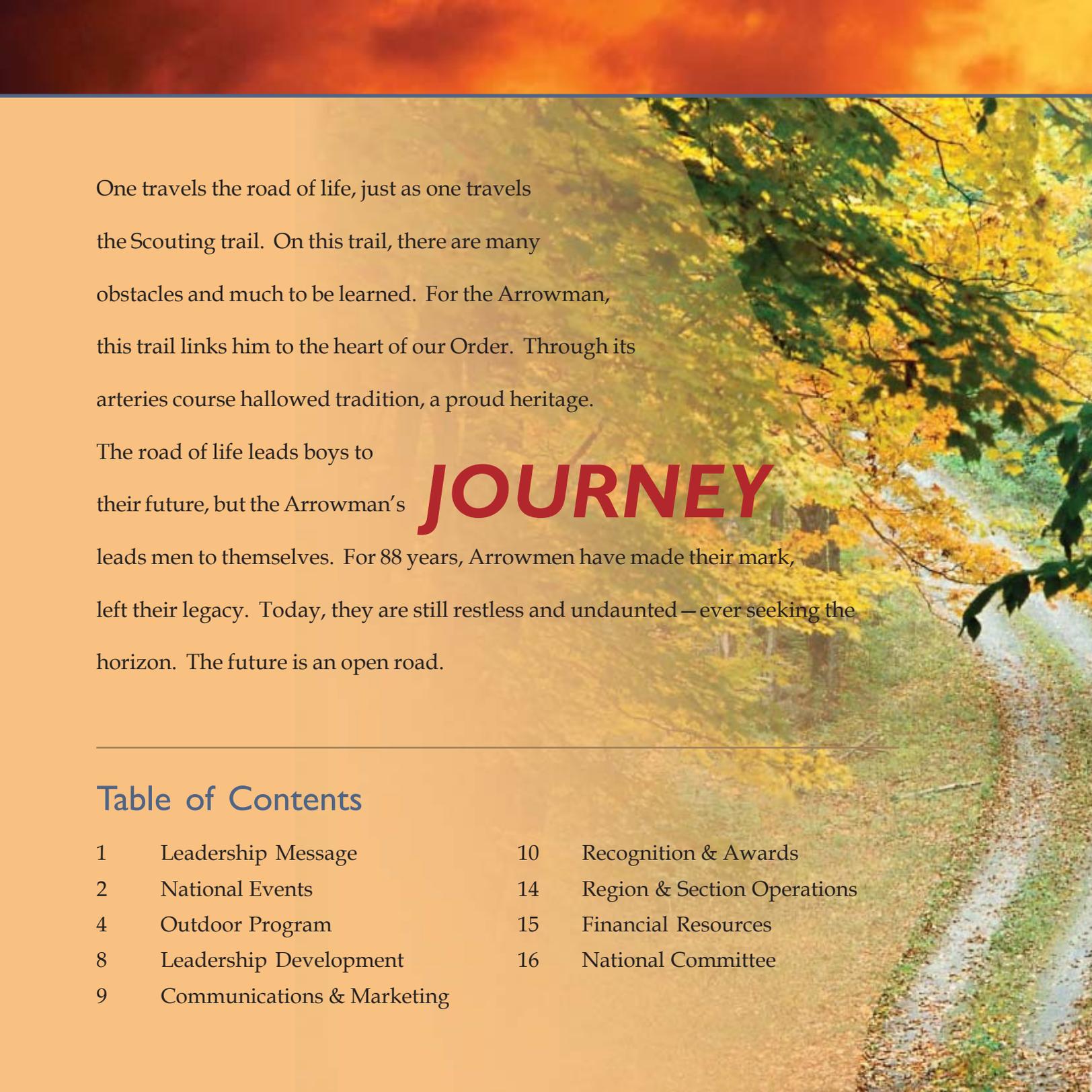


# OPEN ROAD

THE 2003 ANNUAL REPORT OF THE ORDER OF THE ARROW



One travels the road of life, just as one travels the Scouting trail. On this trail, there are many obstacles and much to be learned. For the Arrowman, this trail links him to the heart of our Order. Through its arteries course hallowed tradition, a proud heritage.

