



Voyageur District Operations Manual

**The Voyageur District of the Bay-Lakes Council serves the
Boy Scouts of America in Brown, Kewaunee, and Door counties in Northeastern Wisconsin.**

This Operations Manual is provided by the Voyageur District Commissioner Team



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About this Manual

The District Operations Manual, or guidebook, is intended to assist units deliver the Aims and Methods of the Boy Scouts of America: character development, leadership development, citizenship training, and personal fitness, by providing them with relevant information regarding Scouting in our District.



Dear Voyageur Scouters,

Thank you for your contribution to the amazing Scouting program we have here in the Voyageur District! It is through volunteers like you that we can bring the wonders of the Scouting program to life in the eyes of our youth members.

The District Committee is dedicated to provide our area leaders with the resources and knowledge to make your work as volunteers as enjoyable as possible. Our Committee members are charged with helping to grow membership, direct fund raising initiatives, and enhance programs, advancement, and training delivery for Voyageur units. If you see an opportunity to strengthen our program please reach out to any Committee Member with thoughts, suggestions, questions or comments, we welcome your input.

I am honored and excited to serve as District Chair and work with so many fabulous Scouters in our area. Through the dedicated service of our volunteers we can continue to provide opportunities to educate and inspire the servant leaders of tomorrow.

Yours in Scouting,



Ed Gerozak

District Chair, Voyageur District, Bay-Lakes Council
ed@bpdengineering.com

Dear Voyageur Scouters,

I am humbled and honored to serve you as the Voyageur District Commissioner and I hope it is our shared goal to make this the best District in the Bay-Lakes Council.

It won't be easy. The BSA faces a number of challenges that must be overcome if the organization is to thrive and continue to serve our nation's youth. To help complete our mission we put together this Voyageur District Operations Manual. The purpose of the manual is to educate Packs, Troops and Crews on how the District is organized, how it functions and who to contact when help is needed.

It is our intention that this manual remains a living document. One that is updated annually, and that you will use as a resource to stay current on changes in the District. Use this manual as a guide and refer to it often. Answers to many of your questions can be found within.

Although we have done our best to include all information relevant to District Operations in this manual, if you discover that we have missed something, please let us know. By following up on your suggestions and improving each year, we will make this Manual a trusted resource for all District volunteers.

Yours in Commissioner Service,



Tod Salfai

District Commissioner, Voyageur District, Bay-Lakes Council
Mobile: 920-360-4246 tod.salfai@gmail.com

Monthly District Committee & Commissioners Meeting

What: Monthly District meetings are a time for commissioners to meet and coordinate plans. The district committees meet, plan, and coordinate the activities of the district.

Where: Good Shepherd Lutheran Church, 2736 Glendale Ave, Green Bay, WI

When: First Thursday of each month (September-April of each year)

District Committee & Commissioner Meeting: 6:30pm

Weather Cancellation: Voyageur District Meeting will be cancelled when Green Bay Public Schools are closed.

Monthly Roundtable

What: Roundtable is a monthly meeting where unit volunteers (Cubmasters, Scoutmasters, Den Leaders, and Assistants) get together to learn about special topics, district, council and national news, as well as network with other adults in other units. From the brand new volunteer, to one who has been in Scouts for over 50 years, Roundtables is a place to learn, share, and get questions answered.

Where: Good Shepherd Lutheran Church, 2736 Glendale Ave,
Green Bay, WI When: Second Thursday of each month (Sept -
April)

Training Sessions: 6:00pm

Roundtable: 7:00pm

Breakout Sessions (Cubs and Scouts): 7:15pm

Weather Cancellation: Voyageur District Meeting will be cancelled when Green Bay Public Schools are closed.

May is Program Kickoff and often at a different location. Check the newsletter for more current info.

Why go to roundtable?

Roundtables are not just for the Unit Leaders! Our goal is to keep topics relevant to all leaders in a unit. Bring your challenges to Roundtable and get some great feedback from others who have been in the same spot many times. You bounce ideas off of other leaders who have tried many different approaches!

Matt Johnson
Assistant District Commissioner,
Roundtable
matt@thosejohnsons.com

VACANT
Cub Scout Roundtable
Commissioner

D'Onne Murray
Scouts BSA Roundtable
Commissioner
mjamur@yahoo.com



Order of the Arrow

For over 100 years, the Order of the Arrow (OA) has recognized Scouts and Scouters who best exemplify the Scout Oath and Law in their daily lives. This recognition provides encouragement for others to live these ideals as well. Arrowmen are known for maintaining camping traditions and spirit, promoting year-round and long-term resident camping, and providing cheerful service to others. OA service, activities, adventures, and training for youth and adults are models of quality leadership development and programming that enrich and help to extend Scouting to America's youth.



Each council has a lodge, and each district has a chapter. For the Bay-Lakes Council, the Lodge is Kon Wapos and for our district the chapter is Muk. The main OA activities center around our camps with a Spring Fellowship, Spring Conferences (1 or 2), a Fall Lodge Gathering, and Fall Conferences (1 or 2). Additionally there are both lodge and national training opportunities.

Elections are held each spring in each troop. They are coordinated by the youth lead for the chapter called the Chapter Chief. Look for announcements at roundtable and in the newsletter on how to arrange for one. Youth are eligible for election by their troop if they are registered, have had 15 nights camping within the last 2 years (including one long term camp like summer camp), first class, and approval of their Scoutmaster. Adults are eligible for nomination by their committee as long as they also meet the camping requirements.

Please support the OA by arranging for elections and coordinating your unit calendar to allow participation in lodge events.

See Chapter Chief Owen B. (chief.muk@konwapos.org) or Chapter Adviser Bill Krause (muk@konwapos.org) for more information.

SCOUTING'S NATIONAL HONOR SOCIETY

National Resources

scoutbook.scouting.org

Scoutbook is the online system provided by national to manage your unit. It provides many functions for a unit: advancement tracking, unit roster, unit communication via email, unit calendar, permission slips, RSVP tracking, attendance tracking, unit discussion forum. For advancement tracking it can record when a Scout thinks they are ready for a skill, record the official completion of the skill / badge, the need for the unit to purchase the badge, and the awarding of the badge. Scoutbook can also track unit finances including Scout accounts. For Scouts BSA, the system can allow Scouts to connect with Merit Badge Counselors and the system can auto generate a "perfect" Eagle Scout application! Also for Scouts BSA units "management" of the unit can be entrusted to SPLs/Scribes. They can be given access to maintain the calendar, take attendance, and communicate with the troop.



