

Future of Scouting in Colorado



The Denver Area Council annually provides nearly 9,300 youth with some of the most adventurous outdoor experiences, unique camping programs, and leadership opportunities.



BOY SCOUTS OF AMERICA®
DENVER AREA COUNCIL

DenverBoyScouts.org



Strategic Plan 2022 - 2027

The 2022 – 2027 Strategic Plan was developed by Council leadership and board members to define a future for Scouting in Colorado and ultimately lead to increased impact on youth in Colorado. Denver Area Council (DAC) narrowed down its strategic objectives (pillars) to:

- Leadership
 - Brand Identity and Marketing
- Programmatic and Operational Excellence
 - Access, Recruiting, and Retention
- Financial Stability

A successful implementation of the Strategic Plan is going to take everyone. Each one of the pillars established, as well as our overarching mission, vision, and values, needs help to implement.



THE CHARGE FOR OUR STRATEGIC PLAN

- Scouting needs to change to remain relevant and to expand our impact on Colorado's youth
- We need to consider all aspects of Scouting and create a culture supporting positive change
 - We need to define success for Scouting
 - Timeline for completing initiative
- We must engage with the broader community



STRATEGIC PLAN GOALS

- Develop a long-term vision for our Council
- Review all aspects of Scouting and identify opportunities for transformation to a premier Council
 - Develop clear objectives that define success for the Council
 - Include all stakeholders in the process
- Develop a culture that embraces positive change and creative thinking

COUNCIL MISSION

Equip and empower youth to develop into leaders through life experiences, service, and adventure. Scouting serves all youth and all families across Colorado.

COUNCIL VISION

Colorado's premiere youth organization helping communities by developing leaders who are committed to personal responsibility, service to others, and the Scout Oath & Law.

COUNCIL CULTURE

Youth Protection
Employee Care
Trained Volunteers
Program Safety

COUNCIL VALUES

Creates Leaders
We Adventure Safely
Our Services Make a Difference
Scouting is for Everyone
You are Welcome Here
Scouting is Fun



Year in Review 2021



The Denver Area Council, Boy Scouts of America, is a leading advocate for youth and the foremost provider of character development and value-based leadership training.

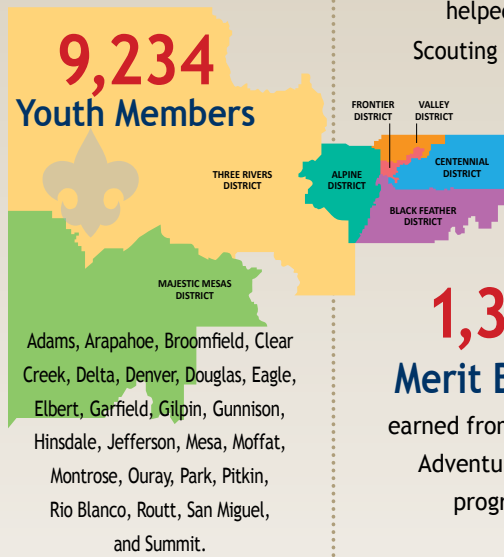


Youngest Eagle Scout

Fourth generation Eagle Scout Tyler Guyton, from Evergreen, becomes the youngest Eagle Scout in Troop 888's 50-year history. Just after his 11th birthday, Tyler made a commitment to achieve his Eagle on the same day as his grandfather, August 17, 1956, exactly 65 years later. He qualified for Eagle Scout on August 17, 2021, just a few weeks before his 14th birthday. He also beat his dad to Eagle by three days.



The Denver Area Council serves 24 counties in the Denver Metro and Western Colorado service areas.



