

2024

Impact Report



SCOUTING AMERICA™

ORDER OF THE ARROW

Greeting From the Chief

In 2024, through the efforts of our nearly 100,000 Order of the Arrow members, the year saw continued momentum, landmark events, and new ideas being brought forward to help strengthen our organization and Scouting America as a whole.

Our national conference united over 7,000 OA members under the theme of "Seeking New Heights." The conference celebrated what we have accomplished and encouraged our members to rise to greater levels of success.

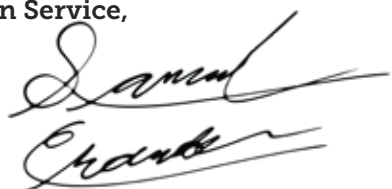
This conference was historic for many reasons. We returned to Colorado first time in nearly forty years and were blessed by the beauty of Boulder! A highlight of the event was the Pacesetters committee, which focused on our members' physical and mental well-being.

Our Eastern and Gateway Regions have expanded their reach to support National Leadership Seminars and Developing Youth Leadership Conferences outside the continental United States, with courses in San Sebastian, Puerto Rico, and Tokyo, Japan.

Perhaps the greatest achievement of 2024 was the update to the OA's Mission and Purpose and the formal adoption of a vision for our organization. These principles have placed us in direct support of Scouting America and its mission to prepare young people to make moral and ethical decisions.

We are filled with incredible joy and excitement for the opportunities available in 2025 as we work to positively develop today's youth. 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.

In Service,



Samuel Crowder
2025 National Chief



Ben Jones
2025 National Vice Chief



State of the Order of the Arrow

246



Lodges

32,691

Elected Candidates

242



Councils

98,473

Total Members

16,241

Unit Elections Held

1,071,452

Service Hours, worth

\$36M

\$1,993,352

provided to councils

56

**High
Performing
Lodges**

690

Induction Events

114

**Thriving
Lodges**



NOAC

National Order of the Arrow Conference | CU Boulder | July 29 - August 3, 2024

6,260
Attendees

4,875
Delegates

1,385
Staff

225
Council Contingents

707
Remote Delegates

313
Training Sessions

162
Unique Classes

87% of attendees say their experience **met or exceeded expectations.**

Most common reasons to come back: **'fellowship,'**
'friends,' 'energy/excitement,' 'activities'

Average score on a 1-10 scale

8.0 - Likely to attend NOAC 2027

8.9 - Likely to recommend NOAC to others

2,000 hours of service provided.



\$20,350 raised for the inaugural NOAC Trailblazer Scholarship, allowing **75** youth OA members to attend the conference.

46% of youth delegates expressed an increased interest in attending CU Boulder for college.

The cost of NOAC is considered a **good value** according to attendees.





By far, the NOAC experience that stood out to me was seeing our youngest and most passionate members enjoy the benefits and live the tenets of the OA. They will fuel the fire of this organization for decades to come.

David Gosik, 2024 National Chief



My favorite part of NOAC was being able to experience the dedication our members share: from youth planning a national conference to the newly inducted member choosing to live the Admonition.

John Andrew Segebarth, 2024 National Vice Chief



One of my favorite memories from NOAC was the National Council of Chiefs. Getting to witness lodge leaders work together to strengthen the OA was incredible. I am excited for our future!

Jake Whitley, 2024 Gateway Region Chief



My favorite memory was when the national officers went around the stadium and sang with the OA members during the Recognition Show. It felt like we were able to bring our personalities out and make NOAC our own.

Cameron Dalton, 2024 Eastern Region Chief





629 Learners



National Leadership Seminar

"NLS taught me how to bring all the ideas I've ever heard about leadership into a one-weekend plan to make me the best leader I never thought I could be."

National Leadership Seminar (NLS) is a weekend conference that strengthens the leadership skills of key youth and adult members of the Order of the Arrow. Designed to complement other Scouting America 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 and grow 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. Prior participation in the National Leadership Seminar is encouraged but not required.