Scoutbook help can be found in the national discussion forums linked inside of Scoutbook and accessed via your normal login/password that is used for Scoutbook, my.scouting.org, and other BSA resources.

my.Scouting.org and Online Registration Support

For issues regarding the Online Registration System, unit leaders can contact the Council Registrar, work with their commissioner, or post the question/issue in the Scoutbook online forums. District and Council volunteers and professional staff cannot access leads or inquire for your unit, such as clearing a stuck lead. The Scoutbook forums are often very efficient at helping a Scouter with an issue on usability, where the Registrar can help with a true system issue.

Service Hours Reporting in Internet Advancement

A service project is a special Good Turn that puts Scout spirit into action. Some Good Turns are big: saving a life, helping out after floods or other disasters, recycling community trash, working on conservation projects.

It is essential that units record their service hours into the national system! Login to <https://advancements.scouting.org/> to enter in service hours for your unit. Your same username password used for my.scouting.org & scoutbook.scouting.org is used.

Age-Appropriate Guidelines for Scouting Activities

These criteria are designed to assist unit leaders in determining what activities are age-appropriate. Activities that do not appear on the chart should be reviewed using these criteria. The age-appropriate guidelines are at the end of this document, but check them out online for the most up-to-date guide.

Social Media Guidelines

Scouting has many resources to assist scouts and scouters properly use social media sites properly and within Scouting guidelines. Before updating your unit's website, be sure to check that your images and information conforms to these standards: <https://scoutingwire.org/social-media-guidelines/>

Guide to Advancement

Advancement is one of the eight methods used by Scout leaders to help Scouts fulfill the aims of the Scouting. This publication clearly identifies mandated procedures with words such as "must" and "shall" (vs. should, may, or can). Where such language is used, no council, committee, district, unit, or individual has the authority to deviate from the procedures covered, without the written permission of the National Advancement Committee. There are limited exceptions relating only to youth members with special needs. Refer questions on these to your local district or council advancement chairs or staff advisors.

Branding Guide

The Boy Scouts of America has prepared an in-depth document to assist you create documents, signage and presentations that use the defined colors, styles and typefaces that are authorized for use in the Boy Scouts of America. You can locate this information at: <https://scouting.webdamdb.com/>

Scouting Newsroom

News and events that are occurring at the National level are located at: <http://scoutingnewsroom.org/>

Scoutshop.org

The official retail site of the Boy Scouts of America on the Internet is: <http://www.scoutshop.org/> The entire breadth Scouting resources are available from this website. Gone are the days of paper catalogs!

Our Council Camps

Our council has 4 camps plus one rustic camp.

Camp Rokilio

14404 Rokilio Road, Kiel, WI 53042

Camp Rokilio is 213 beautiful acres of hilly terrain with tall timber located in the Kettle Moraine seven miles east of Kiel, Wisconsin. The camp features 4 program theme buildings: Fort J.J. Keller, Gunderson Viking Båten Ship, Kohler Castle, and Oertle Train Station. The buildings are home to 3-day and 2-night Cub Scout summer camp from June and July and weekend use by all Units/ groups the remainder of the year. Camp Rokilio offers waterfront activities in Cedar Lake, BB guns and archery ranges, and great natural bog conducive to nature hikes and environmental studies.



Gardner Dam Adventure Base

N2940 Gardner Dam Road, White Lake, WI 54491

Gardner Dam Adventure Base consists of 400 acres of pristine nature along the banks of the Wild Wolf River in Langlade County, Wisconsin. This camp features white water kayaking, a climbing tower, canoeing, 75 miles of mountain biking trails, and hosts a Webelos Summer Camp. Cross-country skiing is a very popular winter weekend activity.

Bear Paw Scout Camp

14000 Bear Paw Lane, Mountain, WI 54149

Nestled in the middle of the Nicolet National Forest in northeastern Wisconsin, Bear Paw Scout Camp consists of 317 acres of wilderness and is a treasure of Scouting fun in a wonderful natural setting. Serving Scouts since 1946, Bear Paw thousands of Scouts each year experience the wonders of nature at camporees, unit camping, and summer camp. Campers have unlimited opportunities to hike, fish, mountain bike, canoe, sail, swim, and enjoy nature at its finest! Additional programs offered are designed to help each Scout toward Eagle rank. During the winter season snowshoe, ice skating and ice fishing are just some of the featured activities.

Camp Hiawatha

E6350 Doe Lake Road, Munising, MI 49862

Camp Hiawatha is 800 acres that encircles Bunting Lake, a 60 acre lake in the middle of Hiawathaland National Forest. In heart of the Upper Peninsula of Michigan, located between the towns of Munising and Chatham. Close by are many trails and waterways including the Pictured Rocks National Lakeshore, The North Country Trail, Grand Island, and the AuTrain River.

Jax Camp

4186 Peterson Rd., Sturgeon Bay, WI 54235

Jax Camp is a rustic wooded area located just northeast of Sturgeon Bay, Wisconsin. The camp is located near great biking trails, State Parks, and all the Door County attractions.

Journey to Excellence Resources

"Scouting's Journey to Excellence" is Scouting's performance recognition program designed to encourage and reward success and measure the performance of our units, districts, and councils. It is meant to encourage excellence in providing a quality program at all levels of Scouting.

- scouting.org/jte

By using the JTE program all year, not just the program year, units can easily determine which program areas they should focus on to improve and in what program areas they excel. The district strongly recommends that each unit complete a Unit Scorecard for the JTE program and attach it to the annual recharter document.

Unit Scorecards and Excel Workbooks are located at www.scouting.org/jte

Unit Scorecards are the criteria and descriptions of the JTE breakpoints and how to calculate points. There is a scorecard for each unit type (Pack, Troop, Crew).

Unit Workbooks are a Microsoft Excel workbook that can assist your recordkeeping. There is workbook for each unit type. Copies of the troop and pack scorecards for 2023 are at the end of this guide (ship, crew, and post guides were not available in time).

Unit Recharter Tips

The more modern rechartering process released in 2021 has been a big improvement. Big fixes will continue to be released and the recharter process for this next year will even be better!

