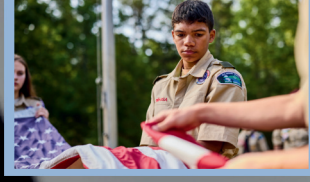




Scouting America™

Tidewater Council

2024 ANNUAL REPORT



ABOUT TIDEWATER COUNCIL

CORE VALUES

- The Scout Oath and Law are central to our mission and day-to-day actions. These core values guide us.
 - **Efficiency:** We strive to protect and use Scouting America's resources wisely and follow high standards of fiduciary responsibility.
 - **Integrity:** We will never compromise on Scouting America's standards and seek members who pledge to adhere to them.
 - **Fairness:** We apply the same rules to everyone.
 - **Sharing:** We grow by sharing best practices and tools, raising everyone's performance standards.
 - **Sustainability:** We do things with a long-term positive effect and invest in the future.

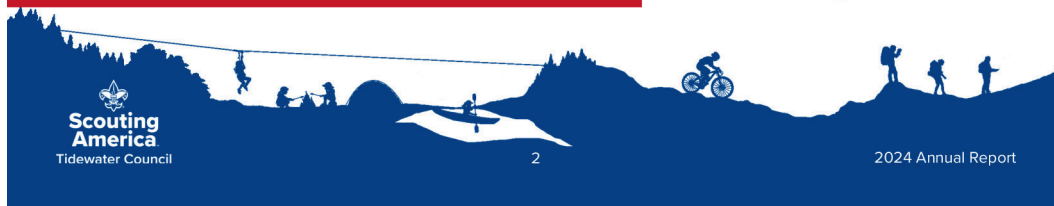


STANDARDS OF OPERATION

- Per best practices, the Executive Board of Scouting America Tidewater Council comprises people who are informed and active in overseeing a charity's operations and finances.
- Our Board has undergone refreshment by adding multiple new members over the last two years. It includes individuals knowledgeable and passionate about the organization's programs and those with expertise in accounting, finance, compensation, audit, and ethics. Although Board members are uncompensated, 100% of the Board contributes financially through the Friends of Scouting program.
- Our Executive Committee comprises the Council President, Council Commissioner, Council Vice Presidents, Attorney, and Treasurer. These individuals have substantial business experience, Scouting experience, or both.
- Scouting America Tidewater Council abides by best practices, including policies addressing Board member training, conflicts of interest, and financial accountability. Our financial statements are audited annually. We promote transparency by publishing information on our website, including Form 990 and audit information.

GOVERNANCE

- Scouting America Tidewater Council is a tax-exempt charitable and service organization incorporated in the Commonwealth of Virginia under section 501(c)(3) of the United States Internal Revenue Code.
- Tidewater Council's overall governance efforts dictate how management executes Scouting America's mission and vision while adhering to all applicable laws from governing authorities.
- Our management approach is powered by research, substantive data, strategic planning, and clearly defined metrics that help set the council's goals.



WELCOME

Scouting America Tidewater Council had an exciting and highly successful 2024. We are proud to provide this annual report, which shows that our council's state is strong.

In 2024, Tidewater Council continued providing a values-based, leadership-focused, and achievement-recognized development program for local youth.

We have these successes because of amazing volunteers. We have a tremendous executive committee. Our great board has been refreshed with new and additional faces. We have a dedicated and industrious staff.

We hope you share the story of Scouting, which teaches our youth to make moral and ethical decisions for a lifetime.

Thank you for your time, talent, and treasure supporting our country's foremost values-based character-development youth leadership training program.



John Scheib
Council President



Tim Briggs
Council Commissioner



James Parnell
Scout Executive

MEMBERSHIP

- Tidewater Council's membership grew to 4,153 youth members and 1,925 adult leaders.
- Funded by our community impact partners, the council delivered 14 ScoutReach programs to local youth, offering Scouting opportunities to underserved communities.

ACHIEVEMENT

- In 2024, Tidewater Council Scouts completed 16,197 Cub Scout Adventures and 6,480 merit badges, introducing youth to a wide range of hobbies, careers, and life skills.
- 236 Cub Scouts earned the Arrow of Light, Cub Scouting's highest rank.
- 148 Scouts earned Scouts BSA's highest rank, Eagle Scout.

