident of history; it was held there with the intent to use the outdoor program to instill in boys the lessons of Scouting. Baden-Powell knew well the allure of the outdoors, of the wilderness, and its transformative powers in shaping the lives of young men.

Since 1995, the Order of the Arrow has offered the ultimate extension of B-P's vision of using the outdoors by transforming the lives of Arrowmen through its high adventure programs at Philmont Scout Ranch, Florida Sea Base, Boundary Waters Canoe Area Wilderness, Northern Tier, Quetico Provincial Park, and the Summit Bechtel Family National Scout Reserve. These programs utilize the patrol method and small crews under the direction of a trained foreman, while learning advanced "Leave No Trace" principles, conservation, and crew cohesion. Through periods of reflection during the program each participant makes a lifetime commitment to servant leadership.

The OA high adventure programs are partially funded through the national OA endowment.

## PHILMONT OA TRAIL CREW

The 24th season of the Order of the Arrow Trail Crew at the Philmont Scout Ranch came to an abrupt halt on May 31, 2018, when the Ute Park Fire began. Within 24 hours Philmont had evacuated all staff to a safer location. Over the following three-weeks the fire would burn 36,740 acres and destroyed 14 structures, this unprecedented damage resulted in the full closure of the backcountry to crews for the season. This was the first full closure of the backcountry in Philmont's 80 years of operation.

The OATC foreman voluntarily joined the Philmont Recovery Corps. Initially this effort was managed under a battalion system, with approximately 150 staff members from the conservation, rangers, and backcountry staffs working together to undertake timber stand improvements. The OATC foreman provided leadership and technical support at the battalion and division levels.

The foremen reported several "firsts" for the trail crew including, felling **1,476 trees**, purchasing **96 chainsaws**, creating **151 slash piles**, and **three evacuations**.

## NORTHERN TIER OA WILDERNESS VOYAGE

In its 20th season, **34 participants** completed this two-week program consisting of a week repairing and restoring portage trails within the USFS Boundary Waters Canoe Area Wilderness, with the second week spent trekking through the Boundary Waters.

The Order of the Arrow Wilderness Voyage began work at several new sites this season including: Thomas to Cacabic, Thomas to Kiana, Kiana to Insula, and Insula to Carol. These are connecting portages between popular lakes within the Boundary Waters. During the 2018 season crews completed maintenance work on

**122 portage trails**, cleared **24.6 miles of trail**, contributing **1,760-man hours** of service to the US Forest Service.

The Canadian Odyssey is a two-week program during which the participants complete service projects within the Quetico Provincial Park, Ontario, Canada, followed by a weeklong, 90-mile trek from Atikokan, Ontario to Ely, Minnesota.

During the 2018 season, **33 participants** began work on the heavily used Meadows to Agnes portage. This portage is the primary access point to Lake Agnes. Completed work during the 2018 season included: approximately **500 five-gallon buckets of rocks** pulverized by sledgehammer, **1,000 feet of portage trail naturalized**, and **2,310 feet of corridor were cleared**.

## OA OCEAN ADVENTURE

In its 8th season, the OA Ocean Adventure extended its program from 7 to 9 days to allow participants additional time to explore the remote Dry Tortugas National Park. This park 70 miles west of Key West, FL, only accessible by limited seaplane and ferry service presents Arrowmen with the chance to preserve, support, and learn about the unique history, and eco-system of the Florida Keys. Arrowmen performed service projects related to preservation of the Civil War era Fort Jefferson, or conservation on the larger Dry Tortugas islands.

In addition to their work in the national park, the crews undertook service projects at Camp Weesumkee and Camp Jackson Sawyer. Camp Weesumkee is the primary camp serving the Florida Keys for the Girl Scouts of Tropical Florida Council, while Camp Sawyer is a weekend camp of the South Florida Council, BSA. Both these properties were heavily damaged by Hurricane Irma in September of 2017.

## OA SUMMIT EXPERIENCE

In its 5th season, the OA Summit Experience is designed as the introductory OAHA program with a shorter duration and a focus on education and skill building during the four day service component, engaging younger Arrowmen in the concepts of High Adventure service. In the second half, the participants experience the Summit Bechtel Family Scout Reserve and participate in mountain biking, hiking, climbing, and white water rafting.