4,120 Adult Volunteers

helped lead Scouting programs

1,373 Merit Badges

earned from Colorado Adventure Point programs

13,976 Merit Badges

were earned and 6,114 rank advancements were achieved

24 Females 384 Males 69,679 Total service hours



3,400 Total Youth Served
includes in person and virtual camps

McNeil Scout Ranch at Peaceful Valley Tahosa High Adventure Base

683 Youth & Adults participated in the Fall Family Cub Scout Weekends in September

9,234 Youth Members



4,754 Cub Scouts
Ages 5-10/
grades K-5



4,239 Scouts BSA
Ages 11-17/
grades 6-12



131 Venturers
Ages 14-20



110 Explorers
Ages 14-20

Denver Area Council Funding

Outside influences and life experiences contribute to the values and beliefs we carry with us throughout our lives. Today, there are more opportunities for youth to make the wrong choices or follow someone who will lead them astray. While Scouting can't remove the obstacles in life, it can teach youth to face challenges, manage risks, and overcome barriers - to grow up strong, resilient, and wise.

Operating expenses to maintain Scouting programs for the DAC's 9,234 youth include facility costs for our camps and Scout Headquarters, as well as program supplies, training resources, insurance, printing, and equipment, to name a few. Gifts, grants, and donations to the DAC, as well as

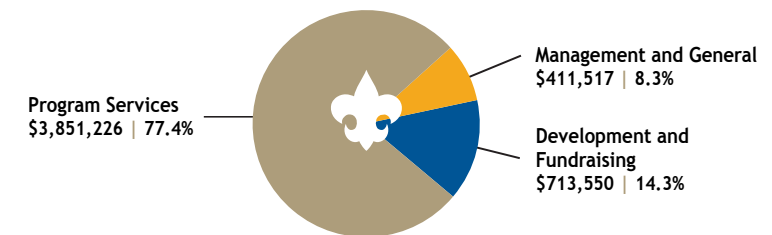
sponsorships for fundraising events, help provide Scouting programs to youth who would not otherwise be able to join due to financial limitations. Donations also help the Council's specialty day camp programs, such as Makers Camp. In addition, funding allows the Council to help youth and families purchase uniforms, handbooks, membership fees, and camperships to attend summer camp.

Your continued gifts to Scouting enable us to provide programs and services to youth in the Denver Metro area and western Colorado service areas. To support Scouting and continue to meet the needs of youth in our community, please visit DenverBoyScouts.org/Donate.

HOW WE INVEST

Expenses

Total: \$4,976,293

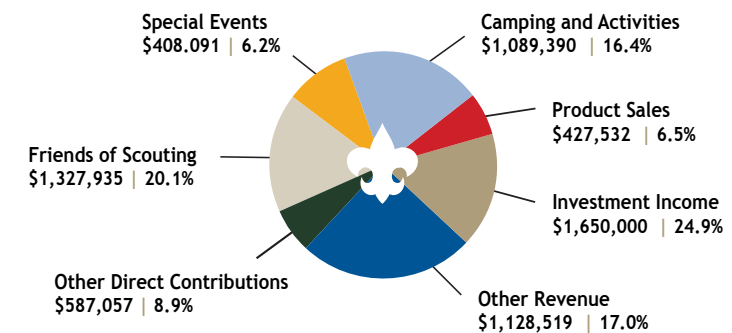


HOW WE ARE FUNDED

Support and Revenue

Total: \$6,618,524

Increase in Net Assets: \$1,642,231



Denver Area Council Youth Programs & Camps

Boy Scouts of America was founded in 1910, and since that time, more than 110 million Americans have been participants in its programs. The BSA's goal is to train youth in responsible citizenship, character development, and self-reliance through participation in a wide range of outdoor activities, educational programs, and, at older age levels, career-orientated programs in partnership with community organizations. Locally, the Denver Area Council is supported by more than 4,200 adult volunteers who help provide education programs to nearly 9,500 young people that help build character, develop leadership skill, encourage the responsibilities of active citizenship, and promote personal fitness.