FINANCE

- Tidewater Council's 2024 popcorn sale generated \$1.14 million in retail sales, including more than \$100,000 in donations to military men and women.
- We brought in \$214,000 from grants and foundations, up more than 20% year-over-year.
- Our endowment fund grew by about 6%, thanks to new donations.

SERVICE

- In 2024, Scouts in Tidewater Council recorded 45,426 service hours, contributing \$1.5 million in value to the community.
- Our 2024 Scouting for Food drive collected 23,511 pounds of food for local food banks.

FACILITIES

- We made improvements at our camp, Pipsico Scout Reservation. We put more than \$493,000 to work, including a new Aquatics Center, new tents, new equipment for our range and target activities, boating, and more.



ACTIVITIES & CIVIC SERVICE

PINEWOOD DERBY

- The Pinewood Derby® (PWD) has been recognized as “a celebrated rite of spring” by *Readers’ Digest*.
- Cub Scouts build wooden cars with their families and race them down a gravity-driven track. They race at the pack, district, and council levels.
- Cub Scouts exercise sportsmanship and creativity and learn STEM principles, including mechanics, physics, and engineering.
- Blyth Y. of Cub Scout Pack 375 in Virginia Beach was the 2024 Tidewater Council PWD champion.



LOCAL EVENTS

- Hundreds of local Scouts marched in the NATO Festival Grand Parade, Portsmouth Memorial Day Parade, and Veterans Day Parade.
- Scouts of all ages came together to enjoy a display of teamwork and sportsmanship at several sporting events coordinated by our council with local teams.
- Over 700 baseball game tickets for “Scout Night with the Norfolk Tides” and “Scout Night with the Edenton Steamers” were sold. More than 830 tickets were sold for the “Scout Night with the Norfolk Admirals” hockey game.
- Scouts participated in opening ceremonies and kept the fun going after the games, joining the team on the ice or camping overnight on the baseball field.

CLEAN THE BAY DAY

- Several Scout troops participated in Clean the Bay Day, a community-wide environmental service project sponsored by the Chesapeake Bay Foundation.
- Our service area has hundreds of miles of waterways, from the Atlantic Ocean to the Chesapeake Bay to the Elizabeth, James, and Roanoke Rivers in Virginia. North Carolina has the Outer Banks, Cape Hatteras, Currituck, Albemarle, and Pamlico Sounds. Plus, there are hundreds of lakes, ponds, and streams.
- This short, three-hour annual event has a massive cumulative impact and has cleared approximately 7.18 million pounds of debris from our land and waterways since its beginning in 1989.



ACTIVITIES & CIVIC SERVICE



SCOUTING FOR FOOD

- 501 Scouts and 329 adults from 40 Scouting units from Tidewater Council and Blue Heron Lodge Order of the Arrow participated in this annual event.
- Sentara Health's support provided collection resources, which resulted in a 24.8% increase in volunteerism over 2023. The 2,835 service hours volunteered in 2024 contributed \$94,944 in value to the community.*
- Scouts collected 23,511 pounds of food, a 35.3% increase from 2023. The food collected provided 19,592 meals for families in need.
- Our Scouting for Food campaign supported Hurricane Helene relief efforts, the Foodbank of Southeastern Virginia and the Eastern Shore, the Food Bank of the Albemarle, and fourteen other local food pantries.

SCOUTING FOR BLOOD

- Quarterly drives, held in partnership with the American Red Cross, collected 49 units of blood, saving 147 lives.
- This program introduces youth to the components of blood and the importance of blood donation.
- Scouts demonstrate leadership by recruiting blood donors, hosting drives, and engaging in the community.



WREATHS ACROSS AMERICA

- On the second Saturday in December, several local units paid their respects in wreath-laying ceremonies at hundreds of veterans' gravesites in nearly a dozen local cemeteries.
- Scouts and Scout leaders participated in respectful ceremonies at cemeteries in Chesapeake, Elizabeth City, Hampton, Hertford, Norfolk, Portsmouth, Suffolk, and Virginia Beach.

