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 workforce 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

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

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.

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

2,574 youth earned rank advancements.

109 Eagle Scout ranks were earned.

$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.

939 Scouts BSA participated in a summer camp experience.

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

5,520 youth participated in Scouting and Exploring programs.

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

109 Eagle Scout ranks were earned.

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.

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

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.

939 Scouts BSA participated in a summer camp experience.

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

5,520 youth participated in Scouting and Exploring programs.

72% retention rate of youth in the Scouting program.

Bronze status earned by the Council in Journey to Excellence.

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

26 youth completed National Youth Leadership Training.
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**

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

**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

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

### 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.

<table>
<thead>
<tr>
<th>Goal</th>
<th>12/31/2019</th>
<th>Objective 12/2022</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Increase Marketing</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Leading indicators</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Active Council Vice President of Marketing</td>
<td>filled</td>
<td>filled</td>
</tr>
<tr>
<td>Council Marketing Committee with 4 volunteers</td>
<td>2</td>
<td>4</td>
</tr>
<tr>
<td>Comprehensive Marketing Plan</td>
<td>incomplete</td>
<td>complete</td>
</tr>
<tr>
<td>Measurables</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Membership growth (cubs, scouts, ventures, explorers)</td>
<td>5520</td>
<td>6,020 (3% = 175 youth)</td>
</tr>
<tr>
<td>Increase the number of units in the council (Packs, Troops, Crews, Posts, and Clubs)</td>
<td>221</td>
<td>228 (+5)</td>
</tr>
<tr>
<td>Increase in registered volunteers at council, district and unit level</td>
<td>1718</td>
<td>2124</td>
</tr>
<tr>
<td>Increase in direct support fundraising</td>
<td>$565,085</td>
<td>$540,110</td>
</tr>
<tr>
<td><strong>Grow Leadership/Den Leaders</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Leading indicators</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Training for charter organizations and Pack Committees in succession planning</td>
<td>incomplete</td>
<td>complete</td>
</tr>
<tr>
<td>Monthly communication on the benefits of training and philosophy behind the council training policy with examples of our council successes.</td>
<td>incomplete</td>
<td>complete</td>
</tr>
<tr>
<td>Direct phone contact with pack committee chairs on training Den Leaders</td>
<td>not measured</td>
<td>100%</td>
</tr>
<tr>
<td>Bring training to the Pack Unit Committee meetings</td>
<td>not measured</td>
<td>complete</td>
</tr>
<tr>
<td>Measurables</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Increase in registered den leaders</td>
<td>302 or 3.32 per pack</td>
<td>576 or 6 per pack</td>
</tr>
<tr>
<td>Increase in youth retention</td>
<td>72.05%</td>
<td>78%</td>
</tr>
<tr>
<td>Increase in Cub Scout advancement</td>
<td>48.93%</td>
<td>60%</td>
</tr>
<tr>
<td><strong>Increase Camping Opportunities/Improve Facilities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Leading indicators</td>
<td>In-Progress</td>
<td>complete</td>
</tr>
<tr>
<td>Creation of ad-hoc committee made up adult volunteers, camp volunteer coordinators, program director, parents, camp directors and scouts.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Creation of communication plan to market cub camping opportunities</td>
<td>not started</td>
<td>complete</td>
</tr>
<tr>
<td>Completion of Capital Campaign for Cooper Lodge with Keith Hubbard Dining Hall</td>
<td>$1,619,593</td>
<td>$2,600,000</td>
</tr>
<tr>
<td>Completion of Capital Campaign for Yammine Lodge with Health Lodge</td>
<td>$364,751</td>
<td>$510,000</td>
</tr>
<tr>
<td>Measurables</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Increase in Cub Scout Camping</td>
<td>32.33%</td>
<td>45%</td>
</tr>
<tr>
<td>Have the camping operation provide positive net revenue to the council, rather than the council subsidizing the operation</td>
<td>$22,447.00</td>
<td>$5,000.00</td>
</tr>
<tr>
<td>New Cooper Lodge with Keith Hubbard Dining Hall at Camp Lakota</td>
<td>n/a</td>
<td>complete</td>
</tr>
<tr>
<td>New Yammine Lodge with Health Lodge at Camp Berry</td>
<td>n/a</td>
<td>complete</td>
</tr>
</tbody>
</table>
**2019 Membership and Finances**

**Membership**

**As of December 31, 2019**

- **Scouts BSA**: 1,494
- **Cub Scouts**: 3,231
- **Exploring**: 699
- **Venturing**: 96

**Units**

**As of December 31, 2019**

- **Troops**: 91
- **Crews**: 10
- **Packs**: 91
- **Posts**: 29

**How We Are Funded**

- **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
- **FOS & Fundraising**: $332,650
- **United Ways**: $134,035
- **Store Sales, other**: $108,130
- **Foundations/Grants**: $100,268

**Operating Expenses**

- **Operating Expenses**: $1,955,371
- **Management**: $69,814
- **Programs**: $1,581,724
- **Fundraising**: $303,833

These are unaudited results.
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.