

2020 ANNUAL REPORT

Duty to God and country. Helping others. Obeying the Scout Law.
The three fingers of the Scout sign express so much.

And yet the image of the hand holds another powerful meaning for
Scouts: Learning by Doing.

No other youth organization provides such a diversity of

character-building activities, or as many opportunities for
adventure and personal growth.

As we embrace today's challenges and celebrate another year
of successes, your support has never been more important.

We salute you for making it possible.



MESSAGE FROM OUR KEY 3 LEADERS



The year of COVID-19. 2020 has been a year that has seen so much adversity, yet through this adversity our Scouting community has come together and continued our tradition of developing the character of young people.

We are grateful to the Scouting volunteers that continued to find ways to capture the imagination of Scouts even while following social distancing guidelines. It hasn't been easy, yet our volunteers found a way to keep our Scouts active in the outdoors, advancing and continuing our primary mission of teaching young people to make ethical choices throughout their lives.

We are grateful to the volunteers that have worked to improve our camping properties. This year we have seen the completion of the Oertle Family Foundation Welcome Center and the new Bay-Lakes Council Scout Museum at Camp Rokilio, the near completion of the multi-purpose dining hall at Gardner Dam Scout Camp, the boathouse at Camp Hiawatha, and an amazing transformation of Bear Paw Scout Camp through the construction of buildings lost in the storm not too long ago. Significant progress was made as we all faced the pandemic in 2020.

Our Board of Directors has enthusiastically renewed our commitment to our responsibilities as the governing body of this Council. Together we worked to build our committees and start the process to develop our new strategic plan. We welcomed a new Scout Executive. We made significant efforts to guarantee our Council's financial future through the pandemic and through some tough legal issues. We believe our Council is strong fiscally and will be so in the years to come.

In 2020, we ran safe camps and learned to use technology to continue to build our Scouting communities.

Our prayer is that 2021 becomes a year when we begin the healing process of finding our way to normalcy. Scouting will continue and will thrive in the Bay-Lakes Council. **THANK YOU SCOUTS. THANK YOU SCOUTING VOLUNTEERS. THANK YOU DONORS.** Together we choose to make the dream of a world where everyone lives their life by the Scout Oath and Law come true.



Rod Goldhahn
Council President



Roy LaPean
Council Commissioner



Ralph Voelker
Scout Executive



This is where Scouting COMES TO LIFE.

Bay-Lakes Council provides Scouting in eight district territories over 36 counties and 300 communities in Eastern Wisconsin and the Upper Peninsula of Michigan. Our council’s five camp properties offer year-round program service to over 15,000 youth and adults.

GW GATHERING WATERS DISTRICT

Calumet, Menominee, Outagamie, Shawano, and Winnebago.

HW HIAWATHALAND DISTRICT

Alger, Baraga, Chippewa, Delta, Dickinson, Gogebic, Houghton, Iron, Keweenaw, Luce, Mackinac, Marquette, Menominee, Ontonagon, and Schoolcraft.

KC KETTLE COUNTRY DISTRICT

Dodge, Ozaukee, and Washington.

LS LAKESHORE DISTRICT

Calumet, Manitowoc, and Sheboygan.

LL LEDGE TO LAKES DISTRICT

Fond Du Lac, Green Lake, and Marquette.