Denver Area Council Programs The DAC offers the following programs for youth of all ages, backgrounds, and abilities, including: **Cub Scouts** - boys and girls, ages 5-10 or grades K-5 | **Scouts BSA** - boys and girls, ages 11-17 or grades 6-12 | **Venturing** - young men and women, ages 14-20 | **Exploring** (Employment Mentorship) - young men and women, ages 14-20 | **Sea Scouting** - young men and women, ages 14-20



Denver Area Council Camps

McNeil Scout Ranch at Peaceful Valley (MSR)

McNeil Scout Ranch at Peaceful Valley (MSR) is the larger of the DAC's two camp properties. McNeil Scout Ranch is located on the edge of the Black Forest, 65 miles southeast of Denver, near the town of Elbert. The property includes 3,316 acres of mountain park terrain and sits at 7,000 feet in elevation along the Palmer Divide. In addition to summer opportunities, there are numerous opportunities for weekend camping during the off-season, including unit use of the shooting ranges, rock climbing, and the ATV safety program. MPV is home to the following camps:

- Camp Cris Dobbins • Camp Dietler
- Magness Adventure Camp



Tahosa High Adventure Base (TH)

Tahosa High Adventure Base (TH) is nestled in the Rocky Mountains, near the town of Ward. At an elevation of nearly 9,000 feet, Tahosa is considered one of the highest Scout camps in the United States. Tahosa consists of 320 acres, which includes several high alpine meadows, a large lake stocked with trout, and access to adjacent national forest lands. Year-round program options at Tahosa include winter camping, climbing, mountain biking, backpacking, mountaineering, fishing, and team-building activities on the high ropes.



2021 Activity and Events

MAY

Spring Sporting Clays Tournament

May 21, 2021

Presented by: BOK Financial & Merrick

Where: The Travis Family Sporting

Clays Facility, McNeil Scout

Ranch at Peaceful Valley

Gross Revenue: \$243,646

Attendance: 43 teams participated



JUNE

District Day Camps

Where: McNeil Scout Ranch at Peaceful Valley, Odom Farm, Jolly Ranch, First Presbyterian Church Grand Junction, Ft. Lupton, Parkfield Area

Attendance: 175 youth participants

20 Tigers in attendance

40 Wolves in attendance

39 Bears in attendance

76 Webelos in attendance

JUNE – JULY

Summer Camp

Where: McNeil Scout Ranch at Peaceful Valley

Merit Badges: 4,464

Programs Offered: Scouts BSA, NYLT, Magness Adventure Camp

Attendance:

Scouts BSA - 1,116

Cub Scouts - 410

NYLT - 275

Total Youth - 1,801

Colorado Adventure Point

Where: Donald E. Scott Colorado Adventure Point

Attendance: 3,400 youth served

Merit Badges: 1,373

Programs Featured: Merit

Badge Colleges, STEM Camp,

Makers Camp, Birthday Parties,

Youth Overnights



2021 Activity and Events

AUGUST – SEPTEMBER

Popcorn Fundraiser

August through November
 Participation: 119 units participated, unit average was \$12,000
 Gross Revenue: \$1,428,250
 142% increase from 2020 sales
 60% of sales kept local for Scouts
 #7 in the Nation for popcorn sales

- Highest Selling Unit: Valley District, Pack 545, sold \$75,383
- Pack 545 was recognized as #16 in the Nation for highest popcorn sales
- Highest Selling Scout: Collin G., Pack 545, sold \$12,800



“Drive a Scout to Camp” Golf Classic

September 20, 2021
 Where: Sanctuary Golf Club, Sedalia
 Presented by: RE/MAX
 Gross Revenue: \$242,543
 Attendance: 113 golfers participated

Additional Highlights:

- The highest grossing golf tournament in DAC history
- World famous trick golfer, Josh Cassaday was in attendance and performed trick shots kneeling, with the back end of his club, and off a baseball tee. Josh provided each golf team with a record-worthy long drive to start off the hole.
- To date, the DAC has raised \$3 million gross revenue during the 14 years it’s been held at Sanctuary



