



**Growth
for life.**

**2017
ANNUAL
REPORT**



**BOY SCOUTS OF AMERICA
BAY-LAKES COUNCIL**



Letter from Our Leadership

Dear Bay-Lakes Council Scouting Friends,

What a year we had in 2017! A year of growth, a year of change, a year that strengthened our foundation and positioned us well for the future. A year we can all be proud of.

Growth is often thought of in terms of size or numbers. We did indeed increase in size in 2017—serving 22,659 youth members. We also grew in other ways. Growth in the programs we offer. Growth in those we serve by welcoming young women to Scouting. Growth in the tools we use to execute and measure our effectiveness.

At the end of 2017, the Board of Directors approved the initial cornerstone projects in our “Growing Future Leaders” Campaign—a new Cub Scout Welcome Center and a new Webelos Camp.

However, our most important growth will always be the personal growth of our youth throughout their Scouting journey. The lessons learned, unforgettable experiences, character building, and leadership development Scouting provides will prepare and benefit them for a lifetime. By growing future leaders, we are making our world better.

This is important work that we do. While rewarding and meaningful beyond measure, it is not always easy and takes all of us working together. On behalf of the Bay-Lakes Council Board and those we serve, we extend our deepest appreciation.

Vision

The Bay-Lakes Council Boy Scouts of America is the leading youth organization in our service area fostering character development and values-based leadership.

Mission

To instill in young people lifetime values and develop in them leadership skills and ethical character as expressed in 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.

Scout Law

A Scout is: Trustworthy, Loyal, Helpful, Friendly, Courteous, Kind, Obedient, Cheerful, Thrifty, Brave, Clean, Reverent.

To the parents and families who support their children in Scouting, thank you. There are many things that compete for your attention, yet you make the time to encourage your youth in the Scouting programs. Your engagement and support is key to the success of our program. Thank you for all you do to support your child, their unit, and our Council.

To our volunteers, thank you for spending countless hours bringing the many aspects of Scouting to our youth. Thank you for teaching, leading, and guiding the leaders of tomorrow through your dedication and example. Thank you for investing your time, talents, and treasures.

To our professional staff, Bay-Lakes Council has the best of the best in you. Thank you for making Scouting your life's work. Your passion, steadfast commitment, and expertise brings the Scouting programs to life for those we serve.

To our camp staff and volunteers, thank you for making the outdoor experience such an important and meaningful part of the Bay-Lakes Council Scouting. You keep our members safe, help them learn new skills, and give them memories for a lifetime.

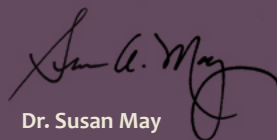
To our donors and sponsors, who invest their time, talents, and treasures in Bay-Lakes Council Scouting. We could not do what we do without you. Your confidence and support fuels the programs we are able to bring to the youth of our community. You can be confident that your investment produces great returns and is highly appreciated.

To our community, we thank you for the high expectations of our youth. We thank you for giving them opportunities to serve, exhibit citizenship, and develop as leaders. This community embraces our youth and believes in the power of the Scouting programs. For that, we are grateful.

Finally, to our Youth Members, you are at the heart of all we do. Thank you for living the Scout Oath and Law. Thank you for your service, discipline, courage, hard work, and joy. You inspire us every day. We are excited to be part of your growth and eager to see how you change the world.

As we reflect on another year, we are more committed than ever to continuing to live out the Boy Scouts mission, preparing youth for life. Thank you for joining us in the important quest.

Make it a great day for Scouting!



Dr. Susan May
Council President

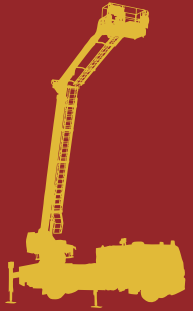


Scott Spiller
Council Commissioner



Jason Wolf
Scout Executive





Bay-Lakes Council Making News in 2017

The Exploring Program is Opening More Doors for Scouts to Grow

There are a handful of activities that come to mind when Scouting enters a conversation. Whether the impressions include community service, camping, hiking, or water sports, these activities make up only one dimension of the whole Scouting experience.

Exploring is the perfect example of a Scouting program that's broadening and enriching the growth opportunities available to male and female students ages 14 to 20. Adding a manufacturing emphasis to the Bay-Lakes Council Exploring program has once again expanded these opportunities.

