

# OPPORTUNITIES FOR SUCCESS

- ◆ **Youth Council:** Tidewater Council has an increasing number of extremely talented and articulate youth leaders. Many are offering to give more assistance to our volunteers. Together, we can deliver a more effective program to more youth.
- ◆ **Marketing:** The council website and other communication tools were extremely useful and award-winning tools ten years ago. It is time to adopt more contemporary tools to complement the council and district websites to facilitate more productive communications between volunteers and committees. The marketing committee will be working with districts to implement more effective use of social media and networking tools.
- ◆ **Website:** The council is developing a new WordPress-based website designed to be more collaborative, user-friendly, and able to incorporate web-based social and media sharing tools. In order to meet our current and future needs, volunteers, money, or a combination of expert resources may be needed.
- ◆ **Key Manpower Needs:** We need more qualified volunteers, primarily working in the areas of membership, fund raising and commissioner service. It's impossible to improve the quality of programs with just a few dedicated individuals. A monthly action plan of prospecting for volunteers and contacting needs to occur. One cannot hope to retain good volunteers if we over task them.
- ◆ **Transparency:** The council hires an independent auditor to examine its financial records. The council will continue to share audited financial records with our Scouting public. The council will continue to include all operating committees of the council in the building of the council budget, using appropriate materials built by volunteers and provided to us by the national office.

# EXECUTIVE COMMITTEE

Mark Schreiber, M.D.	President
Carl Clements	Commissioner
Rick Anoaia	VP Fundraising/FOS
Cutch Armstrong	VP Marketing
Lyne Aslett	VP Administration
Bill Deany	Scout Executive/Secretary
Jay Jamison	Manpower
Sam Kroll	VP Legal
Bob Liberman	VP Program
Ted Lieland	Treasurer
Wes Parker	VP Camping Operations
Rev. David Rollins	VP Relationships
Don Schultz	VP Special Events
Mike Spencer	VP Membership
Ramon Villa	VP Venturing/Exploring
John Wobbleton	VP Endowment

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Tidewater Council is more than 2,500 square miles serving a diverse population in Norfolk, Portsmouth, Virginia Beach, and Chesapeake, Virginia, as well as Camden, Currituck, Chowan, Dare, Gates, Pasquotank, and Perquimans counties in North Carolina. The population varies from families having deep roots in the region to the transient military population. Tidewater Council responds to the needs of urban, suburban, and remote rural families who want to be involved in Scouting.

Our council served

# 6,902

MEMBERS last year.

13,500

SCOUTS and adults used the council's properties last year.






# 172

SCOUTS IN OUR COUNCIL EARNED THE EAGLE SCOUT BADGE LAST YEAR.

**TAYLOR BOBROW** was elected national vice chief for the Order of the Arrow.

**VENTURER RACHEL EDDOWES** participated in the 2013 Report to the Nation delegation and Silver Buffalo presentation to President Obama.

**THOMAS BROWN** of Pack 14 was named NFL Play 60 Super Kid and delivered the game ball at the Super Bowl.

Scoutmaster **J.W. WASHINGTON** of Troop 934 was one of 56 peers recognized at the BSA National Meeting.



Our council's camps:

- Pipsico Scout Reservation
- Camp Baker
- Camp Moonyah

3,380

ADULT volunteers serve in our council.





UNIQUE FACT:

The USO received more than \$100,000 in popcorn products to distribute to military personnel thanks to Tidewater Council Scouts.

# 1,527

VOLUNTEERS attended a facilitated adult leader training session last year.





Prepared. For Life.®  BOY SCOUTS OF AMERICA  
TIDEWATER COUNCIL



# TIDEWATER COUNCIL BSA 2013 ANNUAL REPORT

## FROM THE COUNCIL PRESIDENT:

It has been my pleasure to serve as your council president again in 2013. We accomplished many of our goals and are poised for even greater success in 2014. There is more we can do in the new year to strengthen our council's ability to serve youth in southeastern Virginia and northeastern North Carolina. I am pleased to share with you the highlights of Tidewater Council's recent long range planning meeting, and seek your support in achieving our objectives.



