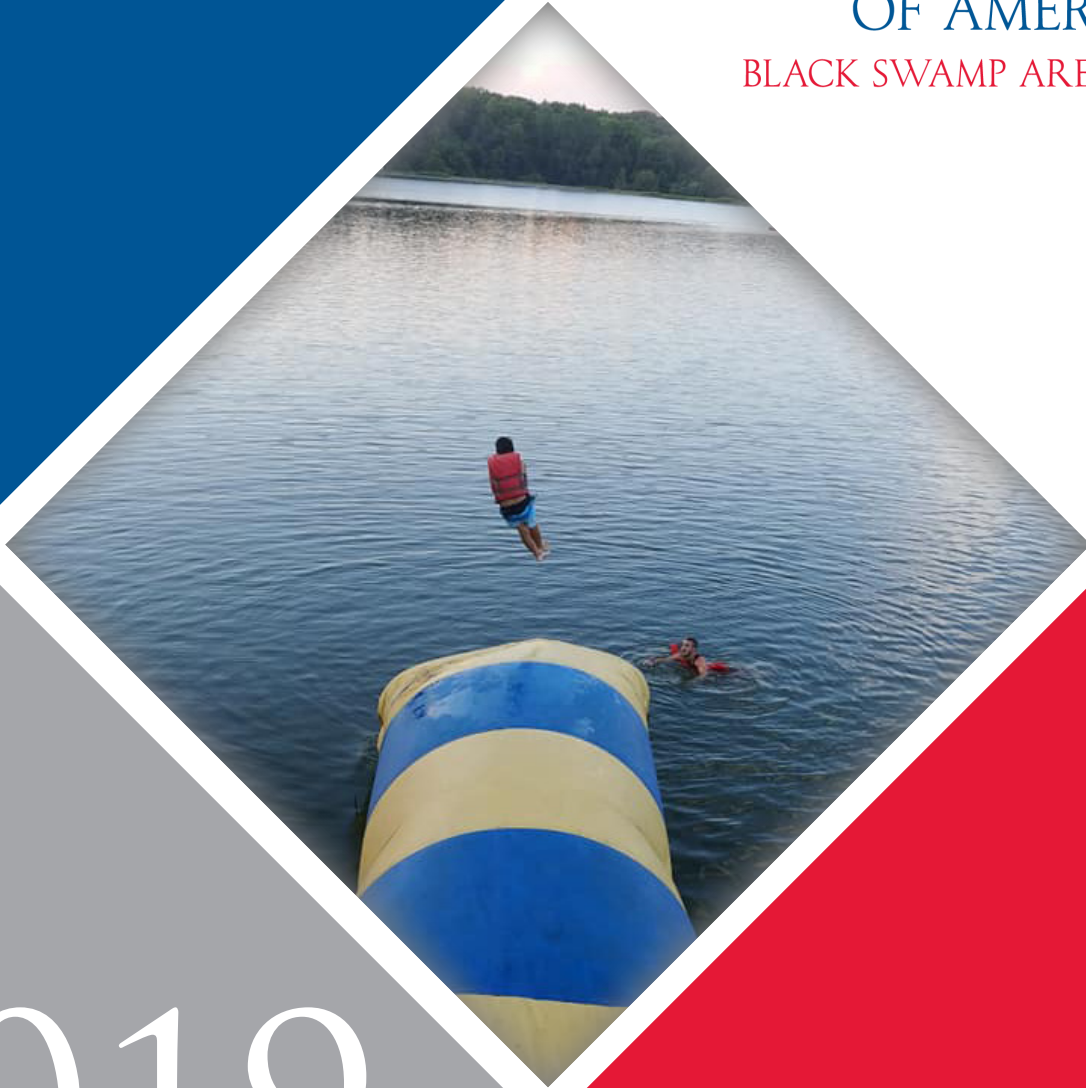




BOY SCOUTS  
OF AMERICA®

BLACK SWAMP AREA COUNCIL



2019

ANNUAL  
REPORT



The youth are our future, and we are proud to say Scouting and Exploring make them Prepared for Life. 2019 proved to be another great year for the Black Swamp Area Council. The council balanced its operating budget for the sixth consecutive year and grew the number of units (Packs, Troops, Crews and Posts). In 2019, the council embarked on a new Strategic Plan with objectives to achieve by 2022. The theme of the plan is Explore, Engage, Share and Grow.

