



IMPACT REPORT

- 2025 -



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National Statistics

OA Membership

Membership	92,834 members
Lodges	240 lodges in 236 councils
Elected Candidates	29,556 candidates
Completed Unit Elections	16,124 units
Induction Events	678 across all lodges

Council Support

Funds Provided to Local Councils	\$2,117,354.00
Service Hours Provided	1,097,159 hours
Service Hours Monetary Value	\$38,170,161.61
Support to Scouting for FY2024	\$1,993,352.00

Section Organization

Number of Sections	41 sections
Eastern Region	18 sections
Gateway Region	23 sections
Section Conclave Participants	13,053 Arrowmen

Lodge Performance Measurement Program (PMP)

The OA's Performance Measurement Program recognizes lodges that adhere to national policies and achieve benchmarks at a "Thriving" or "High Performing" level.

Thriving Lodges	131 lodges
High Performing Lodges	45 lodges



Chief's Welcome

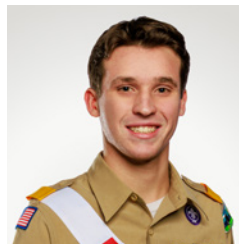
In 2025, through the efforts of nearly 100,000 members, the Order of the Arrow saw continued momentum, landmark events, and new ideas brought forward to help strengthen the OA program and Scouting America.

Our National Council of Chiefs (NCOC) gathered over 450 of our most impactful leaders at Philmont Scout Ranch where we piloted an updated induction process. Lodge chiefs and advisers provided feedback on these changes, and we challenged them to grow as servant leaders.

The Eastern and Gateway Regions hosted nine training weekends in 2025, each with a National Leadership Seminar and a Developing Youth Leadership Conference. Over 950 participants attended these courses to deepen their leadership abilities.

After incorporating feedback from the NCOC, the national committee adopted a major change to how new members are inducted into the OA. This process aims to align us with the new mission, vision, and purpose that the national committee previously adopted and supports the retention of members.

We are incredibly excited for the opportunities available in 2026 as we work to positively develop today's youth into leaders of character. We appreciate the unwavering support every OA member has offered to ensure our traditions and values are carried into the future. The spirit of the Order of the Arrow grows stronger, and we are humbled to have the opportunity to share this spirit with all of Scouting.



Joshua Nero
2026 National Chief



Emma Wright
2026 National Vice Chief

Thrive

THRIVE is a national initiative to help lodges become stronger and achieve a high performing status. The program identifies what a lodge does well and where they can grow. It gives the lodge stakeholders tools, training, and tailored support to improve in areas like leadership, communication, event planning, and membership engagement by setting clear goals and building action plans.

Program Scale

Wave 6: 10 lodges
Wave 7: 20 lodges
Wave 8 (in progress): 20 lodges

Thrive Team

~4 engagement partners per lodge
~80 lodge-facing team members
~30 additional support/ leadership contributors



Lodge Mergers

In 2025, 10 lodge mergers and/or integrations were completed, collectively impacting over 6,700 members, or about 7% of members. Each effort represents a complex, multi-month process requiring sustained coordination, leadership alignment, and operational support.

To support increasing demand and improve consistency in execution, region merger teams were established and the *Field Operations Handbook* was updated to reduce ambiguity of the lodge's status during the transition. These efforts represent a continued shift toward a more structured, scalable, and data-informed approach to lodge mergers across the OA.