The road of life leads boys to

their future, but the Arrowman's

# JOURNEY

leads men to themselves. For 88 years, Arrowmen have made their mark, left their legacy. Today, they are still restless and undaunted – ever seeking the horizon. The future is an open road.

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## A Letter from the 2003 National Chief and National Vice Chief

The Order of the Arrow continued to perform strongly in 2003. Arrowmen everywhere worked hard to provide service that helps enrich the values of Scouting, and to build upon our powerful tradition of brotherhood, cheerfulness, and service.

This year, the Order maintained its role in training youth through the successful National Leadership Seminars, became a pioneer with a new spring break service initiative at Philmont Scout Ranch, saw increased attendance at both of the National OA High Adventure programs, and delivered an awe-inspiring Indian Summer. The opportunities for youth to participate in life-changing experiences have been limitless.



Through lodge events, section conclaves, and the Order of the Arrow's renowned national programs, it is apparent that Arrowmen are becoming better and stronger leaders each and every day. By exemplifying the virtues that the youth of the Order represent, this movement has the ability to further enrich the entire Scouting program.

A handwritten signature in black ink, appearing to read "Nick Digirolamo".

In the years ahead, the Order of the Arrow will see improvements to its current programs and the introduction of exciting new opportunities. The OA's vision today, not unlike our Founders' in 1915, is to provide leadership in cheerful service to Scouting and the community. With this vision in mind, the Order hopes to fortify the values of Scouting in the lives of Scouts across the nation. Helping youth to build values that will never weaken in the midst of today's ever changing society is a tough task, but one that is wholeheartedly embraced. After all, the youth of today are the citizens of tomorrow, and those who will continue our legacy of servant leadership for many years to come.



A handwritten signature in black ink, appearing to read "Rich Moore".

Yours in cheerful in service,

Nick Digirolamo  
National Chief

Rich Moore  
National Vice Chief

## Indian Summer

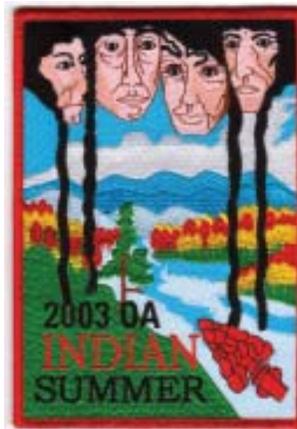
The 2003 national Indian Summer conference was certainly the highlight of the year for the Order of the Arrow. More than 900 Arrowmen from across the country gathered in Asheville, NC for what would be the first national American Indian affairs conference in nearly a decade. The event was held at the Ridgecrest Lifeway Conference Center for a week of intense training in American Indian dance, ceremonies, and the history upon which our Order was founded.

Participants gathered from August 2-7 for the conference, but the planning commenced many months before. As with all national Order of the Arrow events, a youth-led committee of section chiefs met in December to plan the conference they would deliver with the help of advisers from the national committee.

At the conference, participants selected one of three “learning tracks” around which their training was centered: American Indian Activities, Ceremonies, and Inductions Management. Each of these tracks focused strongly on the American Indian and how his culture and tradition is tied to the Order.

The American Indian Activities track took the type of

training usually conducted at NOAC and expanded it into the far reaches of American Indian affairs. The participants received instruction on 11 different styles of American Indian dance. Participants involved with ceremonies found that this learning track provided a type of focused ceremonial instruction never before available at a national OA event. The most unique aspect of the ceremonies track was the one-on-one instruction and evaluations that participants received from instructors. This type of personalized instruction allowed the ceremonialists to really hone their skills. The Inductions Management Seminar was designed to offer an administrative analysis of the entire inductions process through which a new member travels. The highly qualified staff, which also included the four region chiefs, focused their training on the Ten Inductions Principles and their relation to the entire inductions sequence.