Within the council's Strategic Plan are the objectives to increase marketing, grow volunteer leadership, specifically the number of Den Leaders, and increase camping opportunities with improved facilities. We are confident our Strategic Plan will guide our council to continue to be one of the leading youth development programs in Northwest and West Central Ohio.

In Scouting and Exploring, the magic and impact occur at the unit level and the council's role is to empower our unit leaders to be successful. Truly the secret ingredient in a successful Scouting unit is the volunteer leaders running the program. It is not easy to be a leader. They put their time, talent and treasure into the Scouts of their Den, Pack, Troop, Crew or Post. Our volunteer leaders are priceless. In order to support their efforts, one tool our council continues to promote is the Scoutbook app and for Cub Scout Packs, the "new Den Leader experience" web tool, to help guide and work to make running a Den meeting "effortless".

Our council Exploring division continues to EXPLODE with the addition of 12 new career exploration programs, for a total of 29. Exploring is the leading work force development program in Northwest Ohio, connecting almost 700 high school students to local employers.

Scouting is more than a camping experience. We use outdoor programming and community engagement opportunities to make today's youth Prepared for Life. Scouting happens because of the efforts of our volunteers and donors. Your support and efforts make the difference in the youth we serve! See you along the Scouting trail.

Scout Me In,

Sherri Garner Brumbaugh  
Council President

Michelle Waggoner  
Council Commissioner

Marc D. Kogan  
Scout Executive

# 2019

## A Year in Review

72% retention rate of youth in the Scouting program.

BRONZE status earned by the Council in Journey to Excellence

1,718 dedicated volunteers and generous donors helped provide Scouting and Exploring programs to the youth we serve.

109 Eagle Scout ranks were earned.

699 youth, in 29 Posts participated in the Exploring (workforce development) program.

939 Scouts BSA participated in a summer camp experience.

24,417 hours of community service, worth \$620,924, were provided to the communities of Northwest and West Central Ohio, including Scouting for Food and Soles4Souls.

740 Cub Scouts and their families participated in summer activities throughout our Council.

2,574 youth earned rank advancements.

\$17,554 in camperships and registration assistance was provided to youth throughout the Council and they got to experience summer camp and the Scouting program.

26 youth completed National Youth Leadership Training.

3,747 merit badges were earned by Scouts BSA members.

5,520 youth participated in Scouting and Exploring programs.





# BOY SCOUT GOLF CLASSIC

In 2019, \$85,093 was raised to support  
Scouting in the counties we serve.

## THANK YOU TO OUR SPONSORS:

### EAGLE SPONSORS

Chris Eperjesy  
Marathon Petroleum Co. LLC  
NGL Energy Partners

LIFE SCOUT SPONSOR  
Affinity Tankers LLC

### FIRST CLASS SPONSORS

Amspec LLC, Greg Arnette, Bureau Veritas, Cintas Corporation, Cooper Tire Foundation Inc.,  
Cornerstone Consulting Organization LLC, Coward, Pinski & Associates, Dr. Stan Doty,  
Encompass Engineers and Architects, Farmers & Merchants State Bank, Findlay Dental Group,  
Findlay Hancock Economic Development, First Federal Bank, First Insurance Group, Gerken Paving, Intertek, LOOP LLC,  
M&B Asphalt, Magellan Midstream, McDonald's - Ball Family of Restaurants, National Beef Ohio, New York Life, Nutrien,  
Superior Credit Union, Whitman Title Security