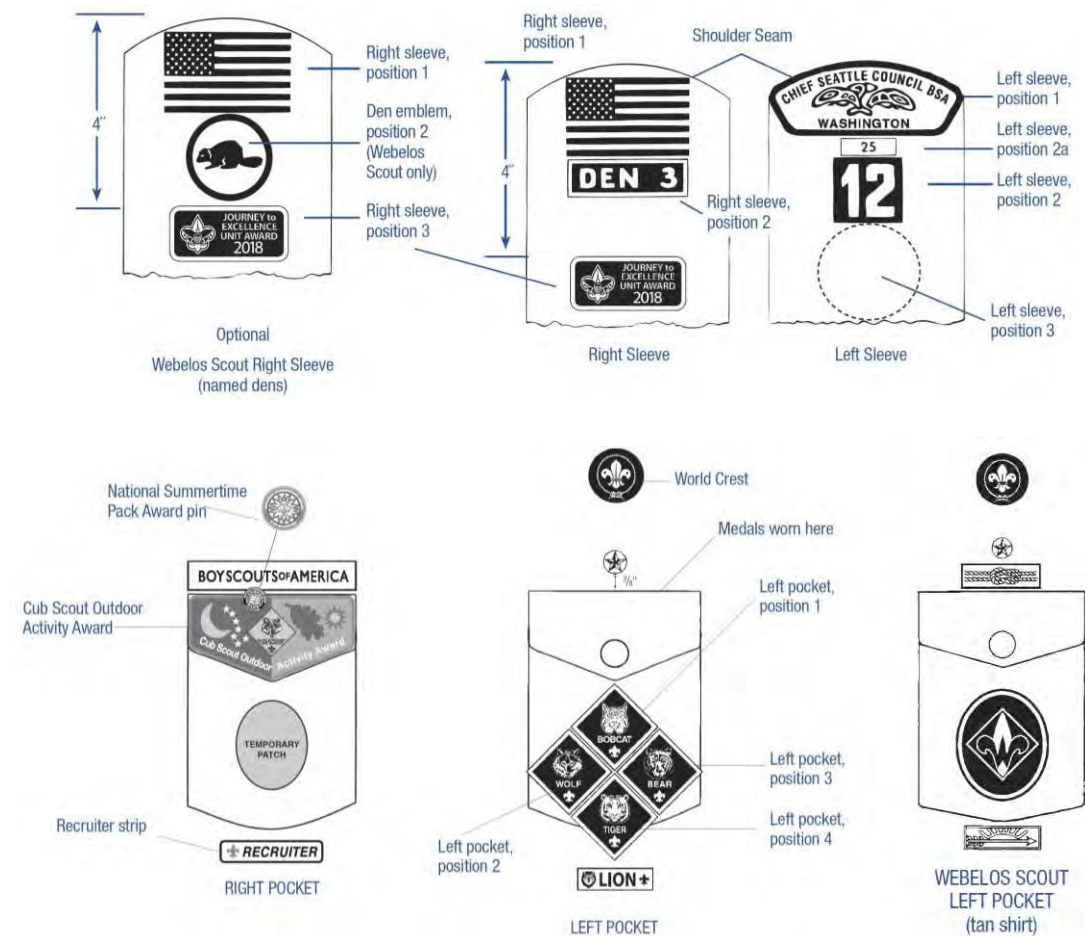
These tips for a smooth recharter will hold true.

1. Assign a recharter champion (often times the unit Committee Chair, but not always)
2. Leader Registration – confirm in [my.scouting](https://my.scouting.org) the following people are listed properly. If not, you can work on correcting that now, long before the recharter time.
 - a. Unit Leader (Cubmaster, Scoutmaster, or Crew Advisor)
 - b. Committee Chair
 - c. Chartered Organization Rep
 - d. Executive Officer
3. Membership Inventory
 - a. Review your unit roster in my.scouting.org. Does this list all of the youth members and adult volunteers? If not, you can work on correcting that now. To find the roster, a key 3 can log into my.scouting.org>Menu, scroll down to organization
4. Since rechartering is done in Internet Advancement, confirm that the unit leader and committee chair have access to advancements.scouting.org. This uses the same login as scoutbook.scouting.org and my.scouting.org.
5. Youth Protection Training
 - a. Confirm all adult unit members have Youth Protection Training (YPT) with expiration after March 31st, 2024. While YPT expires after 2 years, making sure your leaders are good through the entire “posting process” (March) prevents any issues after you thought you were done.
6. Journey to Excellence
 - a. Fill out your JTE with as much information you have as possible today. This is a good process during the year so you can take action to improve before the end of the year.
7. Registration Fees
 - a. Determine how the unit will pay: ACH from checking (small fixed fee), credit card (percentage fee), check delivered to the council office, or out of you unit account at the council.
8. Annual Unit Charter Agreement with the Chartering Organization
 - a. Document signed annually by the head of your Chartering Organization, your Chartered Organization Representative, and the unit Committee Chair. Use the one for 23-24.