“ Our Order is firmly based in unselfish service. The continuous giving of one’s self can be plainly seen in the arrow we all wear. My hope is that this very aspect of service, this love for one another, becomes wholly rooted in each of us, and will show the meaning of true accomplishment and joy through our words and deeds. May that spirit which drives each to cheerful service glow brightly in our hearts. A true servant of his fellow man is someone who takes upon himself the burdens of others and those tasks left by others less willing. Therefore my brothers, servant leadership is compassion rising from a personal need to fulfill the Obligation of the Order of the Arrow, which we have all undertaken. ”

*16-year-old participant asked to reflect on the meaning of the OA at the Closing Gathering of Indian Summer.*



Outside of training, there were many program activities available to participants as well. Large pow-wows gave Arrowmen an opportunity to demonstrate the skills they had been learning. Recognizing the local history of the Appalachian region, one night featured a Mountain Man Rendezvous with games and activities centered on that theme, including a lively performance by a Bluegrass band.

Indian Summer really came alive through the “clan” system, where Arrowmen were divided into a number of patrol-like groups to bond throughout the week. During the conference, these clans met every evening to discuss the day’s events and relate them to our higher purpose as Arrowmen and individuals. Each clan also created traditional “coup sticks” which came to represent the memories and bonds developed among them.

Between the training opportunities, recreational activities, and inspirational clan gatherings, the National Indian Summer was able to offer Arrowmen a unique and exceptional OA experience. Indian Summer put a spotlight on the American Indian history from which our Order’s ceremonies are rooted, exploring the legacy of our core principles: brotherhood, cheerfulness, and service.



## Philbreak

In 2003, the Order of the Arrow and Philmont Staff Association (PSA) teamed up to organize the inaugural Philbreak program. Strategically planned during the first three weeks in March, Philbreak targets Scouts and Scouters of college age, and provides them with the opportunity to enjoy a side of Philmont that few will ever experience.

Philbreak, which was given the theme “Rising from the Ashes,” was sold-out for each of its three sessions. This demonstrated to the OA and PSA that college students are looking for alternatives to the typical spring break experience.

The 77 participants accomplished more than 1,700 hours of service to Philmont’s badly damaged North Country, which fell victim to the 2002 Ponil Complex fire. The extent of their service was a great accomplishment for the young men and women who participated, as it greatly aided later fire restoration crews.

Service provided to Philmont Scout Ranch ranged from the prescribed erosion control bar construction to Ranch preparation for the upcoming summer season. When weather was not conducive to working in the mountainous terrain, participants were able to cheerfully serve by setting up facilities, and preparing meal packs for crews that would be hiking later in the year.

When not at the work site, participants enjoyed a relaxed atmosphere at the Philmont Training Center. Board games and movies were provided to participants, as well as inspirational messages from staff members, spotlighting people throughout history that have left their imprint through service. These activities were complemented by basketball games at Cimarron High School, and a day of skiing at Angel Fire Ski Area, followed by a steak dinner.

Philbreak proved itself to be a successful experiment and an inspiring program. OA leaders, Venturers, and Scouters from around the country left a lasting mark on Philmont, and Philmont returned the favor.



## Philmont Order of the Arrow Trail Crew

The OA Trail Crew program successfully completed its ninth year of service and fellowship at Philmont Scout Ranch. Led by a staff of dedicated Arrowmen, 149 participants completed the Blackhorse Mine Trail project. This trail is the fourth to be completed at Philmont by OA Trail Crew members, and required more than 11,000 hours and 20 crew rotations over three summers. The total distance of trail work was 1.5 miles.

Toward the end of the summer, the OATC crews began work on the Copper Creek Trail. This trail poses a significant challenge - the elevation at which crews will be

working reaches 10,500 feet. More than 1,600 feet of trail was completed and work is expected to continue on the trail for the next three summers.



The Scout Oath and Law — a unique road map for living. One that directs young men to go not where the path may lead, but go where there is no path, and leave a trail. For the Arrowman, this map is the defining aspect of his journey far from home, yet deep within. He comes to know courage and strength through **ADVENTURE**, to discover self-reliance, and to find within himself the spirit to dream as if he were to live forever.

# Outdoor Program

## Northern Tier OA Wilderness Voyage

The year 2003 marked the fifth year for the OA Wilderness Voyage program at the Charles L. Sommers Canoe Base in Ely, MN. Each of the seventeen crews, totaling 99 participants, provided meaningful service and paddled in excess of 50 miles. The participants and staff completed 6,270 feet of portage trail reconstruction, or 1.2 miles. This service amounted to more than half of the total trail maintenance that was provided to the US Forest Service by any organization in the Boundary Waters Canoe Area Wilderness (BWCAW). Arrowmen contributed more than 5,000 hours of service restoring portages for the 250,000 annual visitors who canoe the waters and portage the trails of the BWCAW.