Source: *<https://independentsector.org/resource/value-of-volunteer-time/>

ADVANCEMENT

CUB SCOUTS

- Cub Scouting allows boys and girls to advance through several ranks that coincide with grades K-5. In 2024, the Tidewater Council awarded 1,555 Cub Scout rank advancements.
- In 2024, Cub Scouts earned 132 Bobcat ranks, 180 Lion badges (kindergarten), 216 Tiger badges (1st grade), 270 Wolf badges (2nd grade), 270 Bear badges (3rd grade), and 251 Webelos badges (4th grade).
- 236 Cub Scouts earned the Arrow of Light rank, the program's culmination.
- Cub Scouts completed 16,197 Adventures specific to their grade and rank in 2024.



SCOUTS BSA

- In 2024, Scouts earned 1,279 rank advancements, with 256 boys and girls earning the Scout rank, 220 becoming Tenderfoot Scouts, 172 earning Second Class, and 181 rising to First Class.
- Among the senior ranks, 165 earned the Star badge, 137 earned the Life rank, and 148 rose to Scouting's highest rank, Eagle Scout.
- There were 6,480 merit badges earned, with Eagle Scouts receiving 202 Eagle Palms by earning merit badges beyond those required to achieve the rank.
- The 2024 top merit badges were Citizenship in the World, First Aid, Fingerprinting, Citizenship in the Nation, Swimming, Camping, Communications, Environmental Science, Personal Management, and Personal Fitness.

OTHER RECOGNITION

- Ben Parker (top) of Troop 63 was selected for the 2023 Tidewater Council National Eagle Scout Service Project of the Year and was recognized at the council's annual recognition banquet in May 2024. He planned, organized, and managed a service project to construct a living shoreline along the Lynnhaven River.
- Simone Nied (bottom) earned the Duke of Edinburgh Gold Award. She is the first in the region to receive this award.



CAMPING OPERATIONS



SHORT-TERM CAMPING

- All troops and most packs enjoyed a variety of weekend and overnight camping experiences, including family and unit camping, district camporees, Cub-o-rees, Klondike Derby, and Guns 'n' Grillin'.
- More than 340 Cub Scouts participated in Day Camp or Resident Camps.
- Four "Outdoor Adventure"-themed Cub Scout day camps were held in Chesapeake, Virginia Beach, and Elizabeth City.

LONG-TERM CAMPING

- Our base camp offers a first-year camper program, more than 60 merit badges, and adult leader training.
- Specialty summer camp programs included "Sail Hampton Roads," SCUBA Camp, and an adrenaline-fueled Pipsico Experience.
- Pipsico Scout Reservation hosted 1,002 Scouts and 279 Scouters over four weeks of summer camp.



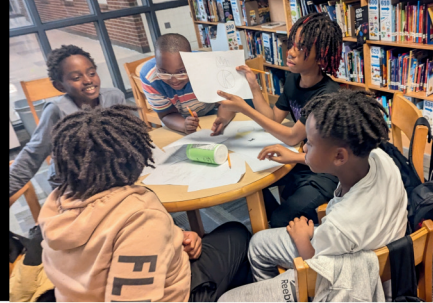
PIPSICO SCOUT RESERVATION

- In 2024, Tidewater Council properties recorded 31,720 days/nights camped.
- In 2024, general maintenance spending totaled more than \$93,000. Another \$235,000 went to the Camp Lions Aquatics Center renovation.
- Primarily due to the support of the late Chester G.A. Zucker's family, a new Camp Rotary pavilion is set to open in the spring of 2025.

CHARTERED ORGANIZATIONS

COMMUNITY ORGS

- The Scouting program provides positive development activities for today's youth.
- In 2024, 89 charter partners sponsored 149 Scout units in our council service area.
- Thirteen local businesses and government entities chartered Scout units in the Tidewater Council, some offering on-the-job training for youth members.
- Twelve schools also sponsored units in 2024.



CIVIC & FRATERNAL ORGS

- Several civic and fraternal organizations nationwide have local chapters that sponsor Scouting units.
- They share Scouting's desire to guide youth to grow as leaders and ensure strong families, communities, and our nation through service.
- In 2024, 18 individual civic, fraternal, and service organizations sponsored units in Tidewater Council.