NL NORTHERN LITES DISTRICT

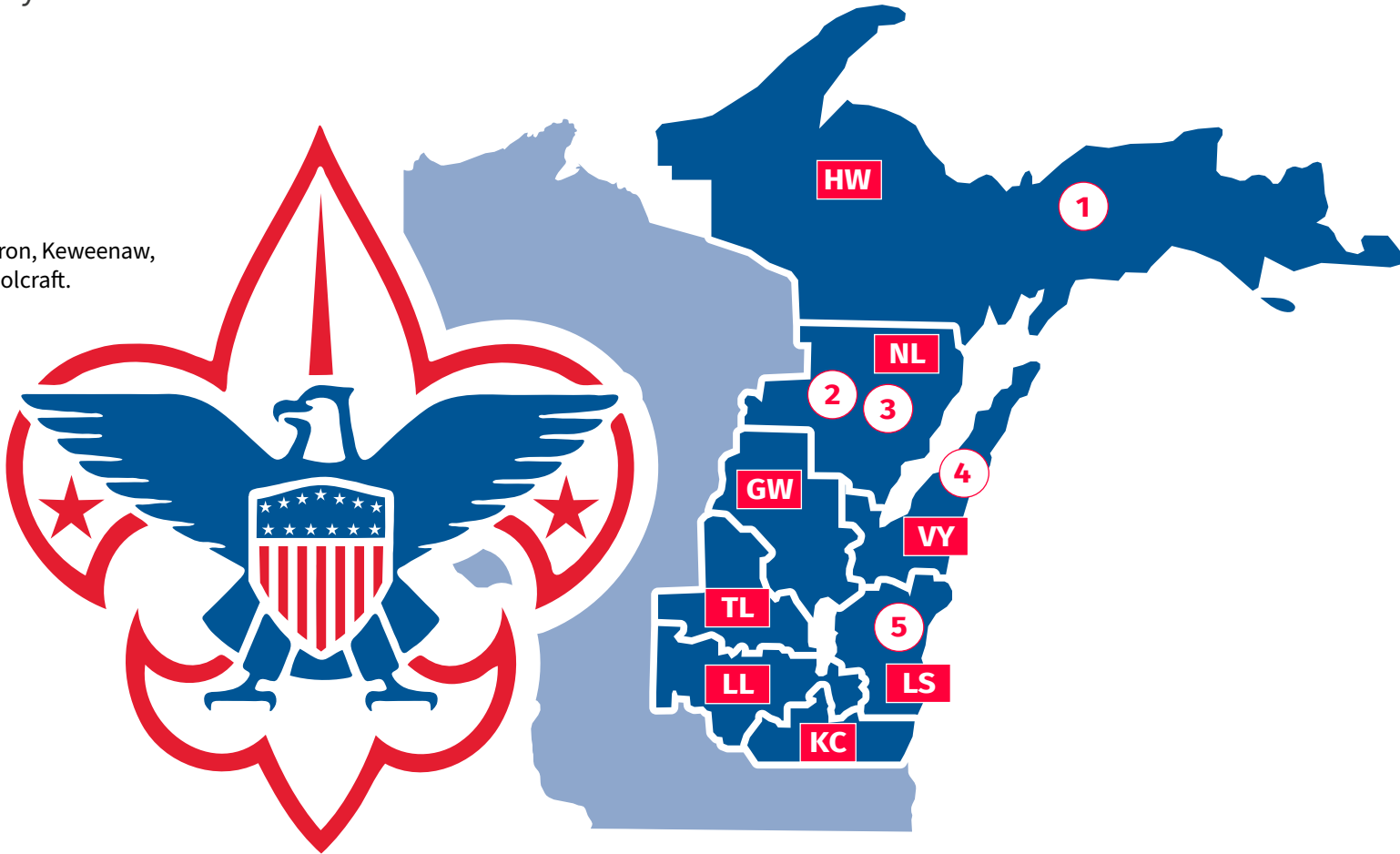
Marinette, Menominee, MI, Oconto and Langlade.

TL TWIN LAKES DISTRICT

Waupaca, Waushara, and Winnebago.

VY VOYAGEUR DISTRICT

Brown, Door, and Kewaunee.



- 1 **CAMP HIAWATHA**
E6350 Doe Lake Rd.
Munising, MI
- 2 **GARDNER DAM SCOUT CAMP**
N2940 Gardner Dam Rd.
White Lake, WI
- 3 **BEAR PAW SCOUT CAMP**
14000 Bear Paw Camp Ln.
Mountain, WI
- 4 **JAX CAMP**
4186 Peterson Rd.
Sturgeon Bay, WI
- 5 **CAMP ROKILIO**
14404 Rokilio Rd.
Kiel, WI



MEMBERSHIP

IN 2020, BAY-LAKES COUNCIL
ENRICHED THE LIVES OF
13,198
YOUNG PEOPLE.

The Bay-Lakes Council provides a wide range of youth and adult training opportunities, including online courses, training videos, and district and council events.

The council's membership is comprised of youth and adults representing many religions, races, ethnicities, social economic backgrounds, and physical and mental abilities.



CUB SCOUTS

AGES 5-10

A program designed for boys, girls, and their families with fun, challenging activities that promote education, character and physical development.



SCOUTS BSA

AGES 11-17

An outdoor program for young men and women, focused on developing character, citizenship and fitness.