A new addition to the Voyage program in 2003 was the inclusion of Leave No Trace (LNT) certification for all participants. The Voyage guides, called Foremen, were trained to be LNT instructors, and used the two-week voyage experience to train the participants. By the end of their trip, every OA Voyage participant had fulfilled the requirements for the BSA Leave No Trace Camping Award.



## OA Voyage recognized with highest US Forest Service Honor

The United States Forest Service recognized the Order of the Arrow Wilderness Voyage program with the 2003 Chief's Volunteer Award for Youth Volunteer Service.

This is the highest volunteerism award the US Forest Service can present to a youth organization. The award citation notes the "exemplary service and efforts" contributed by the OA Wilderness Voyage.

Staff members of the Superior National Forest, who have worked closely with the

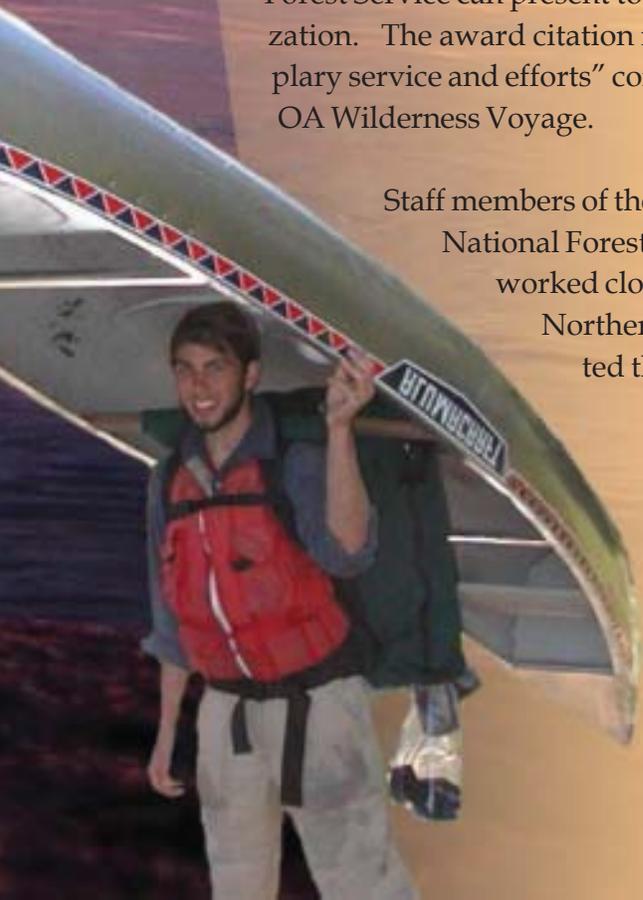
Northern Tier High Adventure Base and OA members since 1998, submitted the nomination.

No one could have guessed in 1999 that a new program starting with just 71 participants would achieve within five short years such an honor. The US Forest Service recognition was made possible by the enthusiasm and hard work of the OA Voyage participants and staff.

The presentation was made by US Forest Service officials during a special banquet that took place at Northern Tier High Adventure Base.



*The US Forest Service made a special presentation to the OA Voyage leadership during the 2003 summer season.*



# Leadership Development

In 2003, the Order of the Arrow continued its tradition of preparing Arrowmen for their role in Scouting and society by providing quality leadership development training.

At the core of the process is the OA's National Leadership Seminar (NLS). This program continues to rank as the flagship Boy Scout youth leadership training program. The underlying principals of trust and servant leadership have continued to make this program timeless and exceptional. In 2003, more than 800 Arrowmen attended one of 14 National Leadership Seminars held throughout the country.

The national committee, always willing to improve upon its past work, formed an NLS Task Force two years ago to evaluate and make improvements to the current training program and resources. In January of 2003, those improvements were introduced to the OA's top youth trainers at a seminar hosted by the Leadership Development subcommittee at the BSA's Florida Sea Base. Surveys show that the changes have been well received and continue to keep the NLS program the best youth training in Scouting.