New Frontier Lodge

From Gila Lodge
and Yah-Ta-Hay-Te-Kis Lodge

Kunamokst Lodge

From Tsisqan Lodge
and Lo La'Qam Geela Lodge

Prairie Thunder Lodge

From Tatanka Anpetu-Wi Lodge
and Kit-Ke-Hak-O-Kut Lodge

Southern Prairie Lodge

From Ema'O Mahpe Lodge
and Ma-Nu Lodge

Kittan Lodge

From Kittan Lodge
and Half Moon Lodge

2025 National Committee

Sam Crowder
NATIONAL CHIEF

Ben Jones
NATIONAL VICE CHIEF

Elijah Aiken
EASTERN REGION CHIEF

Haley Flores
GATEWAY REGION CHIEF

Chris Grove
NATIONAL CHAIRMAN

Cortland Bolles
NATIONAL DIRECTOR

Brea Baygents
ASSOCIATE DIRECTOR

Devang Desai
VICE CHAIR AT-LARGE

FINANCIAL STEWARDSHIP

Glenn Ault
AWARDS & RECOGNITIONS

Tony Fiori
VICE CHAIR FINANCIAL STEWARDSHIP

David Gosik
PAST NATIONAL CHIEF

Michael Hoffman
ENDOWMENT & GIVING

Vince La Padula
ENDOWMENT & GIVING

Carl Marchetti
COMMITTEE MEMBER AT-LARGE

Carey Mignerey
FINANCIAL OPERATIONS

Tico Perez
ENDOWMENT & GIVING

Jake Whitley
PAST REGION CHIEF

LODGE IMPACT

JJ Arnold
GROWTH & RETENTION

Tracy Atherton
UNIT & PARENT SUPPORT

Jason Ball
UNIT & PARENT SUPPORT

Joe Barton
MEMBER ACTIVATION

Cameron Dalton
PAST EASTERN REGION CHIEF

Don Hough
VICE CHAIR LODGE IMPACT

Jason Isherwood
MERGERS & INTEGRATIONS

Bobby Kunstman
ACCESS & BELONGING

Aaron Seier
LODGE ENGAGEMENT

MISSION & REPUTATION

Christina Clarke
BRAND & REPUTATION

David Heimann
MEMBER JOURNEY

Ed Lynes
VICE CHAIR MISSION & REPUTATION

Preston Marquis
SCOUTING ALIGNMENT:
RANK & ADVANCEMENT

Angelique Minett
SCOUTING ALIGNMENT: PROGRAMS

Andy Spicknall
OA THEMATICS

Donnie Stephens
NON-MEMBER RELATIONS

NATIONAL PROGRAMS

Ryan King
HIGH ADVENTURE

Brad Schmidt
EASTERN REGION CHAIR

Clint Takeshita
VICE CHAIR NATIONAL PROGRAMS

Michael Thompson
HISTORY & PRESERVATION

Ted Weiland
GATEWAY REGION CHAIR

OPERATIONS

Thomas Bain
TECHNOLOGY & TOOLS

Scott Beckett
VICE CHAIR OPERATIONS

Michael Card
TECHNOLOGY SOFTWARE

Jeffrey Jonasen
RESOURCES & PUBLICATIONS

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CHANGE MANAGEMENT

Spencer Long
LODGE, SECTION & REGION MISSION

Grant Phifer
COMMUNICATIONS

Jason Riley
TRAINING & DEVELOPMENT

John Andrew Segebarth
PAST NATIONAL VICE CHIEF

Mike White
TRAINING & DEVELOPMENT

National Council of Chiefs 2025

Held July 20-26, 2025 at Philmont Training Center.