OASE continued work on the hiking/mountain biking trail, called the "Garden Ground Stacked Loop System," which the program began building in during its inaugural year in 2014. This trail is located in the New River Gorge National River area near Garden Ground Mountain on the SBR. Crews continue to utilize a worksite basecamp on National Park Service property adding a depth and sense of wilderness seclusion to the program. This worksite basecamp allowed participants to arrive at worksites early, and in turn, allowed additional trail to be built.

The **62 participants** and foreman performed **1,848 hours** of service during the 2018 season.





## lodge service **GRANTS**

The Order of the Arrow provides matching service grants to a limited number of lodge-sponsored council service projects annually. The evaluators consider the innovative nature and scope of each project submitted, the number of Scouts who would benefit from the project, and how the project would enhance the council camping experience. Beginning in 2017, the national OA service grant application included a provision that encourages lodges to apply for, and undertake projects that promote environmental sustainability in the lodge and council program. Lodge service grants are funded through the national OA endowment.

**In 2018, these lodges received Lodge Service Grants:**

### CENTRAL REGION

**Illinek Lodge** of the Abraham Lincoln Council, headquartered in Springfield, Illinois, received \$2,700 to construct four campsite pavilions at Camp Bunn.

**Jaccos Towne Lodge** of the Crossroads of America Council, headquartered in Indianapolis, Indiana, received \$1,000 to replace the gateway at Belzer Scout Camp.

**Nischa Chuppecat Lodge** of the Hoosier Trails Council, headquartered in Bloomington, Indiana, received \$1,000 for maintenance of its OA Circle at Maumee Scout Reservation.

**Mitigwa Lodge** of the Mid-Iowa Council, headquartered in Des Moines, Iowa, received \$1,800 for the construction of a fishing pier and waterfront area modification at Mitigwa Scout Reservation.

**Ma-Ka-Ja-Wan Lodge** of the Northeast Illinois Council, headquartered in Highland Park, Illinois, received \$1,600 for construction of two shelters at the Camp Oakarro shooting sports area.

**Pa-Hin Lodge** of the Northern Lights Council, headquartered in Fargo, North Dakota, received \$1,000 for the construction of two picnic shelters at Tom Brantner Memorial Camp.

**Totanhah Nakaha Lodge** of the Northern Star Council, headquartered in Saint Paul, Minnesota, received \$1,000 for the remodel of an adirondack-style shelter at Phillippo Scout Reservation.

**Kanwa tho Lodge** of the Three Harbors Council, headquartered in Milwaukee, Wisconsin, received \$1,000 for the construction of two model campsites at Indian Mound Scout Reservation.

**Sac-N-Fox Lodge** of the Winnebago Council, headquartered in Waterloo, Iowa, received \$1,000 for the construction of a new disc golf course at Ingawanis Adventure Base.

### NORTHEAST REGION

**Tschitani Lodge** of the Connecticut Rivers Council, headquartered in East Hartford, Connecticut, received \$1,900 for the construction of a new BMX bike program at June Norcross Webster Scout Reservation.

**Kintecoying Lodge** of the Greater New York Council, headquartered in New York City, New York, received \$2,300 for the construction of a new roof for the Pouch Scout Camp archery range and to build an additional archery range at Alpine Scout Camp.

**Paugassett Lodge** of the Housatonic Council, headquartered in Derby, Connecticut, received \$1,000 for renovations to the amphitheater at Edmund D. Strang Scout Reservation.

**Yokahu Lodge** of the Puerto Rico Council, headquartered in Guaynabo, Puerto Rico, received \$5,000 to repair damage from Hurricane Maria to living quarters at Camp Guajataka.

**Tschipey Achtu Lodge** of the Seneca Waterways Council, headquartered in Rochester, New York, received \$1,400 for the construction of a stage at the Frog Pond Amphitheater at Camp Cutler.

### SOUTHERN REGION

**Aracoma Lodge** of the Black Warrior Council, headquartered in Tuscaloosa, Alabama, received \$2,000 to erect two pavilions at Camp Horne.