The Leadership Development subcommittee undertook the responsibility of developing a new Conclave Training Initiative (CTI). This initiative will annually deliver to each section key three a concise training tool, on a topic of national importance. The training session is then delivered at conclaves throughout the year, all across the nation. The topic for the inaugural CTI was "The 2003-2007 OA Strategic Plan," and was well received.



During 2003, 6 National Lodge Adviser Training Seminars (NLATS) were conducted nationwide. Delivered regionally, the syllabi and support materials are developed and updated by the Leadership Development subcommittee. At the heart of this program is the recognition that all adult advisers should be trained for their specific role. Participants who complete the NLATS course are entitled to wear the BSA Trained strip on their uniform.

In addition, throughout 2003 a group of section chiefs began the process of reconstructing the Lodge Leader Development program (LLD). The program, which will be web-based and builds upon the initial LLD developed in 1998, will be rolled out to lodges at the 2004 National Order of the Arrow Conference. The new LLD will become the key building block for training chapter and lodge officers.



The Communications and Marketing subcommittee had another stellar year in 2003. The latest Order of the Arrow news and information was delivered in a variety of media throughout the year, and a greater focus was placed on the organization's historical preservation efforts.

## National Bulletin

The *National Bulletin* staff published and mailed to each council an outstanding and creative issue each quarter.



## Annual Report

The Annual Report, created to showcase the Order's accomplishments during the previous year, was distributed to the national executive board in 2003 at the National Annual Meeting of the BSA in Philadelphia,

PA. The OA information brochure was also updated and unveiled at the meeting.

## Web Site

The audience of the Order of the Arrow's official web site grew even larger in 2003 with 6.2 million hits. It remains clear that it is the greatest medium the organization has to communicate with our membership quickly and effectively.

One reason that the web site witnessed such growth was the new online Jumpstart initiative. On January 1, 2003, an area of the web site designed specifically for new members was unveiled.

This web site helps to orient new members to the Order of the Arrow, and helps them obtain Brotherhood membership. This part of the site alone saw more than 1.5 million hits.



Another highlight for the web site was its live coverage of Indian Summer from Asheville, NC. Thousands of Arrowmen who could not attend logged on to the web to experience the conference virtually.

## History & Preservation

Finally, the History and Preservation team was formed and is taking action on a variety of fronts. These include: Assisting the National Scouting Museum staff with updating material and exhibits, capturing video footage of and interviewing significant OA members as part of the living history collection, archiving current and potential memorabilia, and recording our national events for posterity.

# Recognition & Awards

## National Service Award

The National Service Award was established in 1999 to recognize those lodges in each region that have performed outstanding service, both in a qualitative and quantitative sense, to their local council, camp or community. Awards are presented annually to two lodges in each region at the National Annual Meeting of the Boy Scouts of America.



### Central Region

Sac-N-Fox Lodge  
Winnebago Council  
Waterloo, Iowa

Awase Lodge  
Bay-Lakes Council  
Appleton, Wisconsin

### Northeast Region

Loon Lodge  
Adirondack Council  
Plattsburg, New York

Lowwapanew Lodge  
Northeastern Pennsylvania Council  
Moosic, Pennsylvania

### Southern Region

O-Shot-Caw Lodge  
South Florida Council  
Miami Lakes, Florida

Mikanakawa Lodge  
Circle Ten Council  
Dallas, Texas

### Western Region

Wiatava Lodge  
Orange County Council  
Costa Mesa, California

Tukarica Lodge  
Ore-Ida Council  
Boise, Idaho

Cheerful service is more than a way of acting.

It is a way of thinking. Arrowmen know no greater

# HONOR

than the opportunity to serve their fellow man, not so others might recognize them, but so they

might recognize the potential in others. Herein lies their greatest achievement — to carve new

milestones into the freeway of life and participate in the evolution of humanity.

## Silver Antelope

The Silver Antelope is presented annually to those individuals who have had extensive involvement, leadership, and service on a regional level over many years. The Order of the Arrow was pleased to have two distinguished members honored with the award in 2003.