Strengthening Leadership

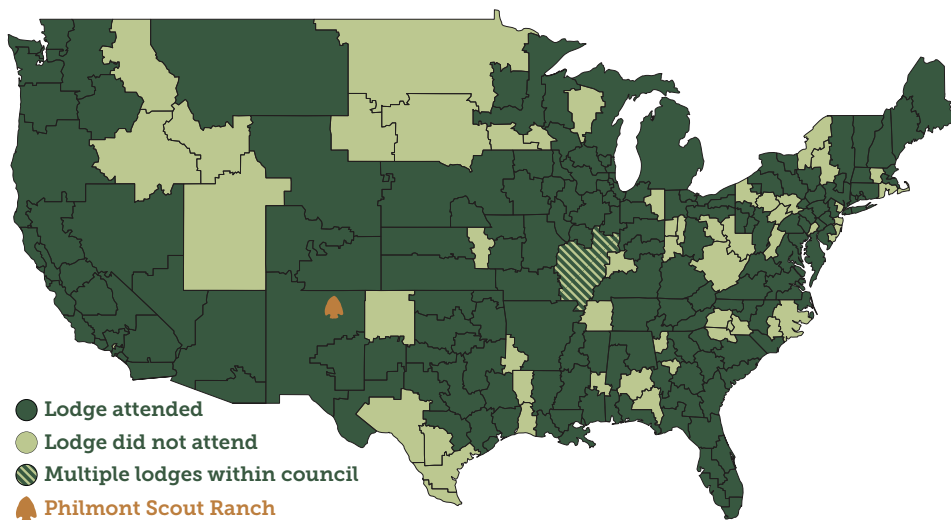
The National Council of Chiefs (NCOC) is an opportunity for youth lodge leaders to join in fellowship and service. Arrowmen spent the week learning how to better lead their lodge, exchange ideas, experience some of the activities Philmont Scout Ranch offers, and participate in conservation projects.

Highlights

At the NCOC, a revised induction experience was piloted, which introduces new members to the concepts of Brotherhood, Cheerfulness, and Service. After receiving feedback on the new activities and ceremonies, revisions were made, giving lodge leaders the opportunity to shape the program. Special guests included the Scouting America National Chair and National Commissioner.

Nationwide Reach

The 2025 NCOC was attended by over 330 members and 120 staff. There were 187 lodges represented. In 2026, the Order of the Arrow begins a full implementation of the new induction in all Scouting councils and OA lodges.





NLS and DYLC Participation

Location	Site	NLS Learners	NLS Staff	DYLC Participants	DYLC Staff
Mobile, AL	USS Alabama	84	15	27	10
Indianapolis, IN	Jameson Camp	62	12	34	13
Rockville, RI	Camp Yawgoog	87	14	38	10
Greensboro, NC	Embassy Suites	70	13	34	11
Minneapolis, MN	Base Camp	100	18	41	17
Kansas City, MO	Theodore Naish Scout Reservation	101	20	38	20
Boise, ID	Renaissance High School	19	10	12	8
Fort Worth, TX	Longhorn Council Office	74	18	39	18
Orange, CA	Irvine Ranch Outdoor Education Center	68	21	23	15
		665		286	



National Leadership Seminar AND Developing Youth Leadership Conference

National Leadership Seminar (NLS) is a weekend conference that strengthens the leadership skills of key OA youth and adults. Designed to complement other trainings, NLS helps participants apply what they learn to projects in their lodge, council, and community, preparing them to lead within Scouting America and beyond.

The Developing Youth Leadership Conference (DYLC) strengthens an adviser's ability to mentor youth leaders within their lodge and chapter. Covering topics like resilience, growth mindset, feedback, and mentorship, DYLC helps advisers foster a culture of youth-driven leadership and goal setting.

I was a newly elected lodge chief attending NLS, unsure of what to do. During the course, I discovered how I learn and became an adaptive leader. I still talk to the people in my crew. I felt ready to tackle challenges and thrive, thanks to NLS!

I'm more prepared now to support the youth I work with in my chapter not only on their tasks for Scouting but as they launch into adulthood.





Endowment

For more than three years, the endowment team has worked to bring to life a tribute to the OA's legacy of Brotherhood, Cheerfulness, and Service through the creation of an inspiring bronze statue. This meaningful gift to the Order of the Arrow, generously provided by the TriDave Legacy Trust, will be installed in the 12 Points area at the Summit Bechtel Reserve.

In July 2026, the OA will unveil this landmark during the National Scout Jamboree. The statue will stand as a powerful symbol of the OA's values that continue to shape and inspire future generations.

Complementing this unveiling, the OA is presenting an immersive experience for participants at the Jamboree that will share the story and vision of the donor and the Order of the Arrow. The experience will highlight the mission-driven impact of the OA and its vital role in keeping youth meaningfully engaged in Scouting.