VENTURING

AGES 14-20

A program for young men and women designed to help them grow into responsible and caring adults through educational and high adventure-based experiences.



EXPLORING

AGES 14-20

A career education program for young men and women to partner with local business entities to gain practical knowledge and career experience.



CAMPING

TELL ME AND I'LL FORGET; TEACH ME AND I'LL REMEMBER; INVOLVE ME AND I'LL LEARN.

- Robert Baden-Powell

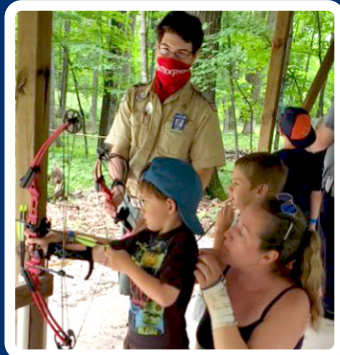
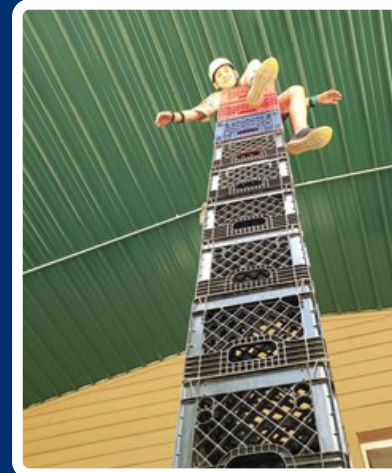
Camping will always be the foundation of the Scouting experience. Bay-Lakes Council's program and camp facilities continue to provide support to the activities of our Packs, Troops, and Crews.

Only 20% of Councils nationwide provided a summer camp program in 2020. With the implementation of COVID-19 health and safety protocols, mandated by local and state officials, Bay-Lakes Council camps successfully operated a summer program reporting **0** Covid-19 cases from any of our campers.



Over **2,200 Scouts, adult leadership, and camp staff members** enjoyed a safe summer camp experience.

More than 7,800 Scouts camped and explored a new world of year-round outdoor adventure at Bay-Lakes Council's camp properties.



ADVANCEMENT

Although a young person joins Scouting to have fun, the program provides an opportunity for personal growth through the use of the advancement program. Scouts gain self-esteem and self-confidence as they set goals, achieve them, and are recognized through the rank advancement program.

Advancement is one tool by which Scouting achieves its mission -- to develop young people of good character who are physically strong, mentally fit, and trained for good leadership.

256 SCOUTS ACHIEVED EAGLE RANK WITH 15 BECOMING MEMBERS OF THE 2021 INAUGURAL CLASS OF FEMALE EAGLE SCOUTS*.

Logan Adam
Alexander Adasiewicz
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Kade Hagen
Jonathan Hagen
Maxwell Hall
Connor Halvorson
John Hammerton
Derek Hanson
Maxwell Harbick
Thomas Heisel
Ethan Hendrickson
Koalyen Her
Benjamin Hildebrand
Kevin Hildebrand
Zachary Hodgdon
Conner Hogan
Logan Hoida
Jake Huguet

Samuel Huss
Hunter Iding
Dakota Imm
Noah Jacobson
Isaiah Janke
Payton Jens
Martin Jesion
Luke Johnson
Jonathon Johnson
Kevin Johnson
Eli Jones
Alexander Jones
Connor Jones
Nicole Kannass*
Christian Kaser
Brock Keil
Jonathan Kelleher
Kolton Kemp
Andrew Kennard
Collin Kikkert
Ella Kikkert*
Joseph Knapp
Griffin Knox
Marco Kohler
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Kaylee Kosik*
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Jaden Schuh
Tyler Schulz
Raegen Schwarz*
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Logan Serre
Jacob Shepard
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Ian Sieniawski
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Nickolas Smith
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Cameron Zeinert
Nathan Zick
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SCOUTS CHALLENGED THEMSELVES TO BE THE BEST THEY CAN BE.



4,519 SCOUTS EARNED RANK ADVANCEMENT



5,872 MERIT BADGES WERE EARNED BY SCOUTS BSA & VENTURING MEMBERS



15,234 ACHIEVEMENTS WERE EARNED AMONG CUB SCOUT, WEBELOS, AND ARROW OF LIGHT MEMBERS

SCOUTING THROUGH THE PANDEMIC

The Scouting community remained strong and resilient during the height of the global pandemic. We all learned to adapt, be resourceful, and utilize the skills acquired from principles of the Scouting program to carry on through the pandemic.