*Dan and Carol McCarthy (L); Diane and Michael Hoffman*

**Michael G. Hoffman**  
Grand Canyon Council  
Phoenix, Arizona  
National OA Vice Chairman  
Leadership Development

**J. Dan McCarthy**  
Keystone Area Council  
Mechanicsburg, Pennsylvania  
National Training Taskforce  
Chairman

## Josh R. Sain Memorial Scholarship

The Josh R. Sain Memorial Scholarship was established in 1998 to honor the spirit and memory of Josh Sain, a former national vice chief of the Order of the Arrow. Former national officers who have excelled academically are eligible upon successful completion of their term of service. Each recipient received \$2,500.00.



**Clay T. Capp**  
Middle Tennessee Council  
2002 National Chief  
Harvard University  
History and Literature

**Riley C. Berg**  
Sequoia Council  
2002 National Vice Chief  
University of North Carolina at Chapel Hill  
Political Science



**Brian J. Favat**  
Southern New Jersey Council  
2002 Northeast Region Chief  
Boston College  
Management

**Nathan M. Finnin**  
Cape Fear Council  
2002 Southern Region Chief  
University of North Carolina at Chapel Hill  
Philosophy and Political Science



**Brian H. Herren**  
Buckeye Council  
2002 Central Region Chief  
University of Iowa  
Finance and Management

# Recognition & Awards

## E. Urner Goodman Camping Award

The E. Urner Goodman Camping Award was established as a tribute and testimonial to the Order's founder, E. Urner Goodman. Its purpose is to encourage and challenge Order of the Arrow members and lodges to increase their effectiveness in promoting and increasing Scout camping in each council. Awards are presented annually to two outstanding lodges in each region at the National Annual Meeting of the Boy Scouts of America.

### Central Region

Cho-Gun-Mun-A-Nock Lodge  
Hawkeye Area Council  
Cedar Rapids, Iowa

Tecumseh Lodge  
Simon Kenton Council  
Columbus, Ohio



### Southern Region

Tsoiotsi Tsogalii Lodge  
Old North State Council  
Greensboro, North Carolina

Timuquan Lodge  
West Central Florida Council  
Seminole, Florida



### Northeast Region

Woapalanne Lodge  
Patriots' Path Council  
Florham Park, New Jersey

Ho-De-No-Sau-Neer Lodge  
Greater Niagara Frontier Council  
Buffalo, New York



### Western Region

Cahuilla Lodge  
California Inland Empire Council  
Redlands, California

Wiatava Lodge  
Orange County Council  
Costa Mesa, California



## E. Urner Goodman Scholarship

The E. Urner Goodman Scholarship program assists Arrowmen preparing for a professional Scouting career. It was established as a memorial to the Founder of the Order of the Arrow by helping to provide financial resources that will perpetuate continued high-caliber, service-minded individuals dedicated to professional Scouting service. Each recipient received \$2,500.



Gilbert R. Rogers  
Tschitani Lodge  
Connecticut Rivers Council  
East Hartford, Connecticut



Tristan J. Blease  
Mawat Woakus Lodge  
Black Swamp Area Council  
Findlay, Ohio



Christopher A. Heuchert  
Wauna La-Mon'Tay Lodge  
Cascade Pacific Council  
Portland, Oregon

## Service Grants

The national Order of the Arrow committee has provided matching service grants for a limited number of local council projects. A total of \$35,000 was made available for distribution for projects in 2003.

Timmeu Lodge  
Northeast Iowa Council  
Dubuque, Iowa

Sipp-O Lodge  
Buckeye Council  
Canton, Ohio

Alibamu Lodge  
Tukabatchee Area Council  
Montgomery, Alabama

Catawba Lodge  
Mecklenburg County Council  
Charlotte, North Carolina

Topa Topa Lodge  
Ventura County Council  
Camarillo, California

Tataliya Lodge  
Grand Columbia Council  
Yakima, Washington

Wiatava Lodge  
Orange County Council  
Costa Mesa, California

Monaken Lodge  
Juniata Valley Council  
Reedsville, Pennsylvania

Ho-De-No-Sau-Nee Lodge  
Greater Niagara Frontier Council  
Buffalo, New York

Tisquantum Lodge  
Old Colony Council  
Canton, Massachusetts

# Region & Section Operations

The Region and Section Operations subcommittee spent 2003 carrying out the Lodge Assistance Program; supporting Section Conclaves; and delivering National Leadership Seminars, National Lodge Adviser Training Seminars, and Section Officer Seminars throughout the country.