### FINANCE

- ◆ Change the culture of our fundraising efforts and improve results.
- ◆ Strengthen the Community Leaders Breakfast event.
- ◆ Increase overall council revenue from events and additional sources.

### MEMBERSHIP

- ◆ Develop a comprehensive strategy for growth in numbers.
- ◆ Strengthen program outreach into inner city areas.
- ◆ Increase Boy Scout inner city units by 2 or more per year.
- ◆ Increase Cub Scout inner city units by 1 or more per year.

### MARKETING

- ◆ Improve marketing and advertising to more effectively promote, implement, and expand our mission.
- ◆ Update and "sparkle" the website.
- ◆ Ensure Council President and Council Commissioner each attends different monthly district meetings.
- ◆ Strengthen Council relationship with Local Eagle Scout organization, with goal of them funding a Pipsico camp project and other projects.

### MANPOWER

- ◆ Hold a formal orientation session for each new board member, hosted by the president, the Key 3, or members of the nominating committee. Focus on expectations for service and expectations for fiduciary responsibility.
- ◆ Have one chairperson and 4-5 members on all council and district committees.
- ◆ Increase staffing on council and district level.

### CAMPING

- ◆ By Year 1: complete one major project at camp.
- ◆ By Year 5: complete 3-5 projects at camp.
- ◆ By Year 10: complete 10-15 projects at camp.

### EXECUTIVE COMMITTEE

- ◆ Hold an annual board retreat and invite district members.
- ◆ Overhaul service center customer service/correspondence/paperwork tracking. Log all customer contacts/correspondence/documents in and out of office. Monitor response times and complaints.
- ◆ Establish Venturing/Explorer VP on Executive Board, and separate tracks within council and districts.
- ◆ Establish Cub Scout VP on Executive Board, and separate tracks within council and districts.
- ◆ Establish a local Cub Scouting camping facility.

Yours in Scouting,

Mark Schreiber, M.D.  
Council President

## TEN RECEIVE COUNCIL'S HIGHEST AWARD FOR SERVICE TO YOUTH

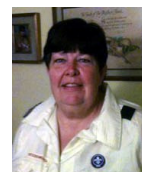
The highest local adult service award was presented to 10 Hampton Roads area Scouting volunteers by the Tidewater Council Boy Scouts of America on April 18, 2013. The Silver Beaver recipients were **Bob Beuter, Jeanne A. Blair, Nancy Caldwell, George Coker, Kathy Lull, Daniel Norville, John Scanelli, Donald C. Schultz, Dr. Mark Schreiber, and Dennis Short.**

The **Silver Beaver Award** is the council-level distinguished service to youth 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.



### BOB BEUTER

Bob has served as a Cubmaster, Unit Commissioner, and Scoutmaster. He was a member of the Antelope Patrol for SR-433. In 2004 and 2006 he served as an advisor for crews trekking at Philmont. From 2007 to 2010 he worked as a staff member at Pipsico where his beard became the subject of many staff jokes. Currently he is the Scoutmaster of Troop 48 and Committee Chairman for Crew 48.



### JEANNE A. BLAIR

Jeanne's involvement in Scouting began with an assignment by her church to work as a Cub Scout Den Leader. She served as the Craft Lady in Day Camp, attended National Day Camp School and becoming Program Director. Serving in this arena has been a joy, watching the smiles and hearing parents say to her "Johnny has given up on everything else he tried, but after two days at Day Camp, he can't wait to get up and go again."



### NANCY CALDWELL

Nancy became active in Boy Scouts in 1983 when her oldest son stood up at a recruitment meeting and announced "my mother will be a Den Leader." She continued as a Den Leader for the next 11 years. She serves as the Albemarle District Cub Scout Roundtable Commissioner, moving to staff in 2011 and has been Elizabeth City's Day Camp craft director for several years.