From virtual merit badge classes to unit meetings, family hikes, camp-ins, and Scouting for Food drop-off sites, Scouts implemented the principles of citizenship to provide service in their communities.

Together, we learned to pivot the Golden Eagle Event and annual Popcorn Sale fundraiser from in-person to virtual. Through your perseverance, we were able to continue Scouting's mission.



THE REAL WAY TO GAIN HAPPINESS IS TO GIVE IT TO OTHERS. - Robert Baden-Powell

\$60,000 & 10,000 LBS
of food was collected
for area pantries.

7,900 community service
volunteer hours were
provided locally by Scouts.

228 merit badges were
earned in on-line
virtual merit badge clinics.

Over 7,500 individuals
participated in our virtual
hike-in and camp-in events.

INVESTING IN THE FUTURE: 2020 FRIENDS OF BAY-LAKES SOCIETY INVESTORS

\$10,000+

Allan Kieckhafer
Miron Construction Co., Inc.
Nicolet National Bank
Sargento Foods, Inc.
Sheboygan & Plymouth Area United Way

\$5,000-\$9,999+

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Holly E. Schlag
John Schlobohm
Ryan Schmidt
Gary S. Schmidtko
Robin L. Schneider
John X. Schober
Joel J. Schroth
Charles E. Schueppert
Matthew M. Schuettpelz
Brian Schwartz
Brent Seaborn
Settlers Bank
Mark W. Sheets
Amanda Sherman
Jonathan Simonson
George E. Smith
Tony G. Smith
David T. Spika
Jason M. Splinter
Kevin Stanelle
Steven M. Stavola
Mark Steine
Dorothy Stephenson/Microsoft*
Timothy P. Stephenson
Steve and Kathy Schneider Charitable Fund
Christopher S. Stoller
Scott A. Strobel
Maury A. Stutz
Lynette M. Suckow
Daniel Suhr
John H. Sundvor
Paul G. Swanson
Edward Swartz
Carl Thiem
Richard I. Thompson

Erik D. Tietyen
Donald & Janice L. Timmers
Nadine N. Torres
John E. Trabert
Jeffrey S. Trembly
Theodore T. Trepte
Troop 400
Bradley E. Tumas
Sean P. Twohig
Richard Uehling
United Way of the Eastern UP
Randall S. Van Straten
Laura J. Vandenbush
Christopher VandenWyngaard
Scott VanDerLeest
Kurt J. Vanhandel
Robert Veaser
Tim Vertz
Verus Investments
Joshua M. Vetter
Peter F. Victor
Jocelyn Vincent
Dan Voissem
Thomas Vukovich
Ben Waddell
Chad M. Waldvogel
John C. Weber Jr.
Webster's Marketplace
James H. Weiland
Michele M. Weinandt
Helen Weisensel
Robert Wenzel
Phillip P. Wepner
Graham Werner
Jason W. Whitcomb
David R. Wiese
Thomas M. Willey
Bruce C. Williams
Cheryl L. Winker
Trudi Wojtyla
Kristian C. Wondrash
Paul Yee
Douglas W. Zabel
Jerry Zaug
Judy K. Zavala
Benjamin A. Zeier
Andrew A. Zeratsky
John A. Ziemer
Brian M. Zoeller

**Donor participates in a matching gift or employee incentive program.*

VISION

Our vision is to be 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, and Reverent.

ENDOWMENT

THE GREATEST USE OF LIFE IS TO SPEND IT ON SOMETHING THAT WILL OUTLAST IT. - Robert Baden-Powell

Bay-Lakes Council Endowment program helps 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.

JAMES E. WEST FELLOWSHIP

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.

2020 NEW JAMES E. WEST MEMBERS

David L. Benton (Silver Level)
Eric P. Bergschultz (Silver Level)
Kenneth J. Bergschultz (Silver Level)
Matthew R. Johnson (Bronze Level)

CAPITAL IMPROVEMENTS (\$1,000+)

A structural addition or alteration that increases the overall value of a property. It can also increase the useful life of a property by improving its quality or strength.