45th Annual Sports Breakfast Kick-off

September 30, 2021
 Hosted by: Joe Ellis, President & CEO of the Denver Broncos
 Where: United Club Level at Empower Field at Mile High



2021 Activity and Events

OCTOBER

Duty to God & Country Breakfast

October 22, 2021
 Keynote Speaker: General Ralph Edward “Ed” Eberhart
 Where: Denver Country Club



DECEMBER

Colorado Gives Day

December 7, 2021
 Amount Raised: \$166,786
 Donors: 213



FEBRUARY 2022

February 22, 2022
 What: 2021 Vale la Pena Awards Reception

Additional Highlights:

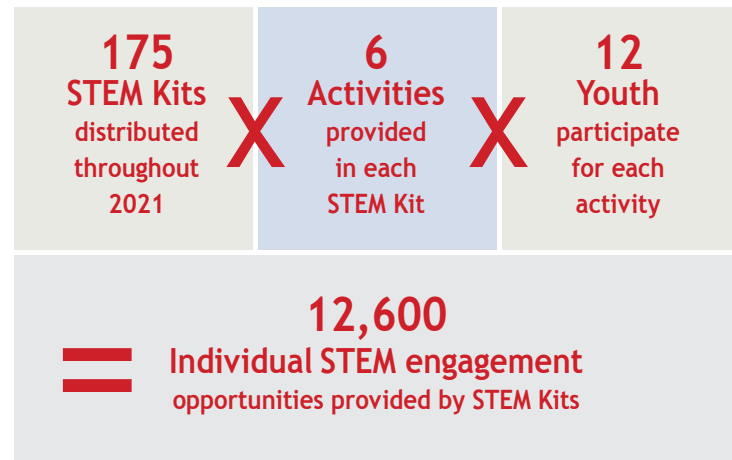
- Vale la Pena Award Recipients: Luis Alvarez and Mike Ferruffino
- Corporate Vale la Pena Award Recipient: Tepeyac Community Health
- Presenting Sponsor: Risas Dental
- Activity Sponsors: Endeavour Capital and Sherman & Howard, LLC

STEM Kits

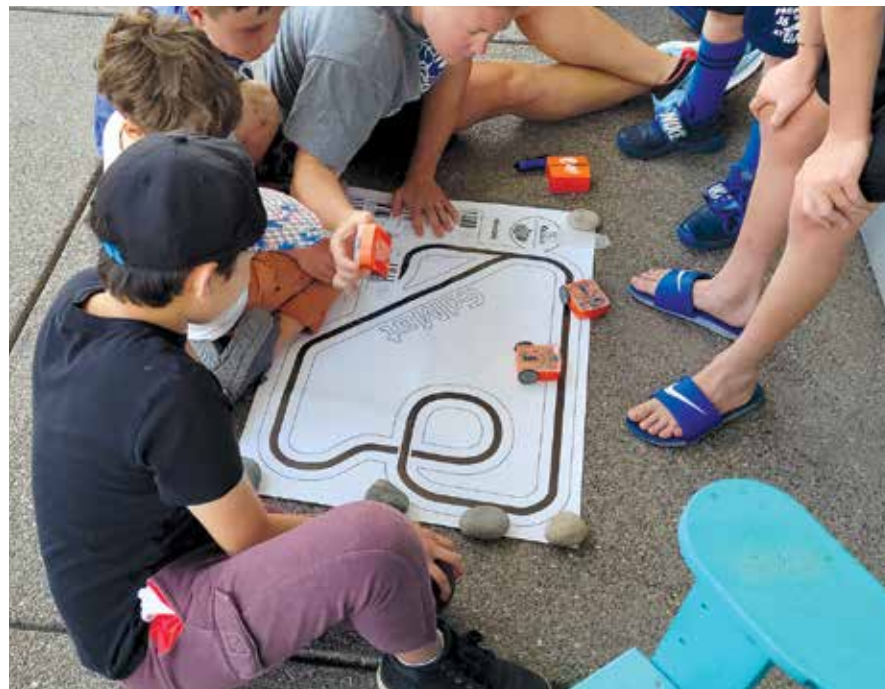
STEM Scouts has been a great program offered by the DAC since 2014. In an effort to impact more youth throughout 2021 and through the difficulties of working at schools as a result of the pandemic, the DAC produced all-in-one, shorter-duration activities called STEM Kits. STEM Kits are produced and distributed at no-cost to schools, classrooms, Scout Packs/Troops, and other DAC events. With a major focus on working with youth at Title 1 Schools, these kits are prepared with prewritten activities and instruction guides for both the Leaders and participating students. DAC provided nine different Kit themes during Season 1, which included topics like “Ozobots Coding”, “Edison Robots”, “Littlebits Circuits”, “How Things Work”, “Structural Engineering”, and “Things That Go”.