### ADDITIONAL DONORS AND SPONSORS

Aadvark, Inc., Beerco, Blanchard Valley Health System, Bowman-Ray-EOFF Insurance, Cary Cox, Clouse Construction,  
Defiance Optimists, Fifth Third Bank, First American Title NCS, Fruth & Company, Sherri Garner Brumbaugh, Kewpee,  
The Kirk Family of Companies, LaRiche Family of Dealerships, Bill McCleave, Merrill Lynch, Nord-Sud Shipping,  
Ohio Logistics, Perry Protech, RCM Architects, Roppe, SGS North America, Sink's Flowers, SJS Investment Services,  
John Swearingen, Valfilm, Michelle Waggoner



# BOY SCOUT SPORTING CLAYS



In 2019, \$41,940 was raised to support  
Scouting in the counties we serve.

## THANK YOU TO OUR SPONSORS:

PRESENTING SPONSOR  
McLane Company.

EAGLE SPONSOR  
The Crane Group

### LIFE SPONSORS

ACI Construction, Ball Metal, Cary Cox, Charles Construction/Hancock Structural Steel, Cooper Farms, Dr. Stan Doty,  
Marathon Petroleum Co LLC, Ohio Logistics, Pheasants Forever, Rudolph Libbe Properties, Stoops,  
Trust Company Family Offices

### ADDITIONAL DONORS AND SPONSORS

Buffalo Trading Co., Buffalo Cartridge Co., Charles Construction/Hancock Structural Steel, Clouse Construction,  
Findlay Hancock Alliance, Jeff & Becky Iten, K & L Ready Mix, Ohio Automotive Supply Co., John Swearingen



# THANK YOU TO THE PROFESSIONALS AND COMMUNITY LEADERS WHO PUT FORTH THEIR TIME AND EFFORT TO BETTER SCOUTING.

## 2019 EXECUTIVE COMMITTEE

Council President  
Executive Vice President  
Council Commissioner  
Treasurer  
Vice President Membership  
Vice President Development  
Vice President Program  
Vice President Administration  
Vice President District Operations  
Vice President Exploring  
Vice President Marketing  
Vice President Endowment  
Vice President Properties  
Vice President Alumni  
Attorney  
Past President  
Executive Committee Member at Large  
Scout Executive

Sherri Garner Brumbaugh  
Daniel Meffley  
Michelle Waggoner  
Keith Eiden  
Cheryl Parson  
Larry Ball  
Curtis Brookhart  
Matthew Cunningham  
Karl Heminger  
Tamera Rooney  
David Thompson  
Stan Doty  
Phil Havens  
John Swearingen  
Jeffrey Whitman  
Mark Miller  
Robert Chesebro  
Marc Kogan