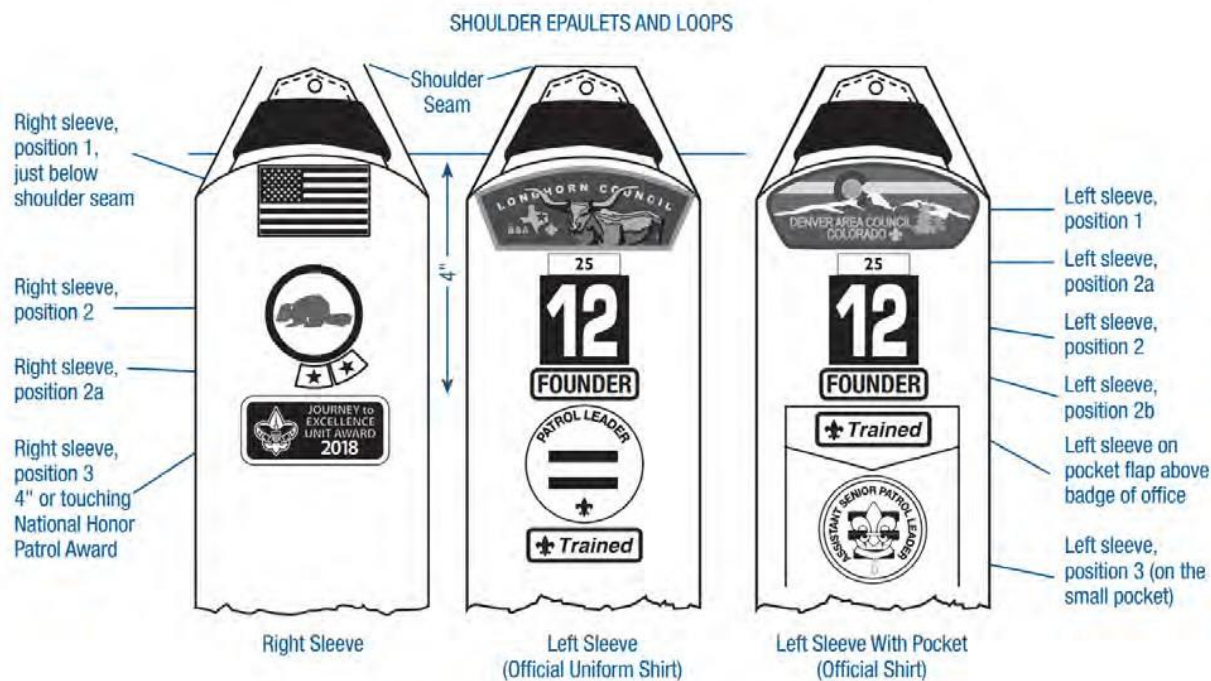
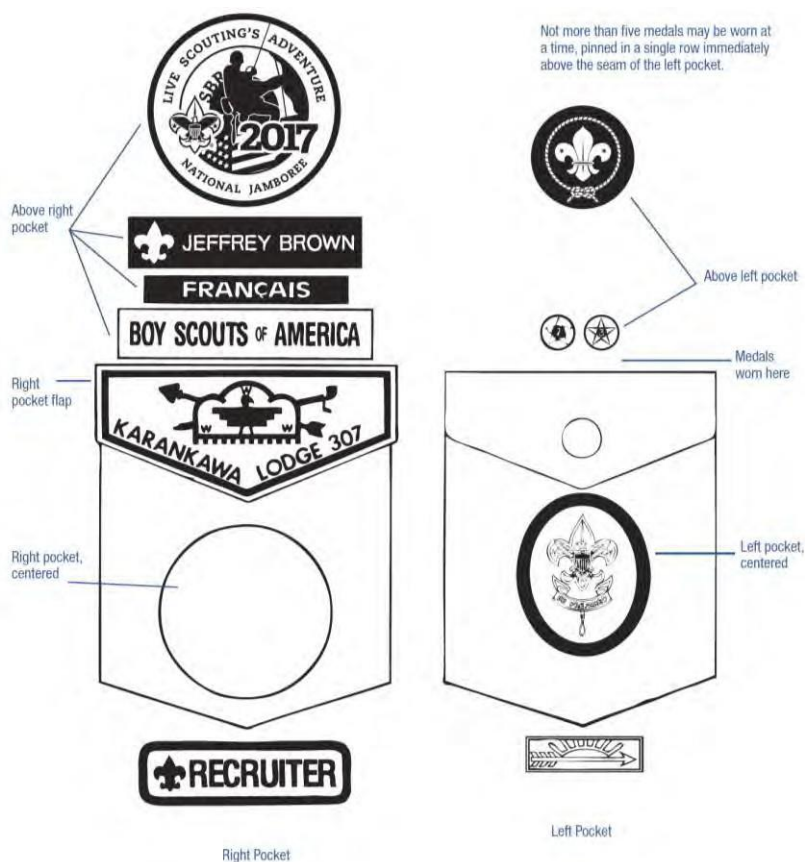
Uniform Resources

Below are guides to patch placement. Full uniform inspection sheets are collected at the end of this guide.

Cub Scout Uniform



Scouts BSA Uniform



District Committee

District Chairman	Ed Gerczak	ed@bpdengineering.com
District Executive	Dan Connolly	dan.connolly@scouting.org
North Field Director	Bobbi Gordon	bobbi.gordon@scouting.org
District Program Chair	Open	
District Finance Chair		
Friends of Scouting (FOS) Chair	Bob Pekol	bobpekol@icloud.com
Popcorn Chair	Lois VanZeeland	lois@vanzeeland.info
Popcorn Distribution Coordinator	Open	
Popcorn Team	Chip McDonald	
Popcorn Team		
Spring Fundraising Chair (Coffee in 2023)	Lois VanZeeland	lois@vanzeeland.info
District Calendar & Marketing Chair	Open	
Newsletter / Webmaster	Open	
Calendar Coordinator	Open	
District Membership Chair	Emily Tietyen	etietyen@gmail.com
Fall Recruitment Coordinator	Emily Tietyen	etietyen@gmail.com
Unit Organization Coordinator	Open	
Webelos Transition Coordinator	Emily Tietyen	etietyen@gmail.com
Venturing Membership Coordinator	Amy Albers	scoutingalbers@hotmail.com
New Unit Coordinator	Open	
Religious Emblems Coordinator	Open	
Youth with Disabilities Coordinator	Open	
Membership Team Member	Open	
Membership Team Member	Open	
Membership Team Member	Open	
Membership Team Member	Open	
District Advancement & Recognition Chair	Stacey Felton	stacey.felton@gmail.com
Eagle BOR Scheduler	Stacey Felton	stacey.felton@gmail.com
Eagle BOR Scheduler, Door County	Open	
Eagle Project Coach Coordinator	Open	
Eagle Program Proposals Coordinator	Open	
STEM Coordinator	Amanda Tuttle	tuttlescoutsstem@gmail.com
District Awards Coordinator	Open	

District Training Chair	Rich Balch	rbalch@woodmenfinancial.org
Cub Scout Leader Training Coordinator	Patti Dufek	Dufek.patricia@gmail.com
Scouts BSA Leader Training Coordinator	Rich Balch	rbalch@woodmenfinancial.org
Youth Protection Training Coordinator	Open	
Youth Training / NYLT Coordinator	Amanda Tuttle	tuttlescoutsstem@gmail.com
District Camping & Outdoor Program Chair	Open	
Venturing Activities Coordinator	Amy Albers	scoutingalbers@hotmail.com
High Adventure Coordinator	Open	
Cub Scout Camping Coordinator	Open	
Scouts BSA Camping Coordinator	Open	
Winter Rendezvous Chair	Open	
Spring Camporee Chair	Open	
District Activities & Civic Service Chair	Open	
OA Chapter Chief (Muk Chapter)	Owen B.	chief.muk@konwapos.org
OA Chapter Adviser (Muk Chapter)	Bill Krause	muk@konwapos.org