Working with ScoutingU, the OA updated the titles of these trainings within myScouting profiles.

"[At DYLC] I learned how to not just build new relationships, but how to deepen the relationships I already have with the youth that I advise."



Developing Youth Leadership Conference



307 Learners

OA HIGH ADVENTURE



OA Summit Experience celebrated its tenth anniversary by maintaining the Flag Rock Trail, contributed to trail preservation, and enhanced visitor experiences on the Summit Bechtel Reserve.



OA Trail Crew constructed 1,100 feet of new trail on the Cimarroncito Peak Trail project and conducted maintenance to improve the accessibility and sustainability of trails at Philmont Scout Ranch.



OA Wilderness Voyage constructed 90 feet of turnpike, cleared 7,920 feet of trail corridor, and installed 240 feet of boardwalk in the Boundary Waters Canoe Area Wilderness and Quetico Provincial Park.



2025 Preview

At Philmont Scout Ranch, participants will continue work on the Cimarroncito Peak Trail during the 30th Anniversary of the Order of the Arrow Trail Crew (OATC). Sea Base is also excited for the return of the OA Ocean Adventure (OAOA), with registration filling up in less than 24 hours.

While Canadian border crossing permits are unavailable this year for OA Wilderness Voyage (OAWV), the crews will focus on meaningful service projects for the U.S. Forest Service.

Launching this year at OA Summit Experience (OASE), is the Foreman in Training (FIT) program designed to offer young adults a firsthand look at serving as an OA High Adventure foreman and build a pipeline of future program leaders. We look forward to a season filled with service, growth, and unforgettable experiences.

23

Foremen

243

Participants

9,839

Service Hours



Vision, Mission, and Purpose

2024 began a fundamental reimagining of the Order of the Arrow by taking an exhaustive and wide-ranging look at its mission and purpose with fresh eyes, evaluating our rich history and considering the next decades of leadership and service to Scouting, to young people, to communities, and to our nation.



Vision

To be the why Scouts want to stay in Scouting.



Mission

To achieve the mission of Scouting America through transformative fellowship that ignites limitless Scouting journeys.



Purpose

As Scouting's National Honor Society, we forge lifelong bonds among the leaders in Scouting and:

- Recognize those who exemplify the Scout Oath and Law in their daily lives and, through that recognition, cause others to act in the same way*
- Reinforce a life purpose of leadership in cheerful service to others*
- Create and deliver peer-led, adult-guided, advanced leadership experiences for Scouts and Scouters that positively impact their unit, community, and ultimately our nation*
- Be an integral part of Scouting America and encourage participation in all it offers through units, outdoor adventures, and national events to further the Scouting experience*

An organization's vision speaks to what it intends to achieve in the future; providing the membership with direction and a sense of aspiration. The OA's vision is ambitious. By fostering transformative experiences, providing meaningful leadership opportunities, and creating a strong sense of fellowship among our members, the OA aims to provide every Scout a compelling reason to continue their Scouting journey.

The Order of the Arrow's mission aligns with Scouting America's broader goals, placing an emphasis on leadership development,



service, and fellowship. The OA deepens the bonds created in Scouting, helping draw people closer to a life spent in service to others.

Our purpose sets the stage for service, leadership, and recognition within the broader framework of Scouting. Embedded in our vision, mission, and purpose are four key elements: retaining Scouts in Scouting, serving the broader Scouting movement, an emphasis on peer leadership, and recognizing Scouts and Scouters who best exemplify the Scout Oath and Law.