During the inaugural nine-week Career Exploring post hosted at Pierce Manufacturing, Blake Kirby, Explorer and Manufacturing Engineering student at Northeast Wisconsin Technical College, along with other Explorers were able to roll up their sleeves for hands-on experience designing and building a fire truck. Speaking with Jessica Thiel of Insight Publications, Kirby said, "Having done it has definitely opened many doors for everything."





Blake Kirby
Eagle Scout & Explorer – Voyager District

Tom Riordan, President and CEO of Neenah Enterprises and Scouting alumnus, sees the vital role a program like Exploring can play for the area's manufacturing industry. Riordan explained, "It's a natural opportunity for taking the soft skills Scouts offers and combining them with hard skills." The Pierce post did just that, allowing Explorers to experience the truck build process from start to finish.¹

As a way to raise funds and launch the Exploring Manufacturing Initiative, the Bay-Lakes Council invited area leaders to a Golden Eagle Dinner, held on October 2, 2017. The event was chaired by Riordan with guest speaker Mike Molnar of the U.S. Department of Commerce director of the National Institute of Standards and Technology discussing today's manufacturing workforce.²

Riordan has not been alone in seeing the vital role a program like Exploring will play for the area manufacturing industry. By November 2017, three companies had already signed on as post sponsors—the Boy Scouts hope to attract up to ten sponsors.¹



¹ Thiel, Jessica . "Scouting for talent: Long-standing Boy Scouts Exploring program adds manufacturing emphasis." *Insight on Manufacturing*, November 2017, 28-29.

² "Boy Scouts host Oct. 2 event to appeal to manufacturers." *Insight on Manufacturing*, September 2017, 37.



Bay-Lakes Council Making News in 2017

Scout's Personal Experience Inspires His Eagle Scout Project



“I want to put beach mats on Gladstone Beach,”

15-year-old Life Scout Joey Gavlek told Nicole Buchmann of WLUC News. He was explaining the inspiration behind his proposed Eagle Scout project. “So, it’s more accessible than having to truck through yards of sand for wheelchairs and for strollers. So, it’s easier to walk to the beach.”

Born with spina bifida, Gavlek may be paralyzed from the waist down, but he allows nothing to get between him and what he wants to do or where he wants to go. “I get frustrated with a bunch of things,” he explained. “I just have to stop myself, and if I can, backtrack.” Then Gavlek finds ways to either start the activity over or re-examine the work he’s completed step by step.



Joey Gavlek
Eagle Scout – Hiawathaland District

He views activities as more than challenges; they're opportunities to grow and learn. "Try new things. That's what I've been doing," he said.

This mindset is the determination he uses to drive all of his Scouting experiences. It is also what allows him to be more aware of his environment and the challenges it may present to others. It is also how he brings the Scout Oath to life—helping other people. Scouting has given Gavlek ample opportunities to

explore his abilities and elevate his confidence. "I did what was called the Iron Scout Challenge, and it's a two-mile canoe, 12-mile bike and a five-mile hike. And I did the biking and the hiking in this wheelchair, and the canoeing without the chair," he said.

Now it's his turn to help others discover Gladstone Beach with greater ease and accessibility. And that's the opportunity he's gladly accepted.



How We Serve Our Youth

Scouting Programs

Grades
K-5

Lions, Tiger Cubs, Cub Scouts & Webelos

These are active family programs that encourage youth to do their best and learn important life skills while having fun. Activities include service projects, games, pinewood derbies, summer camps, parent-son overnights, ceremonies, and outdoor activities.

Grades
6-12

Boy Scouts

Immediately following Cub Scouts, our youth can transfer into Boy Scouts. Our outdoor adventure program develops character, leadership, citizenship, and fitness. Through the advancement program, a Scout progresses in rank, gaining additional knowledge and responsibilities. Activities include learning new skills, summer camp, weekend campouts, leadership training, community service projects, hiking, and much more.