FAITH-BASED ORGS

- "A Scout is Reverent" is the 12th Point of the Scout Law.
- Many houses of worship have expanded their youth outreach by chartering a unit.
- In 2024, 46 faith-based organizations sponsored Scouting units in Tidewater Council.



RELIGIOUS EMBLEM PROGRAM

- Several religious groups have developed religious emblem programs to encourage youth and adult members to strengthen their faith. Scouting America has approved these programs and allows the emblems to be worn on the official uniform.
- Tidewater Council Scouts earned 23 individual religious medals and one unit award in 2024.
- Religious emblem programs are offered by the A.M.E., Armenian, Baha'i, Baptist, Buddhist, Catholic, Christian Methodist Episcopal, Christian Science, Churches of Christ, Communities of Christ, Disciples of Christ, Eastern Orthodox, Episcopal, Hindu, Islamic, Jewish, Latter Day Saints, Lutheran, Meher Baba, Moravian, New Church, Presbyterian, Protestant, Quaker, Salvation Army, Sikh, Unitarian Universalist, United Church of Christ, United Methodist, United Pentecostal, Unity, and Zoroastrian, among others.

EAGLE SCOUTS



A MARK OF DISTINCTION

- Eagle Scout is the highest rank achievable in the Scouts BSA program.
- Scouts must demonstrate leadership, service, and outdoor skills before earning the Eagle Scout award.
- Fewer than 5% of Scouts earned the Eagle Scout rank last year.*
- The Eagle Scout award is universally recognized as a mark of distinction and achievement.

LOCAL EAGLE SCOUTS

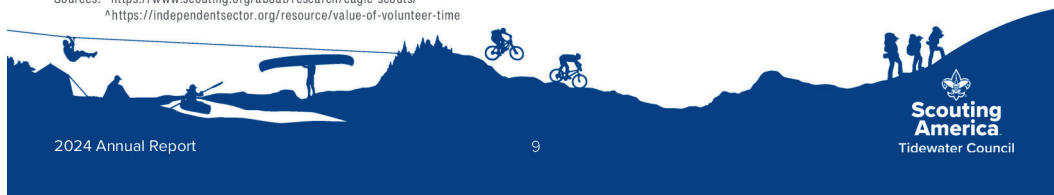
- Tidewater Council has recognized 8,928 Eagle Scouts since 1913.
- Sixteen young women became Eagle Scouts in 2024. They are among the first 35 females in our council to earn the award since becoming eligible in 2021.
- A total of 148 Tidewater Council youths earned the Eagle rank in 2024.
- 2024 Eagle Scout service projects totaled more than 25,576 hours with a value of \$856,540.24. ^



HISTORY

- The first Eagle Scout badge was given to Arthur Eldred from Brooklyn, NY, in 1912.
- Scouting America currently averages more than 50,000 new Eagle Scouts per year.
- By 1982, more than one million young men had reached the rank. The two-millionth Eagle Scout was recognized in 2009.
- Through 2024, more than 2.8 million youth have earned the Eagle Scout Award.

Sources: *<https://www.scouting.org/about/research/eagle-scouts/>
^<https://independentsector.org/resource/value-of-volunteer-time>



FINANCE & SPECIAL EVENTS

PATHFINDER

- Tidewater Council's annual Pathfinder Dinner event recognized 28 Eagle Club members, who contributed \$240,000 to support local Scouting.
- We would not be able to achieve our Friends of Scouting goal without these generous donors, who are the foundation of our fundraising efforts.



EXAMPLES OF SUCCESS

- Five young women who earned the Eagle Scout rank in 2023 were honored at the second annual "Examples of Success" dinner in February 2024.
- Barbara Lewis hosted the event at the Town Center City Club in Virginia Beach. ABNB sponsored it.
- Andrea Kilmer (left), CEO of the Garcia Companies, was the keynote speaker. The youth speakers were Elena Tangredi (center) and Anya Lundquist (right).

LEADERSHIP BREAKFAST

- Tidewater Council held its annual leadership breakfast, which featured Gary Clark, former Washington pro football wide receiver, four-time Pro Bowler, and two-time Super Bowl champion.
- Sponsors included ABNB, Barry Robinson Center, Briggs Funeral Home, Cox Business, Gentry Locke Attorneys, My3Peeps Creations, and NAE Federal Credit Union.