### GEORGE COKER

George attained the rank of Eagle Scout in 1959. He later deployed to Vietnam with VA-65 aboard the Constellation (CVA-64). Shot down on August 27, 1966, he spent the next 6½ years as a "guest of the North Vietnamese." His wartime awards include the Navy Cross, the Silver Star, and the Legion of Valor. A past Cubmaster, Scoutmaster, and Lodge Advisor, George received the Distinguished Eagle Award from the Boy Scouts of America in 2005.



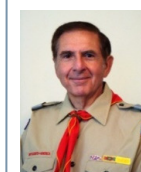
### KATHY LULL

Kathy began her Boy Scout career as her middle son joined Tiger Cubs in Hawaii. With her husband Scott, she became a Den Leader while in Meridian, Miss. in 1987. Together, they have been involved in Scouting since. Kathy is the Princess Anne District Training Chair, has served on Wood Badge staff, and spent 12 summers on camp staff at Pipsico. Kathy has said, "Generally, I just can't seem to stay away from the program," which sums up her position in Scouting.



### DANIEL NORVILLE

As a youth with Troop 66, Dan attended the 2001 National Jamboree. He attained Life Scout and then joined Explorer Post 440 sponsored by Davis Corner Volunteer Fire Department and Rescue Squad. Later, Dan helped start Norfolk Fire-Rescue's Explorer Post 116. He served at camporees, camporalls, conclaves, and National Jamborees, and was bestowed the Order of the Arrow's Vigil Honor.



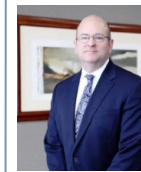
### JOHN A. SCANELLI

After attaining Eagle at the age of 13, John was deeply called to give back to Scouting as an adult. Like his father, he was involved with his son in Scouting, serving as Troop 1's Committee Chairman and Eagle Scout Advisor for many years. He served on the Tidewater Council Executive Board and numerous committees for nearly 40 years. Recently he brought his love for Scouting to the Caribbean, assisting troops by supporting leaders with camping equipment and educational resources.



### MARK SCHREIBER

As a youth, he was a member of Boy Scout Troop 63 in Nebraska, where he achieved the rank of Eagle Scout, was Brotherhood, and was Lodge Chief for the Order of the Arrow. He served as a volunteer in Scouting in Hampton Roads for the past 26 years. During that time he has been Assistant Scoutmaster and Scoutmaster for Troop 587. He has served on the Board of Tidewater Council for the last seven years, most recently as Council President.



### DONALD C. SCHULTZ

Don was a Cub Scout and Boy Scout in Reston. His best memories of Scouting include hiking the Appalachian Trail and completing a 63-mile hike in five days with his troop in West Virginia. More recently, Don has spearheaded the council's major fundraising activities for several years, overseeing or chairing the annual golf classic, Scout breakfast, and Colgate Darden event.



### DENNIS SHORT

Both Cubmaster and Scoutmaster for the Portsmouth Moose Lodge #898 in Chesapeake, "Bear" first registered as a leader in 1996. He has attended every course available to deliver a quality program. He is the recipient of Cub Scout Leader of the Year, District Award of Merit, Outstanding District Volunteer, Scoutmaster of the Year, and a Masonic Community Builders Award.

*On the cover:* The Sail Hampton Roads program is designed to provide older Boy Scouts, Venturers, and Sea Scouts with the opportunity to experience a full week of sailing including port visits every night along the along the southern Chesapeake Bay, James and Elizabeth Rivers. Life aboard is not a luxury cruise; rather it is a continuous learning experience aboard a working sailboat. All members gain knowledge and use teamwork to successfully operate their boat while underway. These boats become home for participants throughout the week providing transportation, fun, entertainment cooking, and sleeping accommodations. Each of the four port visits will provide participants with a wide variety of fun, interesting, and educational experiences that will not be forgotten. Stops along the way include, but are not limited to, a tour and dinner in historic Cape Charles, a stop along the Hampton River, a seafood dinner at Smithfield Station Marina, a tour of Nauticus and the battleship Wisconsin at the City of Norfolk, and lastly a lunch tour at the historic Fort Wool at the mouth of Hampton Roads.