**Echeconnee Lodge** of the Central Georgia Council, headquartered in Macon, Georgia, received \$3,100 to construct four staff cabins at Camp Benjamin Hawkins.

**Ini-To Lodge** of the Flint River Council, headquartered in Griffin, Georgia, received \$1,000 for construction of an outdoor chess and checkers area at Longhorn Scout Camp.

**Yustaga Lodge** of the Gulf Coast Council, headquartered in Pensacola, Florida, received \$1,000 for ventilation and sound system modifications of the Rainwater Lodge at Spanish Trail Scout Reservation.

**Netopolis Sipo Schipinachk Lodge** of the Longhorn Council, headquartered in Hurst, Texas, received \$2,200 for its water improvement project at Hills and Hollows Camp.

**Santee Lodge** of the Pee Dee Area Council, headquartered in Florence, South Carolina, received \$2,000 to remove and replace its main dock and floating dock at Camp Coker.

**O-Shot-Caw Lodge** of the South Florida Council, headquartered in Miami Lakes, Florida, received \$2,500 to complete the necessary construction to open Camp Sawyer again after damage from Hurricane Irma.

### WESTERN REGION

**Es-Kaielgu Lodge** of the Inland Northwest Council, headquartered in Spokane, Washington, received \$3,000 to construct a crafts pavilion at Camp Easton.

**Chumash Lodge** of the Los Padres Council, headquartered in Santa Barbara, California, received \$1,900 to rebuild a garden of native plants with labels after damage from the Whittier Fire.

**Tannu Lodge** of the Nevada Area Council, headquartered in Reno, Nevada, received \$1,200 to construct a nature shed at Camp Fleischmann.

**Wiatava Lodge** of the Orange County Council, headquartered in Santa Ana, California, received \$1,000 to rebuild the Blue and Gold and Court of Honor Patio at Oso Lake Scout Camp.

**Ohlone Lodge** of the Pacific Skyline Council, headquartered in Foster City, California, received \$1,400 for improvements to the Troop Services Building at Cutter Scout Reservation.

**Ha-Kin-Skay-A-Ki Lodge** of the Pikes Peak Council, headquartered in Colorado Springs, Colorado, received \$4,000 to construct a new archery range at Camp Alexander.

## national service **AWARD**

The National Service Award was created in 1999 to recognize two exceptional lodges from each region who have performed outstanding service to the local council and community, measured both quantitatively and qualitatively.

**These recipients were recognized for their 2018 accomplishments:**

### CENTRAL REGION

**Black Hawk Lodge**  
Mississippi Valley Council #141  
Quincy, Illinois

**Kanwa tho Lodge**  
Three Harbors Council #636  
Milwaukee, Wisconsin

### NORTHEAST REGION

**Lowanne Nimat Lodge**  
Longhouse Council #373  
Syracuse, New York

**Witauchsoman Lodge**  
Minsi Trails Council #502  
Allentown, Pennsylvania

### SOUTHERN REGION

**Mikanakawa Lodge**  
Circle Ten Council #571  
Dallas, Texas

**O-Shot-Caw Lodge**  
South Florida Council #84  
Miami Lakes, Florida

### WESTERN REGION

**Cahuilla Lodge**  
California Inland Empire Council #45  
Redlands, California

**Wiatava Lodge**  
Orange County Council #39  
Santa Ana, California



# INNOVATION award

The Innovation Award was established in 2012 to recognize chapters and lodges for developing creative and innovative solutions to challenges faced during the implementation of their annual program plans. Two awards in each region are presented annually.