FRIENDS OF SCOUTING

- The Friends of Scouting campaign is designed to keep the program costs affordable so all families can participate.
- Tidewater Council's 2024 Friends of Scouting campaign, led by Council FOS Chair Charlie Mallon and Council Family FOS Chair Bob Bogdanowicz, generated \$520,346 in pledged contributions.
- More than 1,300 local donors, including community members, board members, and individual Scout families, contributed to this effort in 2024.

FINANCE & SPECIAL EVENTS



Rick Anioia Scouting Golf Classic

THURSDAY • JUNE 20, 2024

RICK ANOIA GOLF CLASSIC

- The annual Rick Anioia Scouting Golf Classic, held in June at the Virginia Beach National Golf Course, raised \$37,886 for youth-serving Scouting programs.
- The event sponsors included the Anioia and Savvides family, John Wayne Abernathy, Aqua Leisure, Barry Robinson Center, BurgerBusters, Byler Construction, Colliers, Crenshaw, Ware & Martin Attorneys, Dominion Energy, Dan Edwards, Garcia Companies, Gentry Locke Attorneys, Inner Banks Real Estate Group, Jonathan Commercial Properties, Kubic Engineer Group, Lake Taylor Transitional Care, Langley Federal Credit Union, Learning Resource Center, MEB, Pierce and Thornton, Savage Sabol & Visser Orthodontics, Steven Smith, Southern Bank, Tidewater Interior Wall & Ceiling, TowneBank, Wall Einhorn Chermitzer, Waves Parking, and Wolcott Rivers Gates Attorneys.

DARDEN GALA

- The annual Gov. Colgate W. Darden, Jr. Gala was at the Westin Virginia Beach Town Center in November. It was presented by Southern Bank.
- The event honored Taylor Harrell as its Citizen Scouter of the Year for his contributions to the community and support of Scouting.
- More than 200 people attended the fundraising event, which netted more than \$47,000 for Scouting.
- The Anioia Family, Cutch Armstrong, Arrowhead Tank Solutions, Atlantic Union Bank, Balicore, Beach Ford, Crenshaw, Ware & Martin Attorneys, Clearstead, John & Richard Doub, Dow Construction, Dan Edwards, Gentry Locke, James Barry-Robinson Institute, Kilmer Family, Lake Taylor Hospital, Byron McPherson, Nusbaum Insurance, Pender & Coward Attorneys, RW Towne Realty, S.L. Nusbaum Realty, Stewart Company CPA, STSG Attorneys, Suburban Capital, Towne Bank, and VIA Design were event sponsors.



JAMES E. WEST FELLOWSHIPS

- James E. West was appointed Chief Scout Executive in 1910 by the founding leadership of Scouting America.
- Those who contribute \$1,000 or more in cash or securities to Tidewater Council's permanent endowment fund can become James E. West Fellows.
- Blue Heron Lodge donates \$1,000 to Tidewater Council's endowment fund in the names of each of its annual Silver Heron Award recipients, who then become James E. West Fellows.
- Jarred Alessi, Logan Davis, Noel Falcon, David Greenfield, Billy Howey, Michael Maruska, Anita McPherson, and James McPherson became James E. West Fellows in 2024.
- Tidewater Council has recognized 202 individuals with the James E. West Fellowship Award.



FINANCE & PRODUCT SALES

RECORD SALES

- Scouts in 90 Tidewater Council Scout units generated \$1,141,547 in popcorn sales in 2024, among the highest sales performances in the nation.
- Participating units earned \$450,346 in commissions, funding the local Scouting program and lowering costs for families.
- Popcorn sales help Scouts earn their own Scouting experiences and develop valuable life skills, including salesmanship, public speaking, and setting and achieving goals.
- In a local survey, 75.6% of parents and guardians reported that, through Scouting, their child learned to set and achieve goals.
- The 2024 top popcorn sellers were Charlotte B., Ella H., and Bubba H.