Ages
14-20

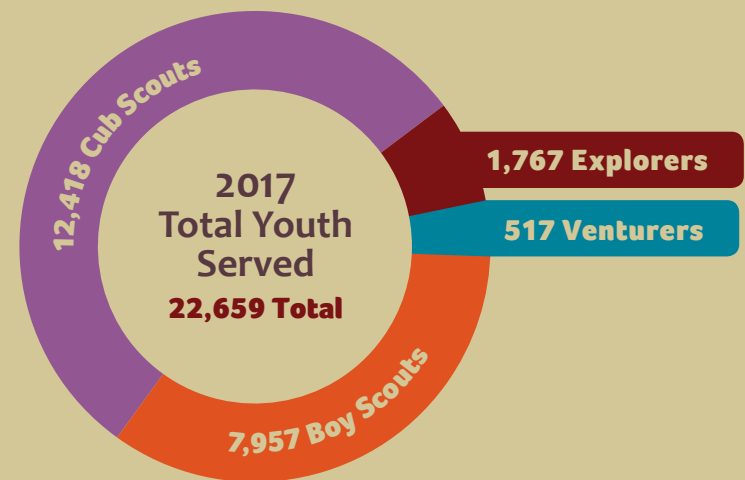
Venturing

Venturing is a challenging high-adventure program for young men and women designed to prepare them to become responsible and caring adults. Programs are developed around six experience areas: Citizenship, Leadership, Fitness, Social, Outdoor, and Service. Venturing helps youth pursue special interests in areas such as sports, arts, hobbies, youth ministry, Sea Scouting, and outdoor adventure.

Ages
14-20

Exploring

Exploring is a co-ed career preparation program that helps young people try different vocational options before making a career decision. Exploring teaches leadership and problem-solving skills while offering hands-on career experience.





Camping in the Bay-Lakes Council

The Challenges Scouts Face at Camp Reveal Their True Potential for Growth.

Camping is the foundation of the Scouting experience. Bay-Lakes Council's program and camp facilities continue to provide support to the activities of the Cub Scout Packs, Boy Scout Troops, Venturer Crews, and Explorer Posts.



Wolf River
Gardner Dam Scout Camp



1 Camp Hiawatha
E6350 Doe Lake Road
Munising, MI

2 Gardner Dam Scout Camp
N2940 Gardner Dam Road
White Lake, WI

3 Bear Paw Scout Camp
14000 Bear Paw Camp Lane
Mountain, WI

4 Jax Camp
4186 Peterson Road
Sturgeon Bay, WI

5 Twin Lakes Scout Camp
N7104 County Road K
Waupaca, WI

**6 Cub Scout World,
Camp Rokilio**
14404 Rokilio Road
Kiel, WI



Thank You for All of Your Support

Sustain the Tradition

Bay-Lakes Council Endowment programs help to blend your visions with the needs and objectives of Scouting. One of the exciting things about an endowment gift is the bond between the donor and the Council. Because, with these generous funds, Bay-Lakes Council can continue to offer the outstanding programs we now have and grow to meet the needs of our youth and communities.



Second Century Society Contributors

Outright gifts of \$25,000 or more payable over five years, or a deferred gift of \$100,000 or more distinguishes donors as Second Century Society members. Gifts can be for operating, capital, or endowment funds.



James E. West Fellowship Contributors

James E. West was the first Chief Scout Executive of the Boy Scouts of America, and served in that position for more than three decades. The James E. West Fellowship Award is recognition for a gift to the Bay-Lakes Council's Endowment fund, and donors may make cumulative gifts to reach Bronze, Silver, Gold, and Diamond levels in cash or marketable securities. The gift must be in addition to, and not a replacement for, their annual Friends of Scouting support. Many individuals and corporations make these gifts either in honor of someone else's accomplishments or in memory of a special individual.

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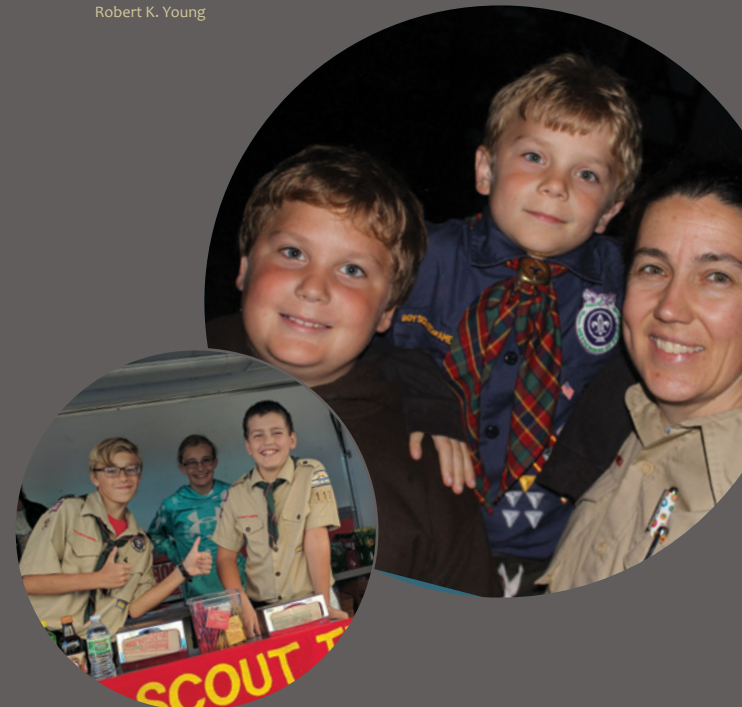