These recipients were recognized for their 2018 accomplishments:

## CENTRAL REGION

**Bigfoot Lodge**  
Glacier's Edge Council #620  
Madison, Wisconsin

**Nischa Chuppecat Lodge**  
Hoosier Trails Council #145  
Bloomington, Indiana

## NORTHEAST REGION

**Tulpe Lodge**  
Narragansett Council #546  
East Providence, Rhode Island

**Woapalanne Lodge**  
Patriots' Path Council #358  
Cedar Knolls, New Jersey

## SOUTHERN REGION

**Netopolis Sipo Schipinachk Lodge**  
Longhorn Council #662  
Fort Worth, Texas

**Santee Lodge**  
Pee Dee Area Council #552  
Florence, South Carolina

## WESTERN REGION

**Cahuilla Lodge**  
California Inland Empire Council #45  
Redlands, California

# e. urner goodman CAMPING AWARD

The E. Urner Goodman Camping Award was created in 1969 as a tribute and testimonial to the OA's founder. The purpose of this award is to encourage and challenge Order of the Arrow members and lodges to increase their scope and effectiveness in promoting and increasing Scout camping within each council. The award is presented annually to two outstanding lodges from each region.

These recipients were recognized for their 2018 accomplishments:

## CENTRAL REGION

**Black Hawk Lodge**  
Mississippi Valley Council #141  
Quincy, Illinois

**Nischa Chuppecat Lodge**  
Hoosier Trails Council #145  
Bloomington, Indiana

## NORTHEAST REGION

**Octoraro Lodge**  
Chester County Council #539  
West Chester, Pennsylvania

**Witauchsoman Lodge**  
Minsi Trails Council #502  
Allentown, Pennsylvania

## SOUTHERN REGION

**Unali'Yi Lodge**  
Coastal Carolina Council #550  
Charleston, South Carolina

**Wewanoma Lodge**  
Rio Grande Council #775  
Harlingen, Texas

## WESTERN REGION

**Cahuilla Lodge**  
California Inland Empire Council #45  
Redlands, California

**Wiatava Lodge**  
Orange County Council #39  
Santa Ana, California

# national order of the arrow **ENDOWMENT**

The National Service Award was created in 1999 to recognize two exceptional lodges from each region who have performed outstanding service to the local council and community, measured both quantitatively and qualitatively.

These recipients were recognized for their 2018 accomplishments:

## MANAGEMENT:

The National Order of the Arrow Committee oversees the annual special projects budget, which is funded with earnings from the national OA endowment. The committee has entrusted the management of this asset to BSA Asset Management LLC (BSAAM). This very low cost option allows for significant savings in management and trust fees, while having professional management of the funds.

## SUPPORT:

During the past four years, the national OA endowment has supported key OA programs with more than \$1,025,000 in direct funding, including more than \$200,000 in direct support of local councils through lodge matching service grants.

## LEGACY FELLOWSHIP:

The Legacy Fellowship is a project which focuses on

encouraging OA members to first support their local council by becoming a James E. West Fellow and then encouraging them to make an additional contribution of at least \$1,000 to the national OA endowment.

At the end of 2018, 452 Arrowmen had been recognized for their contribution to the Legacy Fellowship program.

## GOODMAN SOCIETY:

At the end of 2017, 84 individuals were members of the Goodman Society, having included the national OA endowment in their estate plan with a planned gift of at least \$10,000.

Three new members joined the Goodman Society in 2018:

Scott M. Best

Joseph A. Burleski

Mark J. Chilutti

Trevor N. Hooper





# josh r. sain MEMORIAL SCHOLARSHIP

**Talon B. Parker** is a member of the East Carolina Council and the Croatan Lodge. Talon is the former National Vice Chief. He is a Sophomore majoring in Nutrition at Wake Technical Community College. He received a scholarship of **\$1,500**.

**Forest J. Gertin** is a member of the Seneca Waterways Council and the Tschipey Achtu Lodge. Forest is a Sophomore majoring in International Public Policy at Georgetown University. He is the former National Chief. He received a scholarship of **\$1,500**.

**Manué E Lopez** is a member of the Orange County Council and the Wiatava Lodge. Manué is the former Western Region Chief. He is a Junior majoring in Political Science at the University of California at Berkeley. He received a scholarship of **\$1,500**.

**Harrison D. Fry** is a member of the Lincoln Heritage Council and the Nguttitenhen Lodge. Harrison is the former Southern Region Chief. He is a Senior majoring in Management at Murray State University. He received a scholarship of **\$1,500**.