Each of the Order of the Arrow's 46 sections conducted a Conclave during the year. This annual event brings together Arrowmen from all lodges in a section for training, fellowship, and inspiration.

The second three-year cycle of the Lodge Assistance Program was started with 106 of the 311 lodges (34.1%) visited during 2003. As a result of this effort, the number of National Quality Lodges increased for the third straight year.

183,534 Scouts and Scouters performed **service** as Arrowmen in 2003

The four regions delivered 14 National Leadership Seminars and 6 National Lodge Adviser Training Seminars in 2003. In addition, Section Officer Seminars were held in all four regions. Delivery of

quality training continues to be the foundation of the region OA program.

At the end of 2003, there were 311 lodges throughout the country:

- 183,534 Boy Scouts, Varsity Team members and adult Scouters were Arrowmen - an increase of 781 members from 2002 (.4%).
- The membership consisted of 109,513 youth members and 74,021 adults.
- 183 lodges (58.8%) qualified for National Quality Lodge Recognition - an increase of 6 lodges.
- 226 lodges (72.7%) met the Order's 30% Brotherhood Conversion requirement.
- Service hours contributed to council camps and BSA projects totaled 1,626,008 - an increase of 22,571 hours (1.4%).
- 47,316 new members were inducted into Ordeal membership; 19,312, into Brotherhood membership; and 2,584 were recognized with the Vigil Honor.

Strong emphasis continues to be placed on the lodge's role as an integral part of council operations, as it continues to provide leadership opportunities for youth in the organization.

## Profiles in Service



**Central Region**  
55,516 members  
352,384 hrs of service



**Northeast Region**  
44,773 members  
283,232 hrs of service



**Southern Region**  
57,106 members  
483,506 hrs of service

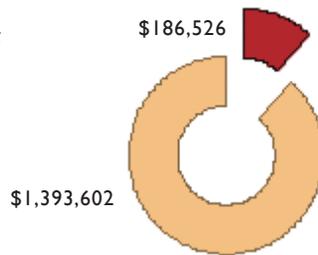


**Western Region**  
26,139 members  
506,886 hrs of service

**National Totals**  
183,534 members  
1,626,008 hrs of service

## OA Financial Support to Scouting

- National
- Lodges



The Order of the Arrow continues its long history of financial support to the Boy Scouts of America. A total of \$1,393,602 was contributed in 2003 by lodges to their local councils.

Interest from the Order of the Arrow's Endowment Fund, together with the proceeds from trading post sales at Indian Summer, enabled the national committee to provide more than \$186,526 in contributions to lodge, local council and national programs in 2003.

Examples include:

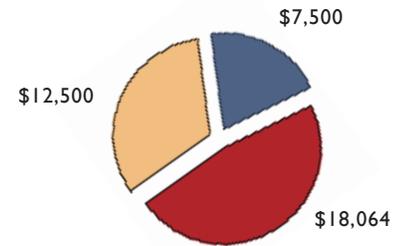
- \$41,308 in support of 14 National Leadership Seminars and 6 National Lodge Adviser Training Seminars.
- \$35,000 in matching service grants to 10 lodges for local council and service center projects.
- \$60,198 in support of the Northern Tier OA Wilderness Voyage,, Philbreak, and Philmont OA Trail Crew conservation projects.
- \$40,940 for the 2004 summer camp promotion kit
- \$10,724 in direct contributions for support of National Boy Scout Division programs

In 2003, the national Order of the Arrow committee delivered its second installment of \$100,000 pledged in support of the National Scouting Museum in Irving, TX. The Order has pledged a total of \$300,000 over several years as part of a commitment to ensure the preservation of both the Order's and Scouting's history.

In addition, \$18,064 was donated in American Indian

## OA Campership and Scholarship Programs

- Maury Clancy
- E. Urner Goodman
- Josh R. Sain



During the last eight years, lodges have given more than \$12,104,748 in **support** of the Scouting program in local councils across America

camperships that provided 226 camperships to 9 councils, \$7,500 for E. Urner Goodman scholarship recipients to assist Arrowmen preparing for a professional Scouting career, and \$12,500 for the Josh R. Sain Memorial Scholarship program.