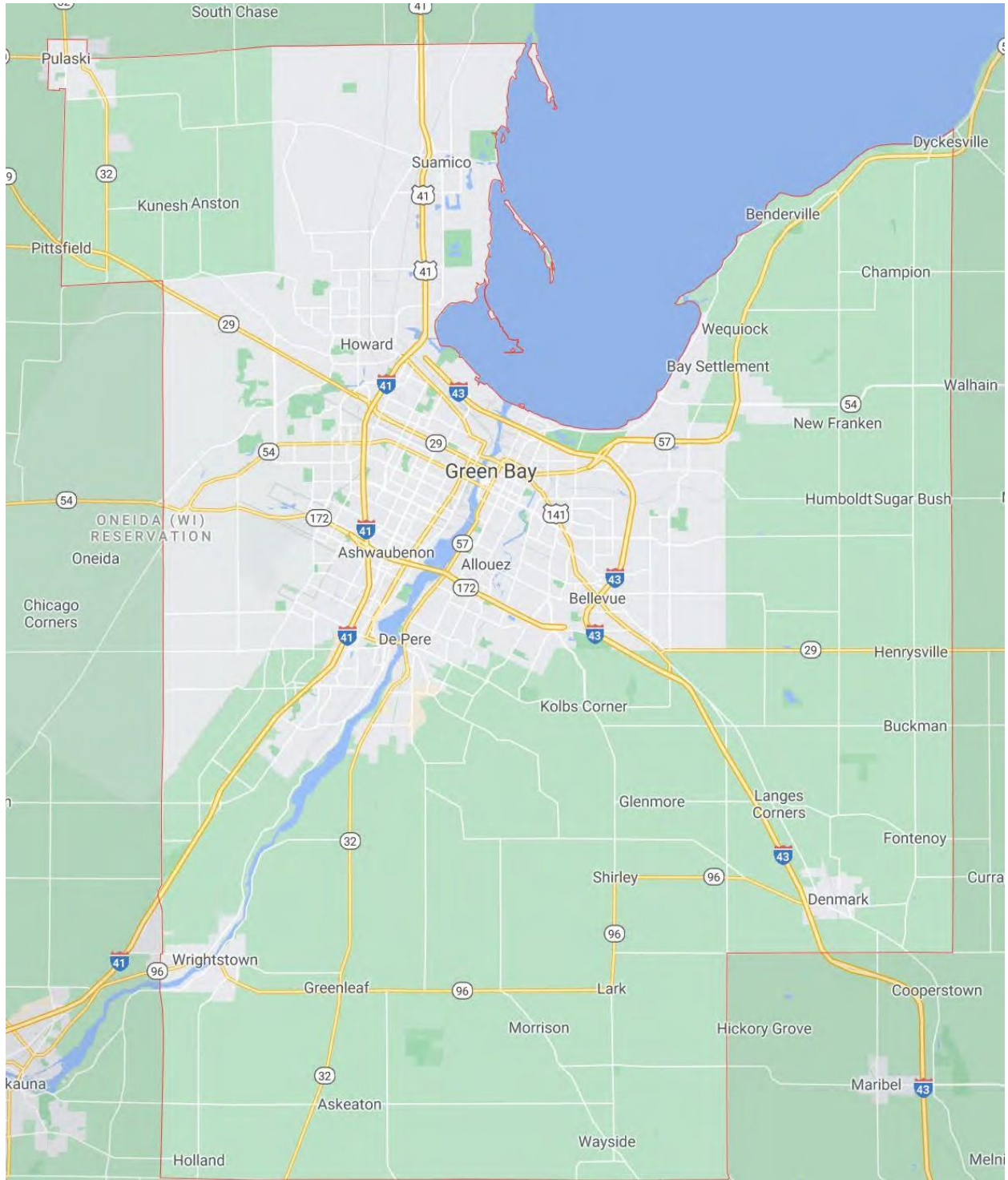
District Commissioner Team

District Commissioner	Tod Salfai	tod.salfai@gmail.com
Assistant District Commissioner, Charters	Dave Bainbridge	davebainbridge@new.rr.com
Assistant District Commissioner, Roundtable	Matt Johnson	matt@thosejohnsons.com
Cub Scout Roundtable Commissioner	Vacant	
Assistant Cub Scout Roundtable Commissioner	Open	
Scouts BSA Roundtable Commissioner	D'Onne Murray	djammur@yahoo.com
Assistant Scouts BSA Roundtable Commissioner	Open	
Commissioner Team Secretary	Open	
Commissioner Team Interpreter, Hmong	Open	
Commissioner Team Interpreter, Spanish	Open	
Assisting District Commissioner, Brown County East	Don Johnston	djohnston74@gmail.com
Assisting District Commissioner, Brown County West	Virgil Burmeister	wb9mhs@gmail.com
Assisting District Commissioner, Brown County South	Bill Kaczmarek	wkaczmarek@sbcglobal.net
Assisting District Commissioner, Brown County North	Vacant	
Assisting District Commissioner, Door County & Kewaunee County	Vacant	
Unit Commissioner	Dave Bainbridge	davebainbridge@new.rr.com
Unit Commissioner	Richard Balch	rbalch@woodmenfinancial.org
Unit Commissioner	Virgil Burmeister	wb9mhs@gmail.com
Unit Commissioner	Bill Kaczmarek	wkaczmarek@sbcglobal.net
Unit Commissioner	Roy LaPean	rlapean@new.rr.com
Unit Commissioner	Kathy Lee	kathy622nl@yahoo.com
Unit Commissioner	Tod Salfai	Tod.salfai@gmail.com
Unit Commissioner	Chris Trembl	cgtrembl@gmail.com
Unit Commissioner	D'Onne Murray	djammur@yahoo.com
Unit Commissioner	Open	
Unit Commissioner	Open	
Unit Commissioner	Open	
Unit Commissioner	Open	
Unit Commissioner	Open	

Voyageur District Geography



Brown County, Wisconsin



Brown County South Area of Primary Responsibility

Assistant District Commissioner – Bill Kaczmarek

City	Unit Type	Unit #	Type	Commissioner
Bellevue	Pack	4015	Family	Open
Denmark	Pack	4052	Family	Open
Wrightstown	Pack	4146	Family	Virgil Burmeister
Bellevue	Pack	4173	Family	Open
Denmark	Troop	1052	Boy	Tod Salfai
Bellevue	Troop	1139	Boy	Open
Bellevue	Troop	1173	Boy	Open