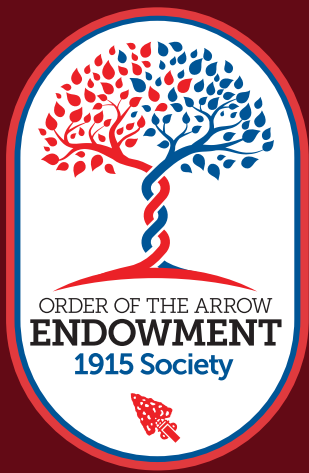
Lodge Highlight

EGWA TAWA DEE

The OA strives to keep Scouts engaged in Scouting, but first we must help them feel they belong and want to engage with the program. The youth leaders of Egwa Tawa Dee Lodge have made it a priority to focus on the candidate's induction experience. Members create a welcoming atmosphere throughout the weekend, from greeting them at their arrival, to guiding them through the ceremonies and service projects, and ultimately celebrating the new members success at the Saturday night celebratory meal.

To encourage continued participation, the lodge offers a New Arrowman Award, which includes goals like attending chapter meetings, completing Brotherhood, and serving on a lodge committee. With more youth stepping into leadership roles, Egwa Tawa Dee has expanded its committees and hosted creative themed weekend events. These experiences help retain members while also supporting the council through camp maintenance, summer camp staff, and community service like preserving downtown Atlanta's East View Cemetery. By focusing on meaningful engagement and leadership opportunities, Egwa Tawa Dee is building a stronger, more connected Order of the Arrow experience for every member.





The Endowment

In 2024, the Order of the Arrow Endowment reached significant milestones and marked one of the most successful years in its history. Thanks to the generosity and commitment of OA members from across the country, the endowment grew to a combined fund balance of \$5,163,700.77, a powerful testament to our shared belief in the mission of the OA.

The momentum of the 1915 Society — named in honor of the OA's founding year — now includes over 850 monthly donors. For \$19.15 per month, the donor receives a special sash with their "member since" year to symbolize their support and leadership.

The revitalized Legacy Fellowship Award offers tiered recognition from Bronze to Platinum for endowment gifts ranging from \$1,000 to \$25,000. These donations go directly into the National OA Endowment, now held in a protected and segregated fund within the BSA Foundation — ensuring the funds are shielded and purpose-driven.

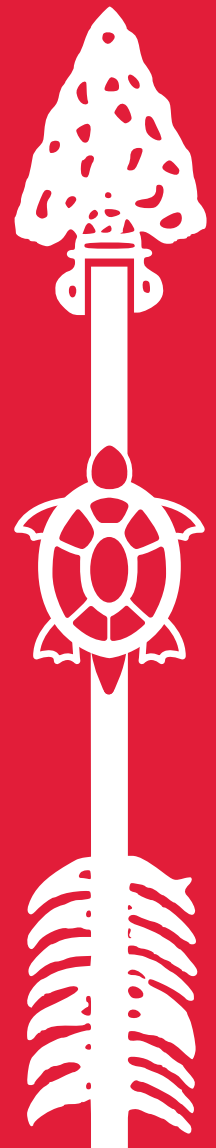
In 2026, the OA will unveil "Legacy of Brotherhood, Cheerfulness, and Service," a bronze sculpture at the Summit Bechtel Reserve. Commissioned with support from Dave Alexander and the TriDave Legacy Trust, this sculpture will stand not only as an artistic achievement but as a beacon of inspiration for generations of Scouts to come.

As we close out a remarkable year, we recognize donors' generosity, volunteers' dedication, and the continued strength of our values. The Order of the Arrow Endowment is well-positioned to shape the next century of service.

- **751 Inaugural 1915 Society Members**
- **1,600 historical donors reached**
- **6 new Goodman Society Members**
1 Bronze (\$10k), 3 Silver (\$25k), 1 Gold (\$50k), 1 Platinum (\$100k+)



1915



Society



Member since
2024

THRIVE

CONNECT • EMPOWER • TRANSFORM

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. Lodges use THRIVE to set clear goals and build action plans.

- Council contributions increased 5.9% for Thrive Lodges, compared to a national 1% increase.
- Over 100 partners provided support to Thrive Lodges.
- Thrive Lodges increased Performance Measurement Program (PMP) scores by 2.3%. Nationally, these scores decreased by .47%.