**P. Matthew Watson** is a member of the Blue Ridge Council and the Atta Kulla Kulla Lodge. Matthew is the former SR-5 Section Chief. Matthew is a Junior majoring in Biology at North Greenville University. He received a scholarship of **\$1,000**.

**Nicholas S. Dougherty** is a member of the Mason-Dixon Council and the Guneukitschik Lodge. Nicholas is the former NE-6B Section Chief. He is a Senior majoring in Chemical Engineering at the University of Maryland, Baltimore County. He received a scholarship of **\$1,000**.

**Tanner P. Maris** is a member of the Alamo Area Council and the Aina Topa Hutsi Lodge. Tanner is the former SR-3 Section Chief. He is a Junior majoring in Finance at Texas A & M University. He received a scholarship for **\$1,000**.

**Matthew R. McMahan** is a member of the Orange County Council and the Wiatava Lodge. He is the former W-4S Section Chief. He is a Sophomore majoring in Mechanical Engineering at Fullerton College. He received a scholarship of **\$1,000**.

**Christian F. Wolpert** Gaztambide is member of the Puerto Rico Council and the Yokahu Lodge. He is the former NE-5 Section Chief. He is a Sophomore majoring in History at Yale University. He received a scholarship of **\$1,000**.

**Gregory C. Yentz** is a member of the Gulf Stream Council and the Aal-Pa-Tah Lodge. He is the former S-4 Section Chief. Gregory is a Sophomore majoring in Computer Science at Florida State University. He received a scholarship of **\$1,000**.

**Jeremy R. Linch** is a member of the Cascade Pacific Council and the Wauna La-Mon'tay Lodge. He is the former W-IS Section Chief. Jeremy is a Senior majoring in Accounting and Spanish at Portland State University. He received a scholarship of **\$1,000**.

**Collin D. Metscher** is a member of the Denver Area Council and the Tahosa Lodge. He is the former W-2S Section Chief. Collin is a Junior majoring in Business at Colorado State University. He received a scholarship of **\$1,000**.

**Jorge A Salazar** is a member of the Greater Los Angeles Area Council and the Tuku'ut Lodge. Jorge is the former W-4N Section Chief. He is a Freshman majoring in Finance at California State University Los Angeles. He received a scholarship of **\$1,000**.

**Samuel B. McMurray** is a member of the Great Salt Lake Council and the El-Ku-Ta Lodge. He is the former W-2W Section Chief. Samuel is an undeclared Freshman at Brigham Young University. He received a scholarship of **\$1,000**.

**Aaron D. Coffman** is member of the Westmoreland Fayette Council and the Wagon Lodge. Aaron is the former NE-4B Section Chief. He is a Sophomore majoring in Civil Engineering at Penn State University. He received a scholarship of **\$1,000**.

**Kyle A. McCaffery** is a member of the Mount Baker Council and the Sikhs Mox Lamonti Lodge. Kyle is the former W-IN Section Chief. He is majoring in Computer Science at Western Washington University. He received a scholarship of **\$500**.

## RED ARROW award

The Red Arrow Award was created in 1967 to recognize individuals who are not members of the Order of the Arrow for their outstanding service to the OA. It is awarded by action of the National Order of the Arrow Committee, and is typically presented only for service over a significant period of time.

**In 2018 the honorees were:**

**Debra M. Dyson**  
Irving, TX

**Stephanie Jordan**  
Irving, TX

## SILVER BUFFALO award

Established in 1925, the Silver Buffalo Award is the Boy Scouts of America's highest commendation of the invaluable contributions that outstanding Americans make to youth. The service must be national in scope and can be independent of, or directly through, the Boy Scouts of America.

The Order of the Arrow was honored to have two members of the National Committee honored with Scouting's highest honor, the Silver Buffalo Award.

**In 2018 the honorees were:**

**John W. (Jack) Hess**  
Lafayette, CO  
Eagle Scout, Geologist

**William (Bill) Loeble Jr.**  
Covington, GA  
Eagle Scout, Longtime Scouter

## SILVER ANTELOPE award

Established in 1942, the Silver Antelope Award is the regional level distinguished award of the Boy Scouts of America. Recipients of this award are registered Scouters of exceptional character, with distinguished records of service to youth on the area or regional level.