MILITARY SUPPORT

- Tidewater Council Scouts collected \$107,862 in military donations during the 2024 popcorn sale campaign, an increase of 24.7% over the previous year.
- From this, Tidewater Council distributed \$47,740 in products locally to the USO of Hampton Roads and Central Virginia, with the remainder benefitting various military support organizations across the nation.
- These donations provided morale-boosting treats to service members, veterans, and their families.

CAMP CARDS

- Camp Card sales are a risk-free opportunity for Scouts to earn their way to the adventures of Scouting.
- Scouts in 50 Tidewater Council units sold more than \$32,000 in Camp Cards.
- Units earned more than \$16,000 in commissions, a 7% increase from last year.



MEMBERSHIP



SERVING OUR COMMUNITY

- Tidewater Council provides Scouting programs for youth ages 5-20 and their families in the southside Virginia cities of Chesapeake, Norfolk, Portsmouth, and Virginia Beach and the North Carolina counties of Camden, Chowan, Currituck, Dare, Gates, Pasquotank, and Perquimans.
- In 2024, we served 4,153 youth, a membership increase of 0.89% over 2023.
- 1,925 registered adult leaders helped to deliver local Scouting programs.
- Nearly 150 neighborhood-based units delivered local Scouting programs in 2024.

INCLUSION

- Scouting America promotes a culture where each youth, volunteer, and employee feels a sense of belonging.
- We welcome families of all backgrounds to help prepare young people to serve as successful members and leaders of our nation's diverse communities.
- Tidewater Council's gender diversity was 18.69% in 2024, up from 16.33%. Ethnic diversity grew from 24.33% to 26.19% in 2024.



SCOUTREACH

- ScoutReach is Scouting America's youth outreach program. Programs focus multiple resources on local underserved neighborhoods.
- Tidewater Council sponsored fourteen ScoutReach programs, serving 216 Cub Scouts and 19 Scouts BSA local youths in 2024, more than double the number from last year.

ORDER OF THE ARROW - BLUE HERON LODGE

CHEERFUL SERVICE

- The Order of the Arrow (OA) is Scouting America's honor society. Its Scout and Scouter members are elected by their peers and best exemplify the Scout Oath and Law in their daily lives.
- E. Urner Goodman, with help from Carroll A. Edson, started the OA in 1915 as a camping fraternity to reinforce the Scout Oath and Scout Law.
- The Order of the Arrow was initially known as Wimachtendienk Wingolauchsik Witahemui, which translates to "Brotherhood of Cheerful Service." Today, the WWW acronym is often depicted in regalia and publications.



MEMBERSHIP

- In 2024, the lodge inducted 155 new members, 93 of whom achieved Brotherhood. Fourteen members were recognized with the Vigil Honor.
- Blue Heron Lodge has 223 active Ordeal members, its newest male/female and youth/adult members.
- Its 321 active Brotherhood members demonstrated their knowledge of the OA's traditions and obligations.
- The Vigil Honor is a recognition given to select Arrowmen for distinguished contributions beyond the immediate responsibilities of their position or office to their lodge, the OA, or Scouting. Blue Heron Lodge has 134 active Vigil Honor members.

EVENTS & ACTIVITIES

- Blue Heron Lodge had a busy year, hosting the OA Eastern Section 9 (E9) Conclave, three ordeals, a Fall Fellowship, a Holiday Banquet, a Lodge Leadership Development conference, and sending a delegation of 60 members to the National Order of the Arrow Conference (NOAC) at the University of Colorado.
- More than 1,000 Arrowmen from six Virginia-based lodges came to Pipsico Scout Reservation in April for the OA Section E9 Conclave. Blue Heron Lodge had 211 delegates with 142 members to provide staff support.
- Nearly 400 Blue Heron members attended at least one of the March, May, and August Ordeals. Almost 200 members participated at the Fall Fellowship.



SCOUTREACH



MISSION

- ScoutReach is Scouting America's outreach program, bringing Scouting's leadership and character-building programs to underserved communities.
- The ScoutReach program aims to prepare youth for success by instilling life skills, core values, and developing confidence with short-term outcomes of higher marks and grade completion rates.
- Key program activities include social interactions, first-time exposure to outdoor adventures, advancement, skills-based training, afterschool programs, and hands-on learning experiences in specialized career interests.