## ARROWMEN BUNDLE 80,000 POUNDS OF POTATOES AT PIPSICO FOR VIRGINIA FOOD BANKS AND CHURCH FOOD PANTRIES

Order of the Arrow members from across Virginia joined in an April 27 service project to bundle and bag 80,000 pounds of potatoes for the benefit of several Virginia food banks, and church food pantries. At three servings per pound, their efforts will yield 240,000 servings.

The Scouts dedicated personal time to provide this service to the Society of St. Andrew "Potato and Produce Project" while attending their annual Southern Region Section 7A Conclave for Scouting's national honor society, the Order of the Arrow.

The annual event was hosted by the Tidewater Council BSA's Blue Heron Lodge and held at Pipsico Scout Reservation in Spring Grove, Va. It drew nearly 1,100 service-minded youth Scouts and adult Scout leaders from six Order of the Arrow lodges from Hampton Roads, the Peninsula, Richmond, Roanoke, Winchester, Waynesboro/Charlottesville, and Roanoke.

Through its "Potato and Produce Project," the Society of St. Andrew Gleaning Network salvages tractor-trailer loads of potatoes and other produce that are rejected by commercial markets or potato chip factories due to slight imperfections in size, shape, sugar content, or surface blemishes. The potatoes for this project were gleaned in North Carolina last fall, according to Gleaning Network director Sarah Ramey.



Several churches in southeastern Virginia will take delivery of the donated potatoes, including New Quarters Baptist Church, New Mt. Olive BC, St John BC, Little Zion BC, Magnolia United Methodist Church, St. Paul UMC, Wellspring UMC, Eastern Star COGIC, Grove Christian Outreach, and Resurrected Church.

The food banks included Operation Blessing, Feed More: Central Virginia Food Bank, Foodbank of Southeastern Virginia, Foodbank of the Virginia Peninsula, Colonial Heights Food Pantry, as well as the Erase the Need Center and Historic Triangle Seniors Center, both in Williamsburg.



## LOCAL SCOUTS RECEIVE NATIONAL BSA HONORS FOR COURAGE

**James D. Bracy**, age 17, received the Honor Medal from the Boy Scouts of America at a National Court of Honor on April 23,

A Star Scout with Troop 212 in Chesapeake, James was recognized for his actions to save the life of a father and his two small children. The Honor Medal is the Boy Scouts' second highest award for heroism. Nationwide, just 52 Honor Medals were awarded in 2013.

While at the Virginia Beach on August 25, 2012, James and his friend Adam Belcher heard cries of help from a family. They followed the sounds and discovered a man in the ocean struggling to get his two small sons to shore.

The teenagers recognized that this family was caught in a rip tide. They quickly swam out to the family and, using their boogie boards as floatation aids, helped Chris Severance and his children to shore.

If not for the quick thinking and fast response of James and Adam, authorities determined it was probable the family would have drowned.

Seventeen year-old **Jason Horning** received the Medal of Merit from the Boy Scouts of America at a National Court of Honor on August 4,

Jason, a Second Class Scout with Troop 215 in Portsmouth, was recognized for his actions to save the life of his fellow Boy Scout. The Medal of Merit is the Boy Scouts' fourth highest award for heroism. Nationwide, just 126 Medals of Merit were awarded in 2013.

During a Troop pool party held at YMCA Camp Silver Lake in Jamesville, VA in June 2012 Joel McNeil went down the waterslide and did not resurface. Jason Horning, who is deaf, felt the splash from Joel hitting the water and notices that he did not resurface. Jason swam to where Joel was underwater and pulled him to the surface then to the side of the pool deck.

Due to Joel's height he could not stand up at the side of the pool so Jason then lifted him out of the water. Jason credits the water rescue skills taught to all Scouts for his knowledge of what to do in this situation.

**Simon A. Crawford**, age 12, received the Medal of Merit from Boy Scouts of America.

A Tenderfoot Scout with Troop 419 in Virginia Beach, Simon was recognized for saving his brother's life.