Brown County North Area of Primary Responsibility

Assistant District Commissioner – Vacant

City	Unit Type	Unit #	Type	Commissioner
Pulaski	Pack	4031	Family	Dave Bainbridge
Suamico	Pack	4063	Family	Open
Suamico	Pack	4107	Family	Roy LaPean
Suamico	Pack	4167	Family	Open
Pulaski	Pack	4468	Family	Open
Howard	Pack	4477	Family	Open
Suamico	Troop	1033	Boy	Bill Kaczmarek
Suamico	Troop	1093	Boy	Bill Kaczmarek
Howard	Troop	1107	Boy	Roy LaPean
Howard	Troop	1113	Boy	Bill Kaczmarek
Pulaski	Troop	1468	Boy	Open
Howard	Troop	1477	Boy	Open
Suamico	Troop	6093	Girl	Bill Kaczmarek
Pulaski	Troop	6468	Girl	Open

Brown County West Area of Primary Responsibility

Assistant District Commissioner – Virgil Burmeister

City	Unit Type	Unit #	Type	Commissioner
De Pere	Pack	4034	Family	Open
De Pere	Pack	4038	Family	Tod Salfai
De Pere	Pack	4039	Family	Chris Trembl
De Pere	Pack	4143	Family	Open
Green Bay	Pack	4163	Family	Open
De Pere	Pack	4139	Family	Open
De Pere	Troop	1030	Boy	Open
De Pere	Troop	1038	Boy	Tod Salfai
De Pere	Troop	1039	Boy	Open
De Pere	Troop	1043	Boy	Tod Salfai
Green Bay	Troop	1090	Boy	Open
De Pere	Troop	6563	Girl	Harry Duescher
Green Bay	Crew	9113	Coed	Open
De Pere	Crew	9443	Coed	Open

Brown County East Area of Primary Responsibility

Assistant District Commissioner – Don Johnston

City	Unit Type	Unit #	Type	Commissioner
Green Bay	Pack	4002	Family	Open
Green Bay	Pack	4041	Family	Open
Green Bay	Pack	4044	Family	Open
Green Bay	Pack	4090	Family	Open
Green Bay	Pack	4093	Family	Open
Green Bay	Pack	4201	Family	Rich Balch
Green Bay	Pack	4363	Family	Open
Green Bay	Troop	1002	Boy	Open
Green Bay	Troop	1008	Boy	Open
Green Bay	Troop	1040	Boy	Open
Green Bay	Troop	1041	Boy	Rich Balch
Green Bay	Troop	1044	Boy	Open
Green Bay	Troop	1193	Boy	Open
Green Bay	Troop	1201	Boy	Rich Balch
Green Bay	Troop	1401	Girl	Rich Balch
Green Bay	Troop	1563	Boy	Harry Duescher
New Franken	Troop	6041	Girl	Rich Balch
Green Bay	Troop	6193	Girl	Open
Green Bay	Crew	9041	Coed	Open

Door and Kewaunee Counties



Kewaunee and Door County Area of Primary Responsibility

Assistant District Commissioner – Vacant

City	Unit Type	Unit #	Type	Commissioner
Sturgeon Bay	Pack	4021	Family	D'Onne Murray
Luxemburg	Pack	4042	Family	Open
Algoma	Pack	4112	Family	D'Onne Murray
Kewaunee	Pack	4126	Family	D'Onne Murray
Brussels	Pack	4140	Family	D'Onne Murray
Algoma	Troop	1019	Boy	D'Onne Murray
Luxemburg	Troop	1042	Boy	Open
Sister Bay	Troop	1120	Boy	Open
Kewaunee	Troop	1127	Boy	D'Onne Murray
Sturgeon Bay	Ship	1261	Coed	Rich Balch

Voyageur District Awards

Voyageur District Grand Voyageur

The Voyageur District created the Voyageur District Grand Voyageur Award to recognize individuals who have supported the scouting movement. Anyone that supports the scouting movement in the Voyageur District can be recommended for this award. Contact a member of the Awards Nomination committee to initiate the recognition of a deserving individual.

David Hirn—2019
Neil Walker- 2020
Denis Lee-2022
JJ Goodwin – 2023

Voyageur District Lifetime Achievement Award

The Voyageur District created the Voyageur District Lifetime Achievement Award to recognize individuals who have continuously contributed to Scouting and who have made a lasting impact on the Scouts they have led and the District as a whole. Anyone Scouter who has been active in the program for ten or more years in the Voyageur District is eligible for consideration and can be recommended for this award. Contact a member of the Awards Nomination committee to initiate the recognition of a deserving individual.

Justin Liddle—2003
Roy LaPean—2019
JJ Goodwin—2019
Terry Desotelle—2019

Jerry Tilton—2004
Tim Van Boxel—2019
Pat Klapatch—2019
David Hirn—2019

Douglas Brown—2005
Craig Berndt—2019
Roger Shellman—2019

District Distinguished Commissioners

The Distinguished Commissioner Service Award is the highest recognition that can be given to a commissioner. It recognizes an individual who has consistently engaged in distinguished and exceptional commissioner service resulting in significant, positive impact on youth, units, and a district and/or council.



Roy LaPean
Bill Kaczmarek (note: earned in the Lakeshore District of the President Ford Field Service Council)

Commissioner Special Recognition

The Voyageur District would like to thank the following Commissioners for their experience and dedication to Scouts and Scouters in our district.

Mark Kohls
Tod Salfai

District Award of Merit

The District Award of Merit is awarded by a District to a registered Scouter for service to youth in the District. Normally, the award is presented for service to youth in excess of five years.



- Candidates must be nominated, not self-nominated.
- A nominee must be a registered Scouter.
- A nominee must have rendered noteworthy service to youth in Scouting, outside of Scouting, or both. Note: The nature and value of 'noteworthy service to youth' may consist of a single plan or decisions that contributed vitally to the lives of large numbers of youth or it may have been given to a small group over an extended period of time.
- Consideration must be given to the nominee's Scouting position and the corresponding opportunity to render outstanding service beyond the expectations of that Scouting position.