## 2019 EXECUTIVE BOARD

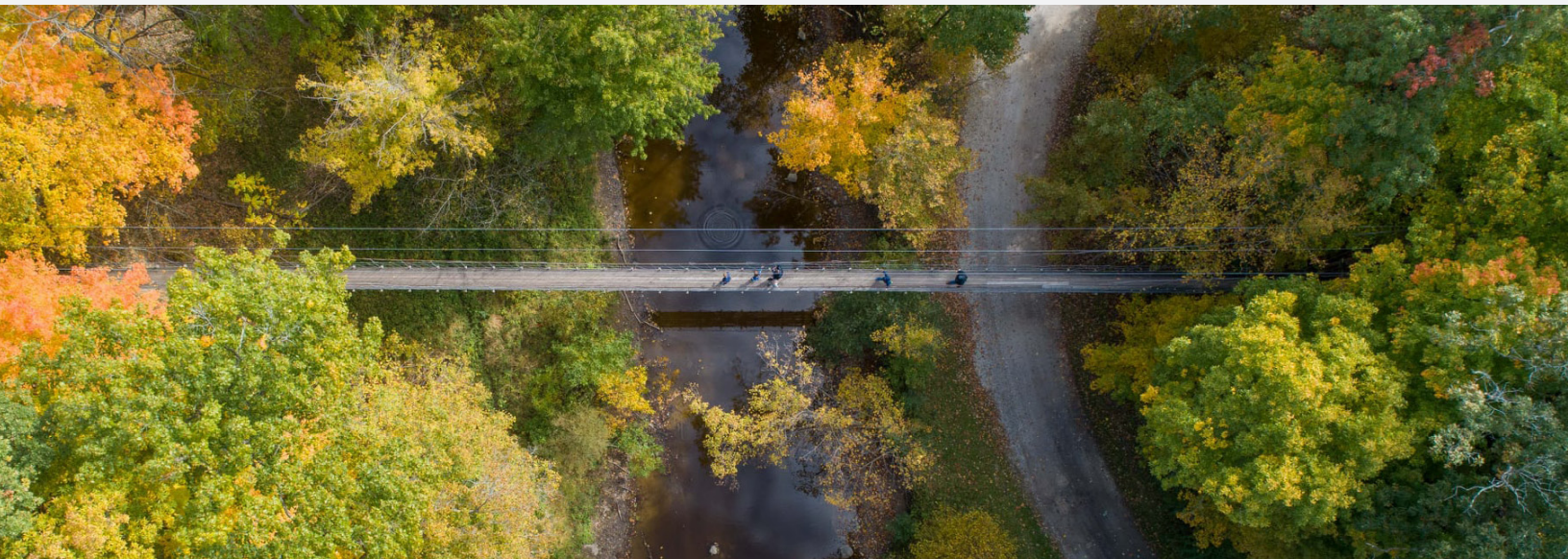
Donald Alexander  
Richard Altman  
Jerry Bialek  
Matt Black  
Marty Borchers  
Chuck Clapper  
Judy Crawford  
Robert Cupp  
William Finerty  
Richard Flowers  
Peter Gilgen  
Scott Gray  
Dave Huckeriede

Ed Ingold  
Jeffrey Iten  
Dale Laws  
Tom Masterson  
Mike Metzger  
Christopher Mileski  
Walter Poffenbaugh  
Mike Resar  
Doug Saul  
Mike Saxton  
Bart Schwarzbek  
Dan Vennekotter  
Michael Yammine

## DISTRICT CHAIRMEN

Peter Berton  
Chad Bryan  
Andrew Duncan  
Roger Frese

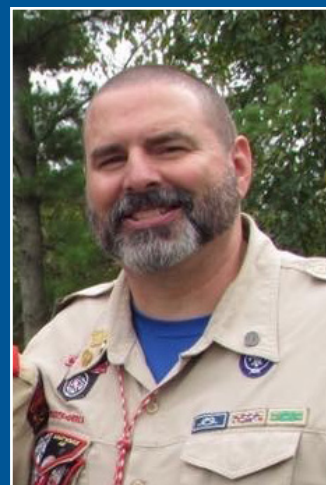
YOUTH REPRESENTATIVE  
ORDER OF THE ARROW  
LODGE CHIEF  
Trevor Wurth





# CONGRATULATIONS TO OUR 2019 SILVER BEAVER AWARD RECIPIENTS

The Silver Beaver Award was introduced in 1931 and is the council-level distinguished service award of the Boy Scouts of America. Recipients of this award are registered adult leaders who have made an impact on the lives of youth through service given to the Council. The Silver Beaver is an award given to those who implement the Scouting program and perform community service through hard work, self sacrifice, dedication, and many years of service. It is given to those who do not actively seek it.



DOUG COUCHOT  
Findlay, OH

TERRI MAURER  
New Bremen, OH

ERIC RENEKER  
Bluffton, OH

# CONGRATULATIONS TO OUR 2019 SILVER ANTELOPE AWARD RECIPIENT

The Silver Antelope Award, created in 1942, is the regional-level distinguished award of the Boy Scouts of America, acting through the National Court of Honor. Recipients of this award are registered Scouters of exceptional character in their region to recognize their distinguished service to youth.