Lodge Mergers/Realignment

There were a number of council mergers, realignments, and integrations across the country in 2024; as a result, the OA welcomed six new lodges. To support the local youth leading these mergers, the Eastern and Gateway Regions have formed teams of youth and adult members that answer questions, ensure the continuation of impactful program, and honor the legacy of former lodges.

Eternal Flame Lodge was formed from the merger of Erie Canal Lodge (Western New York Council) and Fiver Rivers Council under the newly created Great Falls Council.



Onerahtokha Lodge (Shenandoah Area Council) was formed from the merger of Shenshawpotoo Lodge (Shenandoah Council) and Guneukitschik Lodge (Mason Dixon Council).



Mixti Wanaxe Lodge was established through the integration of Wachtschu Mawachpo Lodge, Quapaw Lodge, and Abooiipaagun Lodge, forming the new Natural State Council.



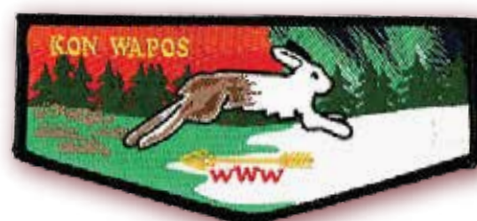
Ka'Niss Ma'Ingan Lodge merged into **Pa-Hin Lodge** (Northern Lights Council).



Otyokwa Lodge (Chippewa Valley Council) integrated the Wisconsin portion of the Glacial Trails District from Ka'Niss Ma'Ingan Lodge.



Ko Wappos Lodge (Bay Lakes Council) integrated the Michigan portion of the Glacial Trails District from Ka'Niss Ma'Ingan Lodge.



2025-2027 Business Plan

The national Order of the Arrow committee has adopted a new business plan centered on four strategic pillars: partnerships, supporting lodges, member experience, and governance. Aligned with the updated Mission, Vision, and Purpose, the plan outlines specific objectives under each pillar to guide national efforts. It emphasizes collaboration across Scouting America, deeper integration of OA into the Scouting

Strategy 1: Evaluate the Order of the Arrow's Mission, Purpose, and Identity

Mission Alignment: Adopted a new mission and vision that emphasizes the OA's role in igniting impactful Scouting journeys and supporting youth retention.

Cultural Shift: Phased out national American Indian Activities (AIA) programming; lodges must now engage in meaningful tribal relationships to continue local cultural practices.

Expanded Identity: Repositioned the OA as more than Scouting's National Honor Society — emphasizing lifelong leadership and belonging.

Model for DEI: The Admonition Team's success established a Scouting America-wide model for diversity, equity, and inclusion.

Strategy 2: Establish Direct Relationships Between National and Local Lodges

Operational Tools: Released new lodge operation templates focusing on membership growth and activity planning.

Mentorship Support: Launched a virtual national mentoring program for local lodge officers.

Merger Support: Regional merger teams provided direct support to lodges impacted by council mergers.

Technology Innovation: Piloted a lodge management app for streamlined communication and event registration.

Training Revamp: Introduced "Leading Your Lodge" training to create consistency for Lodge Advisers.

2025 NATIONAL COUNCIL OF CHIEFS



The National Council of Chiefs (NCOC) will assemble lodge chiefs at the Philmont Training Center for a week of leadership development, networking, and program planning. Led by the national officers and a team of youth event vice chiefs, NCOC will tailor each participant's experience based on their skills, interests, and background. It's a chance for youth leaders to shape the OA's future, connect with fellow Arrowmen, and experience all the adventure and beauty of Philmont.



curriculum, and expanded recognition of OA leadership and service. It aims to equip lodges with practical tools to enhance local engagement and retention, reimagines the induction experience, and strengthens the organization's sustainability through sound governance and updated digital communication strategies. This action-focused plan is designed to drive meaningful progress and transformation.