With Traditional Scout programming teaching lessons in Character and Leadership in the outdoor, setting, STEM Kits promotes the learning of Character and Leadership...in the indoor/classroom lab setting. While there’s value in the way school is traditionally taught, STEM Kits are meant to promote learning by working with one’s hands, trying, failing, and trying again, while also inspiring the STEM curiosity of interested students.

The DAC is proud to have secured a STEM Kit partnership with The Colorado School of Mines. Faculty and undergraduate students from the university were tasked with brainstorming ideas and curriculum to produce Season 2 STEM Kits. The DAC is excited to continue growing the STEM Kit program throughout 2022 and beyond!



“This week, all of the 5th grade is doing lessons from the “boxes” during our PBL time. So far, the students are having fun with their attempts to get their Ozobots to follow their instructions. They are finding that most problems stem from the “programmer.” This is a great enrichment activity where they must work in a group and understand and follow the instruction which is an area where all need practice. Thanks again for the boxes.”
~ Karen Cook, teacher, Mission Viejo Elementary School



“Thank so much for the Edison Bot kit! Oh man, that was so much fun. We had 5 Scouts from age 6-11. They explored the various bar codes on the ed-mats, then even got to program their own codes with Ed blocks on our laptop.”
~ Krista, parent

“I wanted to let you know that the STEM box was a hit and all the kids loved playing with the robots. The kids stayed for an extra 30 minutes, and some parents had to pull them away as they had a lot of fun.”
~ Bernadette, parent

John & Marjorie Madden Scholars

Many youth who spent their summers attending DAC camps have become adult leaders and John & Marjorie Madden Merit Award Scholars. The John & Marjorie Madden scholarship program as we know it today was created in 2000 to ensure the highest quality of continuity of camp staff members for DAC camps. Scholarships are annually awarded to select camp staff who are registered members of the BSA and who meet all requirements of the scholarship program.

The scholarship process is competitive, and requires a written application, an interview, 20 hours of community service

annually, and a minimum of 2.85 GPA, which must be maintained throughout the entire scholarship period. Recipients of the scholarships may attend an accredited college or trade school of their choice, and they must return each summer as camp staff at either McNeil Scout Ranch at Peaceful Valley or Tahosa High Adventure Base.

In 2021, 25 camp staff scholars participated in the John & Marjorie Madden Scholarship program, with \$93,000 in tuition costs provided. To date, nearly 300 camp staff have received college scholarships totaling just shy of \$3.1 million dollars.