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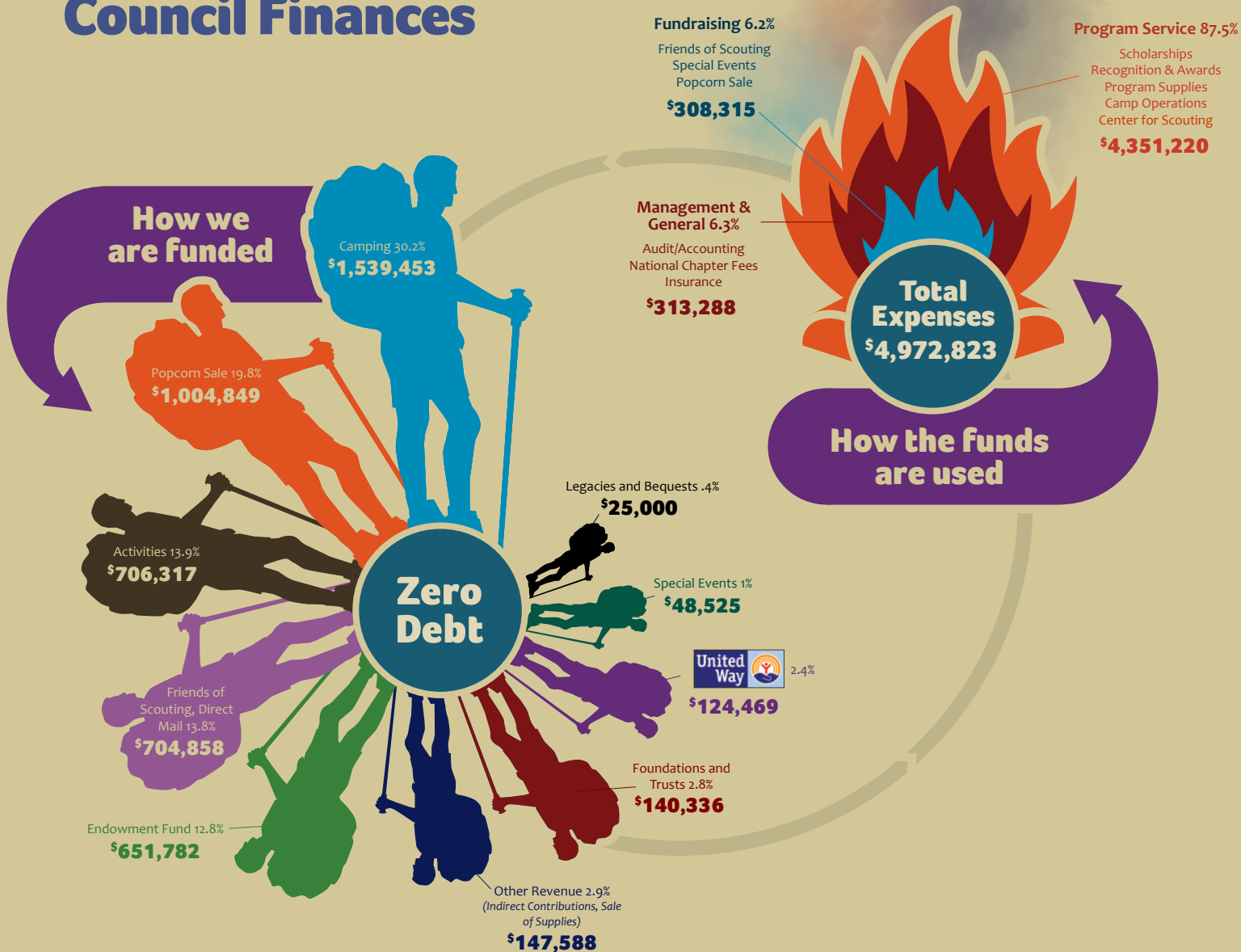
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