On January 20, 2013, Simon was eating hot dogs for dinner with his brother Reese. Their mother, Becky, had stepped out of the room to do some household chores. After finishing dinner, Simon went to the other room to watch television. Soon, Reese silently tapped on Simon's shoulder.

Simon recognized the signs of someone choking from a recent first aid training in his troop. He called out to his mother for help and that his brother was choking. Simon then administered the abdominal thrusts upon Reese.

By the time his parents ran to the kitchen to attend to the emergency, Simon's effort had resulted in Reese spitting out the hot dog piece that had gotten lodged in this throat. Simon's quick actions and Scout skills saved the life of his younger brother.

## RACHEL EDDOWES REPRESENTS IN WASHINGTON

Each year, as part of the BSA's congressional charter, the Boy Scouts of America is required to present a report to the speaker of the U.S. House of Representatives. This report includes the BSA's programs and the initiatives it supports, and its major accomplishments and contributions over the past year. Each year a delegation of six to 10 Scouts is selected to travel to Washington, D.C., to deliver the report to our nation's leaders. The delegation represented all areas of Scouting and every region of the country.

In 2013, the delegation included one of our Scouts – **Rachel Eddowes**. The delegation was in Washington, D.C., from February 23–28. The group's agenda rivaled that of many heads of state and included meetings with leaders at the Pentagon, CIA, Congress, and the U.S. Supreme Court, among others. Later in the year, Rachel was part of the national delegation to visit the Oval Office to present President Barack Obama with the Silver Buffalo Award.



## TAYLOR BOBROW ELECTED OA NATIONAL VICE CHIEF

**Taylor Bobrow**, an 18-year old from Chesapeake, was elected as **2014 National Vice-Chief of the Order of the Arrow** (OA), the national honor society for the Boy Scouts of America in late December. As National Vice-Chief, Taylor will be in charge of program for the 2015 OA Caravan and assist in tasks for the OA's 100th anniversary.

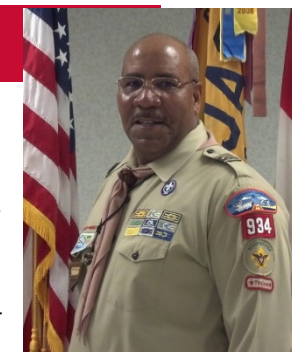
For more than 90 years, the OA has recognized Scouts and Scouters who best exemplify the Scout Oath and Law in their daily lives. This recognition provides encouragement for others to live these ideals. Arrowmen are known for maintaining camping traditions and spirit, promoting year-round and long term resident camping, and providing cheerful service to others.



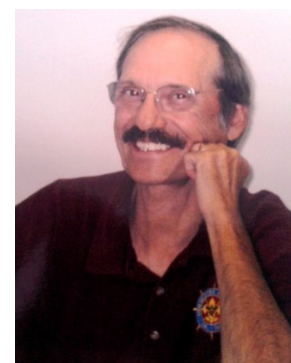
## JW WASHINGTON HONORED AS SCOUTMASTER

**James W. "JW" Washington**, a volunteer Scout leader from Virginia Beach, represented the Tidewater Council in the 2013 Scoutmasters' Recognition Program at the Boy Scouts of America (BSA) National Annual Meeting in Grapevine, Texas from May 23-25.

He was one of 56 Scoutmasters from across the United States and the only one from our council to be recognized with this prestigious award this year. "I didn't even know that this honor existed," Washington said. "But I do know I can only be recognized as 'one of the best' because of the outstanding support from our chartered organization – First Baptist Church South Hill in Chesapeake – and its pastor and our chartered organization representative, the Rev. Michael R. Toliver. I received the same great support from the Three Rivers District; the Tidewater Council; the outstanding boys and adult leaders in Pack and Troop 934; and my employer, the U.S. Coast Guard/Alion Science & Technology. And of course, I am indebted to our Troop Treasurer and my wife, Eleanor," he said.