CURT BROOKHART  
New Bremen, OH



# CLASS OF 2019 EAGLE SCOUTS

The 2019 Eagle Scout class consists of 109 Eagle Scouts: 31 from Arrowwood District, 19 from Chinquapin District, 33 from Great Oaks District, and 26 from Old Sycamore District. Between these 109 Eagle Scouts, more than 11,500 hours were completed as part of their service projects. The class will be recognized in March 2020 at the Eagle Scout and Youth Recognition Dinner, and will welcome guest speaker Justice Sharon L. Kennedy of the Ohio Supreme Court.

## COMPARED TO YOUTH WHO WERE NEVER IN SCOUTING, EAGLE SCOUTS:

### HOLD HIGHER SELF-EXPECTATIONS:

- 52 percent more likely to agree they always try to exceed people's expectations
- 47 percent more likely to agree they always try to do what is right
- 40 percent more likely to agree they work hard to get ahead

### GAIN A GREATER CONNECTION AND CONCERN FOR THEIR COMMUNITY:

- 87 percent more likely to belong to four or more civic or social groups or clubs
- 76 percent more likely to have held a leadership position in their local community
- 56 percent more likely to indicate they have worked with neighbors to solve a community problem

### EXHIBIT A HIGHER SENSE OF RESPONSIBILITY TO GIVE BACK THROUGH VOLUNTEERING AND DONATING:

- 73 percent more likely to have voted in the last election
- 66 percent more likely to volunteer their time to a religious organization
- 53 percent more likely to donate to a religious institution
- 34 percent more likely to donate money to nonreligious institutions or charities

## SCOUTS BSA INTRODUCES GIRLS

The 'Scout Me In' campaign celebrates the BSA's expansion to serve families and welcomes both girls and boys into Scouting across the country. It reinforces the mission and core values found in the Scout Oath and Scout Law are welcoming and inclusive for both young men and women. More than 31,000 girls across the nation enrolled in Scouts BSA in 2019. Of those, 30 girls joined 5 Troops right here in Northwest Ohio.

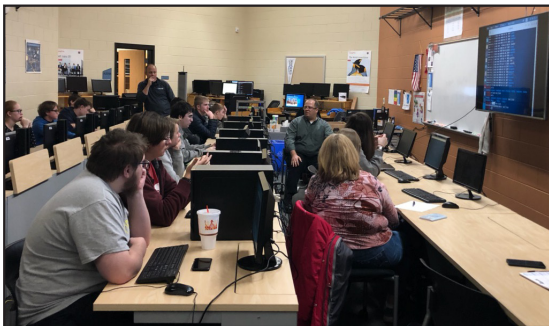
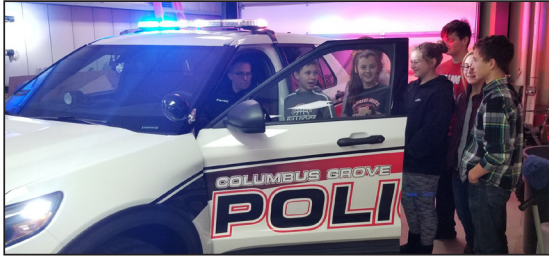




# EXPLORING

The Exploring program saw tremendous growth in 2019, starting nine new Exploring Posts and three new Exploring Clubs. The Clubs, serving youth in 6th-8th grades, were a new development in the Council, never existing in our Council prior to 2019. Some of the highlights for 2019 included the nation's first agricultural science Post in Seneca County, and a new medical Post with Mercy-Health Tiffin. The Exploring program also developed another aviation Post with the Neil Armstrong Airport, only the second such Post in the Council. With careers in Cyber Security being in hot demand, one of our newest developments was an Exploring Post with CentraComm in Findlay. In regards to membership, the Exploring program recruited 354 new youth, and became the largest Exploring program in Ohio, serving 699 youth across our 13 counties.

Highlighted below are some moments from this past year's Post and Club meetings.





# EXPLORING RECOGNIZED BY STATE OF OHIO

The success our Exploring program accomplished in workforce development in 2019 has not gone unnoticed. Exploring was highlighted by the State of Ohio Governor's Office of Workforce Transformation in their recent publication of Workforce Update.