Anonymous
In Memory of David Hirn
William W. Bennett
Tod & Carla Dalrymple
David L. Grimm Jr.
Robert H. Heidt
Howard D. Quimby
The Phyllis and Max Reynolds Foundation
Brian L. Yogerst

GIFTS IN KIND

Festival Foods
Neenah Paper Inc.
Packer City International Trucks Inc.
Pecatonica River Popcorn
Pro-Kare Lawn & Snow



SECOND CENTURY SOCIETY

Outright gifts of \$25,000 or more payable over 5 years, or a deferred gift of \$100,000 or more distinguishes donors as Second Society members. Gifts can be in the form of cash, securities, land, or other property suitable for a Council endowment fund or easily converted to cash.

There are four recognition levels:

- \$25,000
- \$100,000
- \$500,000
- \$1,000,000

A donor making an outright gift of \$100,000 or more is a **Member with Distinction**.

MEMBER OF DISTINCTION

Father Roger Strebel

A donor making a deferred gift of \$500,000 or more is a **Legacy Member**.





FINANCES

2020
(unaudited)

STATEMENT OF OPERATIONS OPERATING FUND: HOW WE ARE FUNDED

Camping	18%	\$567,389
Popcorn Sales	19%	\$609,316
Activities	1%	\$40,495
Friends of Scouting & Direct Mail	8%	\$274,379
Endowment Fund	23%	\$752,147
Other Revenue	3%	\$96,191
<i>(Indirect Contributions/Sale of Supplies)</i>		
Foundations and Trusts	16%	\$505,572
United Way	1%	\$39,676
Special Events	11%	\$351,446
Legacies and Bequests	0%	\$0
Total Support and Revenue		\$3,236,611

TOTAL EXPENSES: HOW WE INVEST IN YOUTH

Fundraising	\$293,220
<i>(Friends of Scouting/Popcorn Sale/Special Events)</i>	
Management & General	\$155,234
<i>(Audit/Accounting/National Chapter Fees/Insurance)</i>	
Program Services	<u>\$3,001,190</u>
<i>(Scholarships/Recognition/Awards/Program Supplies, Camp Operations, Center for Scouting)</i>	
Total Expenses	\$3,449,644

LEADERSHIP

THERE IS NO TEACHING TO COMPARE WITH EXAMPLE. – Robert Baden-Powell

OFFICERS

Dave Benton
Vice President of Program
Craig Berndt
Vice President of Property
Tim Feldhausen
Vice President of District Operations
Rod Goldhahn
Council President
Jeff Hahn
Vice President of Governance
Warren Kraft
Vice President of Program Development
Roy LaPeau
Council Commissioner
William P. McKinley
Legal Counsel
Nikki Petit
Vice President of Membership
Dan Platkowski
Vice President of Board Development
Terry Schacht
Vice President of Finance
Ned Storer
Council Treasurer
Tim Vertz
Vice President of Marketing & Strategy
Ralph Voelker
Scout Executive & CEO

BOARD OF DIRECTORS

Alan Barr
Manistique, MI
Ken Bergschultz
Sheboygan, WI
Thomas Crow, Lodge Chief
Cedarburg, WI
Bruce Deadman
Green Bay, WI

BOARD OF DIRECTORS (CONT.)

Anthony Gahn
Mequon, WI
Steve Gineris
Appleton, WI
David Grimm
Appleton, WI
Rob Hathaway
Green Bay, WI
John Heyer
Cedarburg, WI
Sandra Howard
Sheboygan, WI
Paul Hunt
Fond du Lac, WI
Stephen Johnson
Sturgeon Bay, WI
Curtis Lewis
Green Bay, WI
Vance Linden
Waupaca, WI
Brendan Marston
Neenah, WI
Chris Rogers
Oshkosh, WI
Nate Ruggles, Lodge Chief
De Pere, WI
Jack Salzwedel, Lodge Chief
Green Bay, WI
Paul Shrode
Appleton, WI
Nick Wold
Lena, WI

ADVISORY COUNCIL

Daniel Carriveau
Green Bay, WI
Bruce Chudacoff
Glenview, IL
Lucia Cronin
Milwaukee, WI
Robert Lyle
Appleton, WI
Don Miller
Monroe, WI
William Pohlmann
Manitowoc, WI
Martin Rudd
Menasha, WI
Walter Scott
Oshkosh, WI
Scott Weinandt
West Bend, WI



Adult volunteers serve as role models and mentors for Scouts.
Bay-Lakes Council had **3,925** adult volunteers in 2020.