LOCATIONS

- Tidewater Council conducted fourteen ScoutReach programs at 12 schools in 2024, serving 235 youths.
- Jacox, Lindenwood, Richard Bowling Elementary Schools, and Lake Taylor K-8 School are Norfolk ScoutReach partners.
- Park View, Simonsdale, and Victory Elementary Schools offered ScoutReach in Portsmouth.
- College Park Elementary provided ScoutReach in Virginia Beach.
- ScoutReach schools in Elizabeth City and Pasquotank County were Central, Northside, Weeksville, and J.C. Sawyer Elementary Schools.



TESTIMONIALS

- Dr. Quirstin Wynn, principal at Park View, said, "The Scout program has had a noticeable positive impact on our students. It aligns well with our school's goals and values by encouraging teamwork, responsibility, and community engagement. The program allows our students to explore, learn, and grow intellectually, emotionally, physically, and socially to make a meaningful contribution to society. The kids learn valuable life skills and genuinely enjoy the experience, which greatly fosters a positive school culture."
- "Many of these kids wouldn't have these opportunities without you," said Susan Hoover of Simonsdale.
- "We did first aid and made shelters in the woods," said Imani from Park View.
- Logan from Victory said, "I can't wait to go hiking!"
- "I might save someone's life someday," said McCol from Simonsdale.

TOP SUPPORTERS

\$100,000+

John & Laura Scheib William Walker

\$50,000-\$99,999

Beazley Foundation
United Way of South Hampton Roads

\$25,000-\$49,999

John Wayne & Susan Abernathy The Kilmer Family
Greg & Karen Allgaier Chuck Kubic
Blue Heron Lodge Channing Zucker

\$10,000-\$24,999

ABNB Federal Credit Union NRA Foundation
Albemarle Area United Way Paul Sabharwal, Chairman, ECC
The Anoia & Savvides Family Southern Bank Foundation
Google Ads Grant Kelly & Linda Thorp
Virginia Wildlife Grant

\$5,000-\$9,999

Cutch Armstrong Barbara Lewis
Donald & Nicole Bowling Charles & Jennifer Mallon
Tim & Christi Briggs Mike Maruska
Tom & Kathryn Callahan Dan & Jenni McFarland
William Campbell Tracy & Jon McGlothian
City of Norfolk PICC Program Ron & Penny Morgan
Joe Covington Jack Ross
Aaron J. Davis Sentara Health
Dan Edwards TowneBank
Elizabeth City Foundation Dale & Pam Ward
John Fain Steve & Lynne Winter
Dorcas Helfant-Browning Pat Yockey

Anonymous Donors

TRAINING



LEADERSHIP TRAINING

- In 2024, Tidewater Council offered more than 700 youth-facing adult leaders training opportunities.
- The myriad of year-round training opportunities includes Fundamentals of Training, Trainer's EDGE, Basic Adult Leader Outdoor Orientation (BALOO), Introduction to Outdoor Leadership Skills (IOLS), Adult & Pediatric First Aid/CPR/AED, CPR for Professional Rescuers, Wilderness First Aid, and leadership position-specific training.

UNIVERSITY OF SCOUTING

- As Tidewater Council's most extensive training event, the University of Scouting offered a full training day for youth and adults. With more than 100 options, attendees could mix and match classes to suit their interests.
- Held at Old Dominion University, the 2024 event had 492 participants, including 248 adults and 244 youth from nearly 70 units, plus staff, visitors, and vendors. Participants came from all districts, plus guests from Central North Carolina and Colonial Virginia Councils.
- In 2024, Scouts at this event completed 150 merit badges and received partial credit for 210 more.



NYLT

- National Youth Leadership Training (NYLT) is an exciting, action-packed program designed to provide youth with leadership skills and experience to apply within their troops and in other situations requiring leadership of self and others.
- The 2024 NYLT course had 57 youth participants and seven youth staff, with participants from all districts in the Tidewater Council.

WOOD BADGE

- Wood Badge is Scouting America's top advanced leadership and team development experience for Scout leaders.
- This training course provides valuable tools, including listening, communicating, conflict management, project planning, and leading change.
- Thirty-seven Scout leaders completed Wood Badge, held at Pipsico Scout Reservation in April and May 2024.