## Exploring Program Introduces Students to Local Careers

The Black Swamp Area Council Exploring program is a workforce initiative geared towards helping youth in Northwest Ohio discover their future. Throughout the 13-county coverage area, they seek to provide students with immersive hands-on experiences that help them make more informed decisions about their future career path.

The program serves students ages 14-20 who have completed the 8th grade and in-school clubs during grades 6th-8th. The Black Swamp Area Council's Exploring program is the largest in the state, edging out Cincinnati, Cleveland, Akron, and Columbus. In 2019, the Exploring program grew by 58% in youth membership, recruiting 337 new youth into workforce programs. Exploring also grew from 18 operational programs in 2018 to 29 in 2019. The programming is a win-win.



"If we can connect a student with an interest, and they thrive in the program, we have helped them network and develop relationships. If a student realizes that a career is not the right fit for them, that is an even bigger success in our opinion because we have saved both the student and business time and money," said Matt Kibler, Exploring Executive.



Exploring is a bridge for corporations to connect with local students, keep talent local, and provide youth with an understanding of their business. The Exploring program is also connected with several universities within Northwest Ohio, collaborating with the University of Findlay to offer an Exploring program for animal science and pre-veterinarian medicine.

For 2020, the Exploring program has already received a commitment from Community Hospitals and Wellness Centers, located in Bryan, Ohio. This new program will allow high school students in Williams, and surrounding counties, the opportunity to gain hands-on experience in the medical field. This program will not only provide students with experience but provide them an opportunity to network and keep local medical talent in Williams County.

"Our vision is to shape the workforce of tomorrow by engaging and mentoring today's youth in career and life-enhancing opportunities. In Northwest Ohio we are doing just that, and we are excited to offer all students the opportunity to Explore their future," Kibler said.

# YOUTH PROTECTION TRAINING



True youth protection can be achieved only through the focused commitment of everyone in Scouting. It is the mission of Youth Protection volunteers and professionals to work within the Boy Scouts of America to maintain a culture of Youth Protection awareness and safety at the national, regional, area, council, district, and unit levels.

The Boy Scouts of America takes great pride in the quality of our adult leadership. Being a leader in the BSA is a privilege, not a right. The quality of the program and the safety of our youth members call for high-quality adult leaders. We work closely with our chartered organizations to help recruit the best possible leaders for their units.

In our Council, before any adult is registered in the Boy Scouts of America, we make sure they have completed Youth Protection Training and complete a criminal background check so we can have the best possible adult leaders for our youth.

## STRATEGIC PLAN

When a crew of Scouts plan a trek at Philmont, they plan a route. Our council is the same, we need a route/plan to bring the best youth development program of character, citizenship, fitness, and leadership training to the youth of Northwest and West Central Ohio.

### Goal

12/31/2019

Objective 12/2022

#### Increase Marketing

Leading indicators	12/31/2019	Objective 12/2022
Active Council Vice President of Marketing	filled	filled
Council Marketing Committee with 4 volunteers	2	4
Comprehensive Marketing Plan	incomplete	complete
Measurables		
Membership growth (cubs, scouts, ventures, explorers)	5520	6,020 (3% = 175 youth)
Increase the number of units in the council (Packs, Troops, Crews, Posts, and Clubs)	221	228 (+5)
Increase in registered volunteers at council, district and unit level	1718	2124
Increase in direct support fundraising	\$565,085	\$540,110

#### Grow Leadership/Den Leaders

Leading indicators	12/31/2019	Objective 12/2022
Training for charter organizations and Pack Committees in succession planning	incomplete	complete
Monthly communication on the benefits of training and philosophy behind the council training policy with examples of our council successes.	incomplete	complete
Direct phone contact with pack committee chairs on training Den Leaders	not measured	100%
Bring training to the Pack Unit Committee meetings	not measured	complete
Measurables		
Increase in registered den leaders	302 or 3.32 per pack	576 or 6 per pack
Increase in youth retention	72.05%	78%
Increase in Cub Scout advancement	48.93%	60%