Leo Ackerman	E.A. Erikson	Dorothy Krumpas	Guy Sager
Clave Anderson	Charles Erikson	Melissa Kugel	Tod Salfai
Frank Anderson	Blarence Faudhuin	Steve Kugel	Janet Sawyer
Mona Anderson	Timothy Feldhausen	Walter Kurth, Jr.	Karen Schaffer
Don Ascher	Joe Felton	John Kurzynski	Gary Schmidke
Russel Austand	Stacey Felton	Michelle LaBlanc	Frank Schmidt
Timm Bachen	Elmer Fider	Walter Lacrosse	Ray Schmitz
Orv Badeau	Dennis Finlaw	Pat Laes	Robert Schneider
David Bainbridge	Dean Fischer	Scott LaMay	Mrs. Bernard Schuette
Rich Balch	Lori Flanagan	James Langmak	Marian Schuh
Robert Barnard	Barb Frisque	Roy LaPean	Robert Schmidt
John Barnstorff	Harold Fuller	Gary Lardinois	Agnes Seiler
Bill Bates III	Mrs. W. Fuller	Julie Lardinois	Leroy Seiler
William Baudhuin	Wendell Fuller	Howard Larsen	Arlie Selner
Robert Baumgart	Alan Gerner	Bob Larson	Ben Selner
John Becker	Ed Gerczak III	C. Stan Leaf	Linda Selner
Harold Behnke	Don Goers	Carlton LeCaptain	David Serais
William Bennett	Joyce Goldhahn	Rose Leduc	Ann Sevcik
Cliff Berg	Rod Goldhahn	Kathy Lee	Ronald Shaha
Jerry Berg	Charles Golueke	Dennis leFevre	Roger Shellman
Lloyd Berg	Gary Goodmanson	Pat LeGrave	Cy Silas
Craig Berndt	J.J. Goodwin	Gordon Lenz	Gerald Skonning
Ray Besau	E.P. Grady	Curtis Lewis, Sr.	Jean Skovera
Art Beyer	Jerry Grahek	Bridget Liddle	David Slattebo
Roger Blaiser	William Greiling	Justin Liddle	David Smith
Edward Blanik	Kim Greninger	Mrs. Robert Liebergen	Don Smits
Sharon Boander	Steve Greninger	Robert Liebrgen	Mrs. Don Smits
Joe Bouressa	John Griffith	Terry Lintereur	Roger Sommerfield
Kim Bozenthal	Jack Gruselle	Carol Lischka	Bob Sperle
Charles Brand	Jean Gruselle	Tom Lischka	Ernie Stabel
Warren Brauer	Carol Haack	Les Mack	Mrs. Joseph Steffel
Jerry Brault	Keith Haasch	John Madden	Mrs. R. Stekart

Andy Bronander	Bob Haglund	Mike Mailand	John Sturdy
Douglas Brown	H.C. Hagmann	Chester Majeski	John Taube
Terry Brown	Frank Hamacheck III	Dorothy Majeski	John Techmeier
Cyndi Burish	Leland Hanstedt	Henry Majeski	Robert Tederson
Judy Burley	Harvey Hauser	Ed Maki	Emily Tietyen
Virgil Burmeister	Thomas Hawley	Vernon Malchow	Barb Trabert
Robert Buschman	Bob Heaslet	Tom Manning	John Trabert
Carol Butrymowicz	Don Heidmann	John Maples	Fred Traven
Don Butrymowicz	Joseph Heimerl	Ray Maples	Chris Trembl, Sr.
Dave Byrnes	Earl Hellmann	Ellis Marchman	Thomas Turiff
Joe Cadieux	Jim Henning	Edwin Marzke	Jack Van Sistine
Loanne Caelwaerts	William Heppert	Eugene Mathews	Jay Van Zeeland
Robert Callahan	Dan Herber	Dennis Matuszak	Richard VanBoxel
Clarence Charlier	Roland Herlache	LuAnn Matuzak	Tim VanBoxel
Harry Chaudior	Michael Hermans	Bernard May	Mike Vandebusch
Ray Chekouras	Sylvester Hettinger	Joe McGinnis	F.B. Vandeloo
Richard Cmeyla	John Hickey	Robert McMonagle	Adam Vandenbush
Norbert Coleman	Larry Hilgers	Paul McNutt	Betty Vandenplas
Scott Conklin	David Hirn	Tim Meyer	Mike VanderHoogen
Dan Connolly	Roger Hirst	Ed Michaels	Carol Vandewall
Mary Ann Conrad	Mrs. Ronald Hockers	Gerard Monfils	Robert VanDyke
Jim Conrardy	Clarence Hoffman	Bruce Motquin	Rosa VanDyke
Frederick Cook	John Hogenson	Mary Motquin	Jeanne Vangheem
George Corklin	Daryl Holdridge	Elmer Mueller	Earl VanNelson
Harvey Cornell	Harold Hoops	Clyde Nead	Jake Vanveen
Mike Dalebroux	Robert Hucek	Earl Nelson	Nancy Vanveen
Fritz Dana	Jeronme Hyska	Viola Nelson	Anna Verber
Gil Danz	Michael Jacisin	Theresa Neta	Gerald Verstoppen
Eugene Daoust	Stan Jacobs	Del Newton	Grace Vertz
Gerald Dashnier	Evan James	L. Nikowitz	Len Vertz
Mary Beth Dashnier	Leroy Jameson	Richard Nolte	James Vickery
Chester DeDecker	Bernard Jankowski	Mrs. Leo Nooyen	Tom Vollrath
Donn DeNamur	Andy Janssen	Bob O'Connor, Jr.	David Wahl
Sindy DeNamur	Paul Jenese	Robert O'Donnell	Neil Walker
Chris Deneys	Joanne Jensen	Mrs. Ken O'Hern	Cliff Wall, Jr.
Joe Denil	Andre Jerovitz	Leo O'Konski	William Walton
Charlse Denis	Eric Johnson	Robert Ogden	Alfred Wanke
Mrs. Dave Dennissen	Herbert Johnson	Dale Olenberg	Francis Warden
Gloria Derbach	Richard Johnson	Wally Oram	Rev. G. Warren
Bob Derrig	Steve Johnson	James Orr	A. Wasserbach
Terry Desotelle	Ralph Johnson II	Roy Oshkosh	Dreux Watermolen
Joanne Dewane	Donald Johnston	Minerva Ostradevec	Robert Waulet
Judy Dexheimer	Sheryl Johnston	Clyde Pagel	Ruth Waulet