2021 Madden Scholar Recipients



Dylan Armstrong
Jacob Bechtel
Monty Christo
Brett Closson
Travis Deane
Hunter Delaney
Heather Diviness

Matthew Field
Marston Garber
Cameron Grieser
Piper Hunt
Quinn Krause
James Kuemmerle

Devan Mapp
Kaitlyn Mearing
Robert Meikle
Alexia Merrill
Amanda Potter
Rudy Reynolds

Corey Schroeder
James Schryver
Joslyn Stallman
Jordan Trcka
Michael Vestal
Megan Yost



Memorials



**IN MEMORY OF
James G. Nussbaum
Past Chairman**

The Denver Area Council, Boy Scouts of America, is privileged to have counted James G. Nussbaum as a great friend and supporter of Scouting, and member of the Denver Area Council Board of Trustees for 44 years. Jim served as Council President from 1982-1984 and Chairman of the Board from 1984-1986. His involvement in Scouting was truly remarkable. He demonstrated his service to Scouting by serving as Council Treasurer, Nominating Chair, Vice President of Administration, and various other volunteer positions. Jim had a highly respected and successful career as Managing Partner of PriceWaterhouse, LLP spanning over four decades.

He was known throughout the community for his philanthropic efforts and served on the boards of Denver Lions, Nonprofit Leadership Alliance, Colorado Society of CPAs, and the Denver Chamber of Commerce. He was recognized as by the Denver Area Council with the Silver Beaver Award in 1982, the highest Council level distinguished award of the Boy Scouts of America. Additionally, he was recognized by the Lions Club with the Melvin Jones Fellowship Award in 2004. This award is the highest form of recognition and embodies humanitarian ideas consistent with the nature and purpose of Lionism.

The Denver Area Council express their sorrow at the loss of Jim Nussbaum and extend their appreciation for the legacy of civic leadership he embodied.

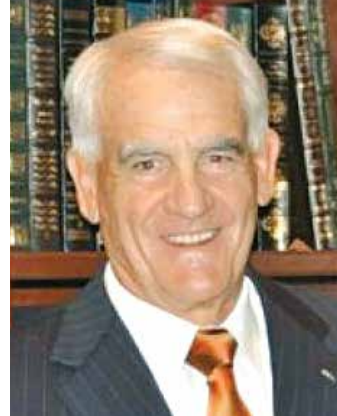


**IN MEMORY OF
Joseph B. Blake
Lifetime Trustee**

A Colorado native, Joe was the Chancellor Emeritus of the Colorado State University System. As Chancellor, he oversaw CSU, CSU-Pueblo, and CSU-Global. He managed the systems legislative operations, served as the chief spokesperson for the system, and worked to increase the level of engagement amongst CSU's hundreds of thousands of alumni.

In 1999, Joe became President & CEO of the Denver Metro Chamber, where he served for over 10 years. While serving in this roll, he made changes that transformed both the organization and trajectory of the business community. Joe, an Eagle Scout, served on the Denver Area Council Board for nearly 40 years. He was awarded with the "Distinguished Eagle Scout Award" in 2008; the highest recognition from the National Eagle Scout Association, recognizing Eagle Scouts who have reached the highest National success in their field and have demonstrated a strong record of volunteer leadership service to their community.

In 2013, Joe was recognized with the Council's "Lifetime Achievement Award". This award is presented by the leadership of the Denver Area Council to a Council leader who has a record of long standing and distinguished service to the Council, which includes their time, talents, and treasures. Because of Joe's impact on the lives of youth through service given to the Council, he was awarded with the Silver Beaver in 2015. Joe leaves a legacy not only at the Denver Area Council as a servant leader, but throughout the whole community.



**IN MEMORY OF
Vernon "Bud" Isaacs
Executive Board Member**

Bud Isaacs served in the U.S. Army Corps of Engineers, including combat operations in Vietnam with 1st Brigade, 101st Airborne Division, receiving a number of Vietnamese combat ribbons, the Combat Infantry Badge, Silver Star, Bronze Star with Valor, and a Purple Heart. He founded V.A. Isaacs and Associates, Inc. to advise companies in the purchase and sale of oil and gas properties. In 1989, Bud established RIM Companies, a private oil and gas property management firm with production operations across the continental United States.