#### Increase Camping Opportunities/Improve Facilities

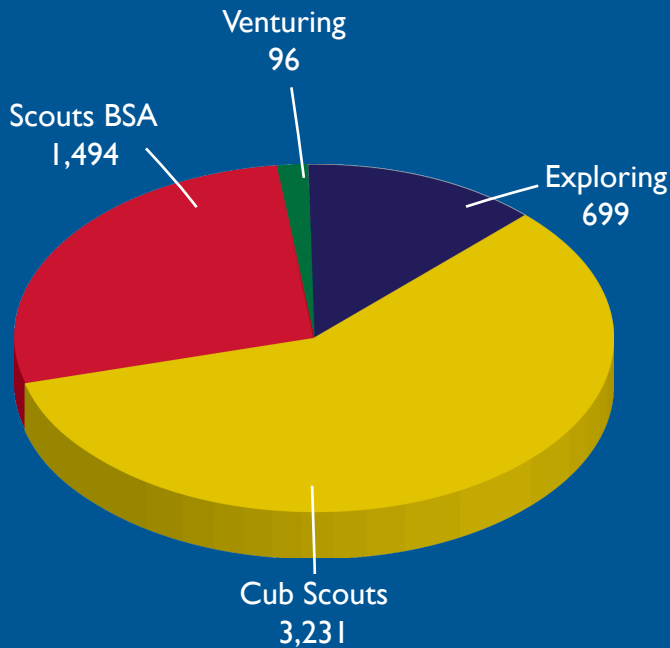
Leading indicators	12/31/2019	Objective 12/2022
Creation of ad-hoc committee made up adult volunteers, camp volunteer coordinators, program director, parents, camp directors and scouts.	In-Progress	complete
Creation of communication plan to market cub camping opportunities	not started	complete
Completion of Capital Campaign for Cooper Lodge with Keith Hubbard Dining Hall	\$ 1,619,593	\$ 2,600,000
Completion of Capital Campaign for Yammine Lodge with Health Lodge	\$ 364,751	\$ 510,000
Measurables		
Increase in Cub Scout Camping	32.33%	45%
Have the camping operation provide positive net revenue to the council, rather than the council subsidizing the operation	\$ 22,447.00	\$ 5,000.00
New Cooper Lodge with Keith Hubbard Dining Hall at Camp Lakota	n/a	complete
New Yammine Lodge with Health Lodge at Camp Berry	n/a	complete