In 2018 the national Order of the Arrow committee was honored to have one of its members selected by the Northeast region to receive the Silver Antelope Award for his extraordinary service to Scouting.

**In 2018 the honoree was:**

**Robert (Bob) Black Jr.**  
Vestal, NY





# national order of the arrow **COMMITTEE**

## national distinguished **SERVICE AWARD**

Mitchell L. Andrews.....Willoughby, OH  
 Robert H. Anstett.....Franklin, TN  
 Timothy L. Beaty.....Pleasant View, UT  
 Matthew L. Bell.....West Decatur, PA  
 Christopher J. Boyle.....Massapequa, NY  
 Patrick S. Burtchaell.....New Orleans, LA  
 Alexander C. Call.....Dallas, TX  
 Ralph C. "Craig" Davis.....Port Isabel, TX  
 Michael D. DeSocio.....Lincroft, NJ  
 Joseph M. "Joey" Dierdorf II.....Brazil, IN  
 Steven C. Dupaix.....Salt Lake City, UT  
 Bradley J. Ellis.....Jupiter, FL  
 Harrison D. Fry.....South Fulton, TN  
 Jose P. "Joe" Garcia.....Peoria, AZ  
 Forrest J. Gertin.....Rochester, NY  
 Taylor J. Giles.....Charleston, WV  
 Logan M. Greene.....Mitchell, IN  
 Glenn J. Greubel, Sr.....Merrick, NY  
 Stephen A. Grover.....Allentown, PA  
 Jonathan T. Hagenow.....Suffield, CT  
 Joshua J. Hunt.....Milwaukee, WI  
 Tyler J. Inberg.....Tualatin, OR  
 Hunter N. Jones.....Lafayette, TN  
 Benjamin E. Karlsen, Jr.....Las Vegas, NV  
 Anthony J. "AJ" Kelly.....Virginia Beach, VA  
 Bradley A. "Austin" Kriznar.....Jacksonville, FL  
 Alexander I. Leach.....Roswell, GA

Nathaniel A. Lee.....Kirkland, WA  
 Manuel E. "Manny" Lopez.....Aliso Viejo, CA  
 Patrick S. Mapp.....McDonough, GA  
 Steven P. McGowan.....Irving, TX  
 Donald N. Miller.....Dickson, TN  
 Curtis W. Palmer.....Eudora, KS  
 Kyle M. Palmer.....Salt Lake City, UT  
 Talon B. Parker.....Elm City, NC  
 Kyle M. Raffensperger.....Leesburg, VA  
 Timothy J. Riedl.....Dubuque, IA  
 Michael J. "Jason" Riley.....Austin, TX  
 Robert C. "Bobby" Robinson.....Sparta, TN  
 Robert W. Rodriguez.....Jersey City, NJ  
 Sven J. Rundman.....Fredericksburg, VA  
 Steve M. Sawyer.....Dallas, TX  
 Jeffery M. Sedlacek II.....King, NC  
 George M. Soltis.....South Charleston, WV  
 Donald J. "Donnie" Stephens.....Shavertown, PA  
 William S. "Scott" Stephens.....Memphis, TN  
 Michael B. Surbaugh.....Flower Mound, TX  
 Michael T. Sawlberg.....San Anselmo, CA  
 Price M. "Matthew" Waton.....Simpsonville, SC  
 Theodore R. Weiland.....Cedar Rapids, IA  
 Brent A. Wessel.....Cape Girardeau, MO  
 Michael F. White.....Charlottesville, VA  
 James S. Williamson.....Aurora, CO  
 Robert K. Wong.....Castro Valley, CA

### **NATIONAL CHIEF**

Anthony T. Peluso (Y)

### **NATIONAL VICE CHIEF**

Michael T. Kipp (Y)

### **NATIONAL CHAIRMAN**

Michael G. Hoffman

### **OA DIRECTOR**

Matthew W. Dukeman (P)

### **ASSOCIATE DIRECTOR**

Travis M. Rubelee (P)