Along with a strong financial commitment to local councils, lodges gave more than 1,626,000 hours of service, worth approximately \$8,536,542.

Financial support by both lodges and the national Order of the Arrow committee is a major tenet of the Order of the Arrow's strategic plan. To ensure quality programs on the national and local level, a sound financial foundation is required. The Order of the Arrow is prepared to meet this challenge by building its endowment fund, by continuing to provide financial assistance to lodges in support of council outdoor programs, and by encouraging lodges to support their councils by participating in James E. West fellowships, direct contributions, in-kind commitments, and service projects.

# 2003 National Committee



**Nick Digirolamo (Y)**  
*National Chief*  
**Rich Moore (Y)**  
*National Vice Chief*  
**Bradley E. Haddock**  
*Chairman*  
**Clyde M. Mayer (P)**  
*Director*  
**Carey L. Miller (P)**  
*Associate Director*

**Adam Enerson (Y)**  
*Central Region Chief*  
**Ian Pinnavaia (Y)**  
*Northeast Region Chief*  
**Frank McMillan (Y)**  
*Southern Region Chief*  
**Matthew Griffis (Y)**  
*Western Region Chief*

**Glenn T. Ault, M.D.**  
*Vice Chairman*  
*Financial Resources*  
**Jack Butler**  
*Vice Chairman*  
*Communications & Marketing*  
**John W. Hess**  
*Vice Chairman*  
*Lodge Operations*

**Michael G. Hoffman**  
*Vice Chairman*  
*Leadership Development*  
**Carl M. Marchetti, M.D.**  
*Vice Chairman*  
*Founders' Council*  
**Thomas E. Reddin**  
*Vice Chairman*  
*Region & Section Operations*

**Dan Segersin**  
*Vice Chairman*  
*Outdoor Program*  
**Matthew Walker**  
*Vice Chairman*  
*National Events*  
**Billy W. Walley**  
*Vice Chairman*  
*Recognition & Awards*

Ron Bell  
Scott Beckett  
Riley Berg  
Steve Bradley  
Clay Capp  
Ray Capp  
Randall K. Cline  
Wayne Dukes  
R. D. Dunkin  
Douglas C. Fullman (P)

Brian S. Hashiro  
J. Terry Honan  
Jason P. Hood  
Bill Loeble  
J. Dan McCarthy  
Jerry McCurley (P)  
Thomas L. Moore  
Tom Moore (P)  
Edward A. Pease  
Tico Perez

Bruce A. Sanders  
Max Sasseen  
Eugene Schnell  
James H. Simpson  
Robert J. Sirhal  
Tony Steinhardt  
Robert F. Szczys, M.D.  
Clint E. Takeshita  
Gene Wadford (P)  
Bruce Walcutt

## Founders' Council

Christopher H. Boswell  
Elton L. Brogdon  
Kenneth P. Davis  
Robert M. Gates

Kenneth J. Grimes  
Esten F. Grubb  
Dabney Kennedy  
William F. Ketron, Sr.

Del Loder  
Thomas G. McBride  
Charles S. Sullivan

(P) = Professional

(Y) = Youth

## Youth Led

The Order of the Arrow remains committed to developing youth leaders at every level of the organization.

Each year the national chief, vice chief, and four region chiefs are elected by their peers. These youth are then appointed to the national OA committee as full voting members. Youth take part in discussions, program development, and event administration.

Of the adults who serve on the national committee, nine (including the Chairman) were national OA officers as youth.

National OA committee at  
Treasure Island Scout Camp, Cradle of  
Liberty Council, Philadelphia, PA.  
The Order was born here in 1915.  
— May 28, 2003



As if one infinite loop, the  
open road inevitably leads us back to where we began. It is here that we realize we never left home.  
We simply took it with us. Like the Arrowman, our Order is a  
changed man in a familiar place – standing at the threshold of its  
and sharing Scouting's vision with the world.

**FUTURE**

<http://www.oa-bsa.org>



2003 Annual Report

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