# 2019 MEMBERSHIP AND FINANCES

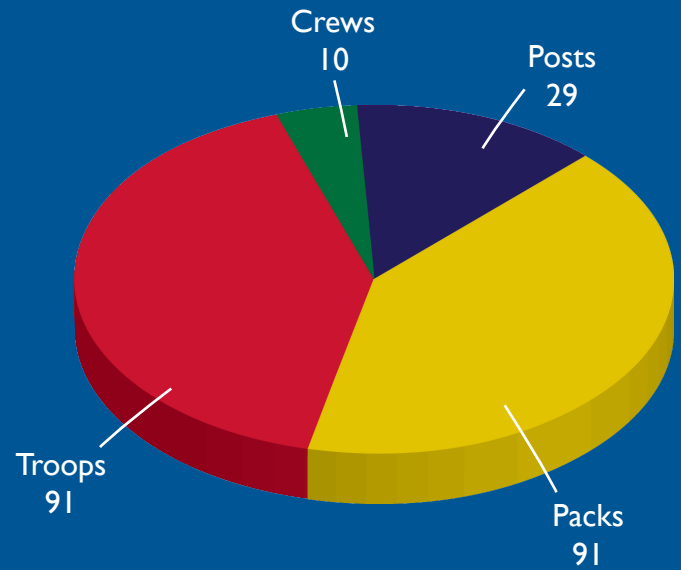
## MEMBERSHIP

AS OF DECEMBER 31, 2019

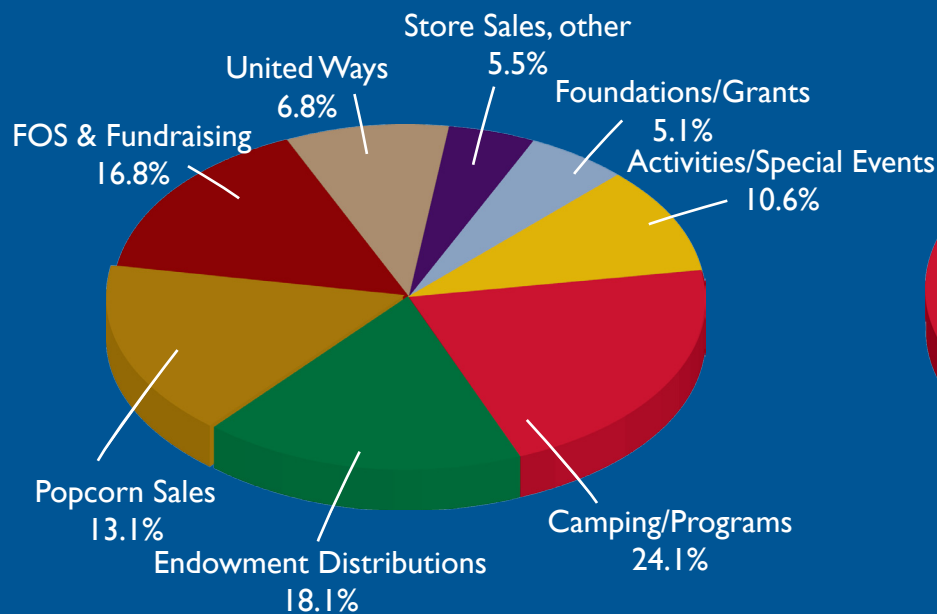


## UNITS

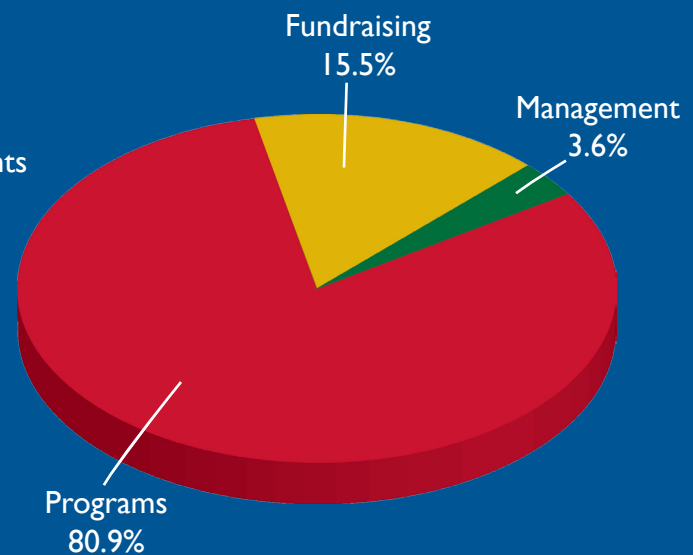
AS OF DECEMBER 31, 2019



## HOW WE ARE FUNDED



## HOW WE INVEST



**Operating Revenue** **\$1,977,917**

Activities/Special Events	\$209,530
Camping/Programs	\$476,462
Endowment Distributions	\$358,403
Popcorn Sales (Product Sales)	\$258,439
Friends of Scouting & Fundraising	\$332,650
United Ways	\$134,035
Store Sales, other	\$108,130
Foundations/Grants	\$100,268

**Operating Expenses** **\$1,955,371**

Management	\$69,814
Programs	\$1,581,724
Fundraising	\$303,833

These are unaudited results

Boy Scouts of America  
Black Swamp Area Council  
2100 Broad Ave  
Findlay, OH 45840

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FINDLAY, OH  
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## MISSION STATEMENT

The mission of the Boy Scouts of America is to prepare young people to make ethical and moral choices over their lifetimes by instilling in them the values of the Scout Oath and Law.

## SCOUT OATH

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