VOLUNTEER RECOGNITION

SILVER BEAVER AWARD

- The Silver Beaver Award was introduced in 1931 and is a council-level distinguished service award of Scouting America. Recipients of this award are registered Scouters who have significantly impacted the lives of youth through service given at the council level.
- The Silver Beaver Award is the highest honor that a local council can bestow upon a volunteer and is among the most prestigious awards in Scouting.
- In May 2024, the Tidewater Council recognized three leaders with the Silver Beaver Award for 2023 (L-R): Ralph Ingraham, Pam Samples, and Mike Zemienieuski.



LIVING LEGENDS

- The Living Legends of Tidewater Council award recognizes well-known volunteers who have generously given untold amounts of their time and talents to support youth participating in Scouting programs in northeastern North Carolina and southeastern Virginia.
- Three Scout leaders were honored in May 2024 as Tidewater Council Living Legends (L-R): Mick Meyer, Bob Robins, and Larry Ritter.



EAGLE SCOUT HONOREES

- Tidewater Council's 2023 Class of Eagle Scouts honoree was Distinguished Eagle Scout Channing Zucker (left). He was the keynote speaker at the council's annual recognition banquet in May 2024.
- The National Eagle Scout Association (NESA) established the NESA Outstanding Eagle Scout Award (NOESA) in 2010 to recognize adult Eagle Scouts who have inspired others through their positive actions, demonstrating excellence in their chosen professions, hobbies, community service, and adherence to religious beliefs.
- Three Tidewater Council leaders were awarded NESA Outstanding Eagle Scout Awards in May (clockwise from top): AJ Davis, Ron Kilmer, and Chuck Kubic.



LEADERSHIP TEAM

"KEY 3"

John Scheib
President

Tim Briggs
Commissioner

James Parnell
Scout Executive

OFFICERS & VICE PRESIDENTS

Past President: Chuck Kubic
Executive Vice President: Tom Callahan
Council Treasurer: Dan Edwards
Council Attorney: Sam Kroll
Vice President of Administration: Dale Ward
Vice President of Camping: Wes Parker
Vice President of Finance: Ron Kilmer

Vice President of Marketing: Cutch Armstrong
Vice President of Membership: Ben Orloff
Vice President of Operations: Jon McGlothian
Vice President of Program: Dan McFarland
Vice President of Relationships: Kate Elliott
Vice President of Special Events: Don Schultz
Council Nominating Chair: Keith Roots

EXECUTIVE BOARD

Karen Allgaier
Steven Annunziato
Nolan Benbrook
Jeff Bobrow
Bob Bogdanowicz
Shelayne Boswell
Donald Bowling
Steven Bowser (District Chair)
Laura Bussiere (Int'l Scouting)
Carl Clements
Jonathan Cooper
Keegan Daley (Training)

John Donat
Nathan Finin (Chaplain)
Jim Fry (District Chair)
David Greenfield
Richard Guy
Hunter Hinson
Robert Johnson
John Klemenc (Advancement)
David Lannetti
Bob Liberman
Scott Lull
Phil McGinnis
Byron McPherson

Joel Nied
Bob Patton (District Chair)
Michael Qualls
Clayton Riggs (District Chair)
Erich Röetz
Jack Ross
Dimitri Roumeliotis
Hal Scott
Steve Smith
Fredrick Walker
Alan Webber
Tom Williams

ADVISORY

Leslie "LB" Benjamin
Bill Campbell
Carlos Clanton
Craig Cope
Wes Gibson
James Hatcher
Dorcas Helfant-Browning
Bill Jonak
Mark Lamb

Powell Peters
John Scanelli
Doc Thrush
James Willis

HONORARY

Jeff Betz
Bill DeSteph
Mike Herron
Barbara Lewis
John Moss
Mark Schreiber
Brian Winfield, Sr.
Lynne Winter
Steve Winter



Scouting America

Tidewater Council

Mary Jayne Breeden Council Service Center
1032 Heatherwood Drive, Virginia Beach, VA 23455
TidewaterBSA.com | 757-497-2688

Pipsico Scout Reservation
57 Pipsico Road, Spring Grove, VA 23881
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