**OA endowment balance as of
December 31, 2025: \$11,061,513.94**

1915 Society

457 new 1915 Society members. Total of 1,231

Legacy Fellowship

Added 14 Bronze, 5 Silver, and 3 Platinum members. 841 total members across all levels.

Goodman Society

2 new members. 95 members.



Trail Crew at Philmont Scout Ranch

2,839 feet of trail completed
2 switchbacks completed
74 rock sets completed
36 stumps pulled

OA High Adventure

The OA's High Adventure programs allow youth Arrowmen to attend Scouting America's high adventure bases where they combine meaningful conservation service with self-planned wilderness treks. Arrowmen who participate return to their lodges with renewed passion for the OA and a renewed interest in serving their units.

Program	Participants	Foremen	Sessions	Service Hours
Trail Crew	190	12	9	10,284
Wilderness Voyage	102	9	12	5,520
Ocean Adventure	16	2	2	50
Summit Experience	92	2	8	2,220
	400	25		18,074



Ocean Adventure at Sea Base

First season since 2022.

Worked on Big Munson Island to bring back endangered vegetation species after 2017's Hurricane Irma.

Assisted a coral nursery with siphoning tanks, labeling and sealing coral plugs, assembling coral racks, and completing a coral tank transfer.



Summit Experience at Summit Bechtel Reserve

1,400 ft trail completed

32 rock sets completed

5 truckloads of dirt moved

18 mountain bike rollers / turns built

Implemented Foreman In Training program where 18-20 year olds joined a crew for a session.



Wilderness Voyage at Charles L. Sommers Canoe Base

7 projects completed in cooperation with the US Forest Service

385 feet of trail completed

19 segments of turnpike

270 rock sets completed

13 miles of trail cleared



Operation Arrow 2026

For over 75 years, the Order of the Arrow has provided service and support at the National Jamboree.



1950 OA Service Troop

Comprised of 36 Arrowmen from 15 states, the OA Service Troop handled behind-the-scenes logistics to help ensure that the Scouts attending the Jamboree might have a better time camping. The service included mail delivery, traffic and parking supervision, and medical assistance.

Foundations of Service

Since the first National Jamboree, Arrowmen have played a role in supporting the event, beginning in 1937 with minor communication and promotion roles. At the 1950 Jamboree, the OA's involvement would include an on-site "Service Troop" which has evolved over 76 years into the modern day Operation Arrow, a multi-part program including a Service Corps, OA Summit Circle Experience, & OA Legacy Experience.

Supporting the Modern Jamboree

As the Jamboree has evolved, so too has the OA's service and impact. With the Jamboree having now made permanent residency at the Summit Bechtel Reserve, the OA has been able to introduce elements, such as the Summit Circle, a monument to the founding of the OA, and The OA Legacy Experience, a new permanent OA display and exhibition. The OA continues to lead the program that started it all, the OA Service Corps, providing logistical support to the Jamboree.





National Order of the
Arrow Conference
July 26-31, 2027

University of Illinois
Urbana-Champaign

Lodge registration opens soon for the
premier OA Event, see you there!



Over 460 OA members
will be serving as
Operation Arrow Staff

New for 2026

Participants at the 2026 National Jamboree will have new program opportunities, even if they're not in the OA. Scouts will come together with events such as the OA Rendezvous, the OA Summit Circle experience, and for the first time ever, the OA will be hosting a Jamboree-wide triathlon. The OA will also have members staffing Jamboree areas, including, Thrasher Mountain, Climbing, and Aerial Sports. 2026 will also see the official opening of the new Order of the Arrow Legacy Plaza.



Operation Arrow 2026 Leadership

National Chief
Joshua Nero

National Vice Chief
Emma Wright

Service Corps
Luke Williams

Rendezvous
Tessa Schaffer

Communications
Louis Schramm

Summit Circle
Garrett Thompson

Staff Services
Samuel Shrock

Legacy Experience
Jules Stafford

Operation Arrow Chair
Clint Takeshita



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ORDER OF THE ARROW

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