Strategy 3: Stabilize Youth Membership

Recruitment & Engagement:

- Partnered with councils on OA-led membership drives.
- Launched and grew the OA Alliance with a guide to building lodge alumni groups.
- Released a registration roadmap to streamline joining OA and Scouting.

Experience & Access:

- Implemented structured onboarding and mentorship for new members.
- Introduced OA material pricing changes and scholarships to reduce financial barriers.
- Restructured the communications team to improve lodge-level impact.

Flagship Event: Hosted a record-breaking **2024 NOAC** with 6,280 in-person and 707 virtual attendees — sold out months in advance.

Youth Retention: The Brotherhood Completion Challenge and other initiatives led to increased youth retention rates.

Strategy 4: Develop a Right-Sized National Structure

Governance & Accountability:

- Created the most diverse national committee in OA history.
- Adopted clear governance hygiene principles and a nominating committee for leadership succession.

Support Structure Review: Assessed and redefined section roles in conclaves, communications, and lodge support for implementation in the 2025–2027 plan.

Program Alignment: Through Project Rubicon, we evaluated all programs, awards, and policies for relevance and mission alignment.

Financial Strength:

- Re-established and recapitalized the OA National Endowment.
- By year-end 2024, the endowment will surpass **\$5.2 million**, supporting national programs and recognition societies like the Goodman Society and 1915 Society

The NCOC program is aligned with a section or sub-point of the OA's 2025–2027 Business Plan in a "pillar" which serves as a topic for lodge chiefs to explore and contribute their insights.

► Pillar A1

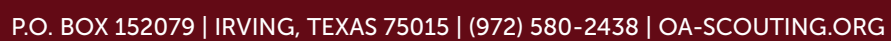
Broaden the reach of the Order of the Arrow brand

► Pillar B1

Focus on activating new members

► Pillar C

Create a member journey that attracts and retains youth



2024 National OA Committee

National Chief | **David Gosik**
National Vice Chief | **John Andrew Segebarth**
Eastern Region Chief | **Cameron Dalton**
Gateway Region Chief | **Jake Whitley**
National Chairman | **Chris Grove**

Mission & Reputation

Vice Chair | **Ed Lynes**
Native American Transition | **Sam Pitts**
National Honor Society | **Christina Clarke**
D.E.I | **Dwayne Fontenette**
Thematics Evaluation | **David Heimann**

Lodge Impact

Vice Chair | **Scott Beckett**
Training | **Jason Riley**
Technology | **Tom Bain**
Lodge Engagement | **Mike White**
Council Integrations/Mergers | **Layla Spanenberg**
Technology Tools | **Michael Card**
Youth Retention | **Joe Barton**
Past National Chief | **Zach Grinvalsky**

Organizational Strategy

Vice Chair | **Tony Fiori**
Financial Strategy | **Carey Mignerey**
Intermediate Support | **Mike Tangen**
All Program Evaluation | **Glenn Ault**

Field Operations

Vice Chair | **Jeff Jonassen**
Outdoor Program | **Ryan King**
Publication Updates | **Mackie Zewalk**
History/Preservation | **Michael Thompson**
Past Region Chief | **Matthew Carlson**
Eastern Region | **Don Hough**
Gateway Region | **Tracy Atherton**

Member Experience

Vice Chair | **Devang Desai**
Communications | **Preston Marquis**
Inductions/Activation | **JJ Arnold, Bill Chin**
National Events | **Clint Takeshita**
Membership Growth | **Donnie Stephens**
Barriers to Entry | **Tico Perez**
Past National Vice Chief | **Grant Kim**
Past Region Chief | **Michael Whitford**

Foundation and Development

Past Chair | **Mike Hoffman**
Carl Marchetti
Vince La Padula
Tim Reiss

National Director | **Cortland Bolles**
National Associate Director | **Brea Baygents**

Impact Report Team

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