Bud joined the Denver Area Council Executive Board in 1993, where he served for almost 30 years. He served as Council Commissioner from 1996 to 1998, where he was responsible for seeing that unit service function is informed, led efforts to recruit an adequate commissioner staff and preside at regular meetings of district commissioners, and provide year-round training programs for commissioners in all districts.

In 1997, Bud was recognized with the Silver Beaver Award. He was also a member of the Second Century Society. The Second Century Society is the Boy Scouts of America's national social organization of individuals, families, foundations, and corporations stewarded by key volunteers to recognize Scouting's major donors at both the local and national levels.

The Denver Area Council, Boy Scouts of America, is privileged to have counted Vernon A. "Bud" Isaacs, as a great friend and supporter of Scouting.

Rewards and Recognitions

Distinguished Commissioner Award

Clay Campbell

John R. Kullman Outstanding Commissioner Award

Lisette Clemons

Venturing Summit Award

Cassidy Christian

Megan Yost

Sea Scout Quartermaster Award

Cassidy Christian

August Mayer

Jace Letson

Venturing Leadership Award

Victor Ramirez, Venturer

Enrique Ramirez, Venturing Advisor

Sea Scout Leadership Award

Bryan Faulkner, Sea Scout Advisor

Jon Strauss, Sea Scout Advisor

Madie Faulkner, Sea Scout

Aida Hughes, Sea Scout

Alpine District Award of Merit

Mitchell Goldenberg

Melanie Heesacker

Ian Marshall

Andria Thomas

Black Feather District Award of Merit

Mark Borchert

Christine Lux

Mark Thomas

William Williams

Centennial District Award of Merit

Cliff Corkill

Jason Rogers

Justin Wilson

Frontier District Award of Merit

Nel Nelson

Russell Stewart

Majestic Mesas District Award of Merit

Ray Blanchard

Three Rivers District Award of Merit

Cristian Joya

Lifesaving & Meritorious Awards

Marnie Neff

National Certificate of Merit

Joseph Snyder

National Certificate of Merit

National Outstanding Eagle Scout Award

Chet Hebert

Scott Richards

Silver Beaver Award Recipients

Daniel Dineen

Felicia Fernandez

Andrew Graham

Robert Raymond Guy

Patrick Jones

Christine Roxanne Lux

Brian Pettee

John Strauss

Dr. Ted Willey

Eagle Scout Totals by District

Alpine District - 118

Black Feather District - 116

Centennial District - 66

Frontier District - 30

Majestic Mesas Districts - 14

Three Rivers District - 18

Valley District - 45

Top Units

Troop 16 - 12 Eagle Scouts

Troop 999 - 12 Eagle Scouts

Troop 127 - 9 Eagle Scouts

Total Female & Male Eagles

24 Female Eagle Scouts

384 Male Eagle Scouts

Total Service Hours

69,679

Denver Area Council Key 6



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Chairman of the Board
President, Honnen
Equipment Company



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Council President
CEO & Managing Principal
Spinnaker Support



Dave E. Carlson
Council Commissioner
Senior Vice President (retired)
North American Title Company



Christopher C. Sherry
Executive Vice President
Chairman, President & CEO
Merrick



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Vice President of Fiscal Affairs
Managing Partner (retired)
Deloitte



Charles W. Brasfeild, III
Scout Executive/CEO
Denver Area Council

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Alpine District – Kevin Selzer
Black Feather District – Ross Billows
Centennial District – Kim Larson
Frontier District – Brian Brown
Majestic Mesas District – Tom Foote
Three Rivers District – Travis Provost
Valley District – Clarke Carlson

Denver Area Council District Commissioners

Alpine – Kevin Andrew
Black Feather – Greg Ostravich
Centennial – Bob Guy
Frontier – CJ Mays
Majestic Mesas – Sherry Verdieck
Three Rivers – Cristian Joya
Valley – Luis Alvarez

Future of Scouting in Colorado 2021



Frederic C. Hamilton Scout Headquarters
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