## GENE WARBER REMEMBERED AS DEDICATED AND PASSIONATE



**Gene Warber**, an active Scouting professional with 35 years of experience, passed away on June 25, 2013. Gene served successfully as a professional in five different Boy Scout Councils in Illinois and Ohio before arriving in Virginia. His last 15 years were with Tidewater Council, BSA.

In addition to his professional work with the BSA, Gene served in numerous Scouting volunteer positions including Scoutmaster and Post Advisor. He dedicated over 40 years of his life to the advancement and protection of the youth of the Boy Scouts of America. Gene was a Vietnam Veteran, a proud United States Marine, a Wisconsin native and faithful Green Bay Packers fan, and a baseball card aficionado. He and Jackie, his wife of 40 years, raised two sons and a daughter.

In his role as a district executive, district director, and later assistant scout executive, Gene visited virtually every unit in our council, and spent several days and nights at Pipsico Scout Reservation. He was renowned for his evening visits to the homes of many volunteers in a perpetual effort to facilitate new member registration or distribute important collateral — all in the name of service to youth members and volunteers of Tidewater Council.

In a fitting tribute, several council volunteers contributed to create a fishing area at camp to honor Gene and his legacy.

# TIDEWATER COUNCIL, BOY SCOUTS OF AMERICA #596 — 2013 ANNUAL REPORT HIGHLIGHTS

In 2012, the council appointed a small committee of individuals to draw up the commission or scope of work to conduct a long range or strategic plan. The committee comprising of Dick Roten, Kevin Mooney, Rick Anoaia, Larry Proctor, and Dale Ward developed a commission that was approved by the board.

During 2013, the council began to use online analytics to learn more about our customers. As a result, we have begun to generate a plan that can be updated as circumstances change and intend to fully utilize all the data that will be collected over the process. The plan should allow the council and its volunteers to implement continuous improvement to all aspects of the operation.

This will require extra effort by our volunteers to do both the operational aspects of our current year's program and develop the future. Now is the time as there have been enough dramatic changes due to the economy, shifting of our districts, media exposure, and the change to the Journey to Excellence models.

A core group of up to 25 individuals will work on the overall plan. We encourage many more individuals to give input on different parts of the plan. The goal is adopting key tenets and to start the implementation process, resulting in a new annual report format based on long-term visions and progress toward those goals.

## I. Membership

We had 6,902 members in 2013. While the opportunity for growth is endless, the limitation includes not enough staff, small membership committees, no committees emphasizing areas that need new units. A regular membership committee with a compliment of 12 members can handle a year round function, with some attention to new units.

	Youth	Density	Available Youth
2013	6,902	6.6%	104,506
2012	7,449	7.1%	105,013
Change	-16.9 %	-0.5%	-0.5%

## II. Commissioner Service

The district commissioner staff provides monthly service to units with an emphasis on helping units conduct a quality program. The council commissioner staff meets these objectives by rechartering units on time, actively helping units understand where they are in earning at least the bronze level of the Journey To Excellence award throughout the year, and maintaining a trained commissioner staff. There are currently 75 commissioners serving 265 units.

	Unit Commissioners
2013	75
2012	57
Change	+18

## III. Program

**A. Advancement and Recognition:** As of the end of December, we recorded 3,115 ranks in Cub Scouting and 1,678 ranks in Boy Scouting. Boys completed 9,195 merit badges.

	Cub Scout Ranks	Boy Scout Ranks	Merit Badges
2013	3,115	1,678	9,195
2012	3,484	1,717	8,803
Change	-10.6%	-2.3%	+4.5%

**B. Cub Scout Day Camps:** Cub Scout participation in day camps held by our council increased from 781 youth in 2012 to 823 in 2013. Resident camp at Pipsico Scout Reservation hosted 637 Cub Scouts in 2013, up from 526.

**C. Boy Scout Camp:** Tidewater Council Troops brought 292 Scouts to our summer camp facilities in 2012 and 242 in 2013. We have invested significant financial resources in Pipsico. Yet it appears that only 3.3 percent of the Boy Scouts in our Council came to summer camp at Pipsico in 2013. In 2014, we need to investigate what can be done to obtain a better return on our Pipsico investment. Out-of-council Troops brought 736 Scouts in 2012 and 762 in 2013. As part of our work in 2014 we need to see learn why we attracted out-of-Council Boy Scouts to Pipsico at a 2-to-1 rate relative to in-Council Boy Scouts. Tidewater Council sent 1,085 to out-of-council camps in 2012 and 1,035 in 2013.