### **VICE CHAIRMEN**

#### **COMMUNICATION**

Anthony J. Fiori

#### **COUNCIL RELATIONS**

Edward A. Pease

#### **DEVELOPMENT**

N. Anthony Steinhardt, III

#### **DIVERSITY**

Hector A. (Tico) Perez

#### **FINANCIAL OPERATIONS AND**

#### **STRATEGIC PLANNING**

Glenn T. Ault

#### **NATIONAL EVENTS**

Clint E. Takeshita

#### **OUTDOOR ADVENTURES**

Jeffery Q. Jonassen

#### **PARTNERSHIPS**

Bradley E. Haddock

#### **PROJECT 2023**

Christopher A. Grove

#### **RECOGNITION, AWARDS,**

#### **HISTORY, AND PRESERVATION**

Michael L. Thompson

#### **REGION AND SECTION**

#### **OPERATIONS**

Robert C. Black

#### **SPECIAL PROJECTS**

Scott W. Beckett

#### **SPECIAL PROJECTS**

Ray T. Capp

#### **STRATEGIC PERFORMANCE**

Edward T. Lynes

#### **TECHNOLOGY**

Thomas S. Bain

#### **TRAINING**

David W. Garrett

#### **UNIT, CHAPTER, AND**

#### **LODGE SUPPORT**

J. Dan McCarthy

### **COMMITTEE MEMBERS**

Jeremiah J. Arnold

#### **Communication**

Tracy A. Atherton

#### **Unit, Chapter, and Lodge Support**

L. Ronald Bell

#### **Unit, Chapter, and Lodge Support**

Roger D. Billica

#### **Strategic Performance**

Jack S. Butler, II

#### **Communication**

Steven D. Bradley

#### **Unit, Chapter, and Lodge Support**

Michael R. Card

#### **Technology**

Toby D. Capps

#### **Region and Sections Operations**

Robert Chaballa

#### **Region and Section Operations**

E. Andrew Chapman

#### **National Events**

Mark J. Chilutti

#### **Development**

William B. Chin

#### **Unit, Chapter, and Lodge Support**

Gary D. Christiansen

#### **Region and Section Operations**

Donald J. Cunningham

#### **Financial Operations and**

#### **Strategic Planning**

Ralph C. (Craig) Davis

#### **Financial Operations and**

#### **Strategic Planning**

Kenneth P. Davis

#### **National Events**

Devang Desai

#### **Communication**

Darrell W. Donahue

#### **Unit, Chapter, and Lodge Support**

Harrison D. Fry (Y)

#### **Training**

Stephen F. Gaines

#### **Training**

Forrest J. Gertin (Y)

#### **Outdoor Adventures**

Clyde (Bud) Harrelson III

#### **Strategic Performance**

John W. Hess

#### **Outdoor Program**

Jason P. Hood

#### **Development**

Dabney Kennedy

#### **Recognition, Awards,**

#### **History and Preservation**

Delbert W. Loder

#### **Unit, Chapter, and Lodge Support**

William D. (Bill) Loeble

#### **Recognition, Awards,**

#### **History, and Preservation**

Carl M. Marchetti

#### **Development**

Carey J. Mignerey

#### **Financial Operations and**

#### **Strategic Planning**

Alyx J. Parker

#### **Region and Section Operations**

Talon B. Parker (Y)

#### **Development**

Max Sasseen, Jr.

#### **National Events**

Daniel T. Segersin

#### **Unit, Chapter, and Lodge Support**

William H. (Bill) Topkis

#### **Recognition, Awards,**

#### **History, and Preservation**

Kaylene D. Trick

#### **Financial Operations and**

#### **Strategic Planning**

Scott A. Valcourt

#### **Strategic Performance**

Russell D. Votava

#### **Technology**

Matthew M. Walker

#### **Outdoor Adventures**

Billy W. Walley

#### **Recognition, Awards,**

#### **History and Preservation**

Michael F. White

#### **Region and Section Operations**

Jason A. Wolz

#### **Communication**

MacKinley J. Zewalk

#### **Outdoor Adventures**

(Y) indicates a youth member

(P) indicates a professional Scouter