Charles Dhuey	Lona Joosten	Lowell Paschke	Cletus Weber
Louis Dillenberg	Dave Junion	Carol Patske	Kitty Weinfurter
James Diring	Bill Kaczmarek	Bob Pekol	Rev. Weko
Roger Diring	Bill Kaczmarek	Mary Pell	Tammy Welles
Fred Doband	Fred Kambach	Niki Petit	Ken Wendorf
Ray Dohl	Arlene Kaminski	S.Dean Pies	Penny Wendorf
Mary Ellen Donop	Barbara Kapla	Clarence Pinney	David Wendt
J. William Draeb	Kenneth Katers	John Plante	Jean Westergaard
Virginia Drake	Frank Keller	Dan Platkowski	Keith Westergaard
Harry Duescher	Forest Kenworthy	Todd Pliner	Tim Weyenberg
Robert Duncan	Al Kholbeck	James Polster	Ronald Weytens
Kathy Duquaine	Eva King	Robert Powers	Charles Wiegand
Robert Duquaine	Allen Kirchman	James Process	Mike Wiesner
Henry Eckert	Pat Klapatch	Rick Pulec	Shari Winans
Marge Edelbeck	Janet Koeller	Kevin Pursel	Ed Winney
Lyle Edelblute	Mark Kohls	Francis Rademacher	Thomas Woosencraft
George Eitland	Myrtle Konitzer	Larry Reed	Mike Worzala
Klemment Eliefson	Pete Kornowske	Sue Reed	Frank Wozniak
Bruce Enke	Allen Koss	Ron Renquin	Douglas Wright
Ed Entringer	Ann Kox	Eleanor Rogalski	Lloyd Wright
George Erickson	Howard Kraus	Glen Rossman	Lawrence Yauger
Howard Erickson	Earl Krueger	Dennis Rucinski	Luke Zastrow
Sheeley Erickson	Marian Krueger	George Rueckl	Harold Zelton
		Pam Russavage	John Zillmer

District Silver Beaver Recipients

The Silver Beaver Award, established in 1931, 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. The number of awards are bestowed on the basis of the number of registered units in a council.



Amy Albers	David Bainbridge	Bill Bennett
Craig Berndt	Jason Brefczynski	Douglas Brown
Virgil Burmeister	George Corklin	Mike Dalebroux
Sindy DeNamur	Terry Desotelle	Harry Duescher
Alan Gemer	Ed Gerczak Jr.	Rod Goldhahn
J.J. Goodwin	Wayne Gunville	Clarence Hoffman
Daryl Holdridge	Steve Johnson	Don Johnston
Sheryl Johnston	Bill Kaczmarek	Mark Kohls
Forest Kenworthy	Pat Klapatch	Pat Laes
Roy LaPean	Denis Lee	Carol Patske
Tod Pliner	Michelle Quatsoe-LaBlanc	Roger Shellman
John Sturdy	Jerry Tilton	Barb Trabert
John Trabert	Chris Trembl	Amanda Tuttle
Jack VanSistine	Jay Vanzeeland	Tim VanBoxel
Neil Walker	William Walton	Penny Wendorf
Ken Wendorf	Keith Westergaard	Joyce Goldhahn
Bob Haglund	Lois VanZeeland	Dennis LeGrave
Stacey Felton	Tod Salfai	Mike Hogan
Sherrie Peppin	Tim Feldhausen	Jason Miller

District Silver Antelope Recipients

The Silver Antelope Award, established in 1942, is the National Service Territory (in the past region) level distinguished service award of the Boy Scouts of America and recognizes outstanding service to young people within one of the 16 territories of the BSA. The award is made by the National Court of Honor and the recipient must be a registered adult member of the Boy Scouts of America.

No district Silver Antelope Award Recipients to date.



District Silver Buffalo Recipients








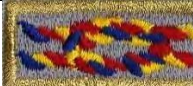



The Silver Buffalo Award, created in 1925, is bestowed upon those who give truly noteworthy and extraordinary service to youth. This award, Scouting's highest commendation, recognizes the invaluable contributions that outstanding American men and women render to youth. The service must be national or international in character and may or may not be directly connected with the BSA.

No district Silver Buffalo Award Recipients to date.



Leader Recognition Awards: “Knots”

See Award application for details and procedures at Awards Central
<https://www.scouting.org/awards/awards-central/>

	Den Leader Training Award (Den Leaders) 1 Year as a Den Leader, basic training, attend at least 4 roundtables, and other measures such as BALOO training and 70 percent of den graduate to next level.
	Unit Leader Award of Merit (Cubmaster, Scoutmaster, or Advisors) 18 Months of tenure as Cubmaster, Scoutmaster, or Advisor, Basic Training, Annual program plan, succession plan, 60% of the youth advance, and positive relationship with chartered organization and community.
	Scouter's Training Award (Any Scouter) 2 Years of tenure, attend at least 4 roundtables each year, training, Wood Badge or other advanced training, participate in unit planning, provide leadership to a JTE objective, and unit achieves at least Bronze each year
	Scouter's Key (Cubmaster, Scoutmaster, Advisors, or Commissioners) 3 years of Tenure, attend at least 4 roundtables each year, basic training, Silver level of JTE, National Outdoor Challenge Award, annual unit planning, and advanced training.
	William D. Boyce New-Unit Organizer Award To recognize volunteers who have organized a new unit.
	Adult Religious Recognition Award Recognitions for adult members for some denominations.
	Community Organization Award Awards bestowed by community organizations such as the AFL/CIO, American Legion, Elks, Lions, Masons, Sons of the American Revolution, VFW, and others
	James E. West Fellowship To recognize gifts to local council endowment funds at a particular level.
	Alumni Award For council alumni relations, NESA activities, alumni identification/promotion, alumni engagement, personal participation, and education.
   	iScouting!... Vale la Pena! Service Award Development of Scouting opportunities for Latino youth Asian American Spirit of Scouting Service Award Development of Scouting opportunities for Asian youth Special Needs Scouting Service Award For service to the community of special needs Scouts Whitney M. Young Jr. Service Award Development of Scouting opportunities for rural or low-income urban youth

Calendar

Scout activities are being planned and announced every day. Check the council calendar <https://baylakesbsa.org/calendar/> often for current activities and signup links.

Other sources of upcoming events:

- District Facebook page <https://www.facebook.com/VoyageurDistrictBLC>
- Council Facebook page <https://www.facebook.com/BayLakesCouncil>
- Current and past issues of the district newsletter at <https://baylakesbsa.org/about-us/voyageur-district/>. At the bottom of any issue, one can click a link to get them automatically.
- Current and past issues of “The Guide”, the council newsletter at <https://baylakesbsa.org/category/communications/the-guide/>. At the bottom of any issue, one can click a link to get them automatically.
- Attending Roundtable!