Parents today demand more information in advance before allowing their children to participate in any activity that takes them away from the home. A survey of families not participating in long term camp demonstrates that too many people are unaware of camps until as little as two weeks before the troop is scheduled to leave for a camp. Additionally, the number of single parents has increased over the past 10 years. The military presence increases the functional "single parent" homes with longer deployments.

	TWC @ Pipsico	O/C @ Pipsico	TWC @ Other	TWC Total
2013	242	762	1,035	1,277
2012	295	736	1,085	1,380
Change	-18%	+3.5%	-4.6%	-7.4%

**D. High Adventure Programs:** Council-run high adventure programs served 221 youth in 2013, up 215 percent.

2013	221
2012	103
Change	+215%

**E. Activities and Civic Service:** Service is conducted at all levels of Scouting. Scouts served the needs of others in a tight economy with food, toy and clothing drives throughout the year. We recorded 40,627 service hours in 2013 versus 49,352 in 2012. We raised enough money to purchase over \$100,000 worth of popcorn for military service personnel. The service hours are only those hours recorded by units. We believe these numbers are under reported by at least 100,000. Units are fine with recording things online, but some had indicated it takes too much time to record all the efforts for very little reward in return.

	Service Hours	Popcorn Donated
2013	40,627	\$100,000+
2012	49,352	\$130,000+
Change	-17.7%	-23.1%

*Tidewater Council continues to lead the nation with the most YPT trained adult leaders with virtually 100 percent compliance. The next closest BSA council is at 78 percent.*

**F. Training:** The emphasis is to have one individual in each unit responsible for coordinating all leader training as more courses are offered online. The unit training coordinator is more cognizant of their new leaders' needs and can ensure communication occurs with the district and council to properly record information. The district training committees will focus on new units and those units needing a more "hands on" approach. Nearly 58 percent of unit direct contact leaders were "trained" in 2013 (50 percent in 2012).

	Direct Contact Leaders Trained
2013	57.8%
2012	50%
Change	+2%

Council	Youth Protection Trained
Tidewater	99% (2559 of 2586)
Next Closest	78%

*Tidewater Council continues to lead the nation with the most YPT trained adult leaders with virtually 100 percent compliance.* The next closest BSA council is at 78 percent. This demonstrates dedication to the safety of our youth and is a direct impact of the Executive Board's resolution to proactively mitigate youth protection incidents.

## IV. Support & Revenue (total \$1,937,017 through December 31, 2013)

- A. **Direct Support** (FOS, Project Sales, Events, Bequests): \$414,229
- B. **Indirect Support** (United Way): \$185,766
- C. **Revenue** (Product Sales, Camping, Activities): \$1,337,021

## V. Staffing

- A. Volunteers make up the vast majority of the staffing a Scout council.
- B. The field staff has eight full-time and one part-time staff members. It takes a minimum of three months to give proper orientation to a new entry professional plus an additional three months of additional on task training to properly intake.
- C. The national success rate of most new professionals is only 20 percent. The primary reason for the high turnover of professional staff is the amount of time required to perform their duties. There are also unrealistic expectations sometimes placed on new staff members to be as good as the last person or to come with automatic job knowledge.
- D. The support staff comprised of six full time staff at the service center, one ranger, and one part-time employee. The tenure of our staff is an average of 16 years, which is 8 to 11 years longer than the average of most councils.
- E. We are committed to diversity. More than 32 percent of our local population is African American. Our staff is underrepresented in this demographic, so we must maximize outreach opportunities.
- F. Staffing is the largest budget item in any educational effort. Unfortunately if you look at JTE statistics it indicates we should have around 10 field staff for our size population. If we add a staff member a year, it would take several years and a much higher fund raising goal.

