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Brotherhood, Cheerfulness and Service—the pillars that support our organization—took on an even more crucial role in 2007. Applying these core principles, members of the Order of the Arrow came together to continue to build on a solid foundation for an even more successful future. We accomplished this goal by introduction of our new national strategic plan—Living the Legacy. This plan clearly and concisely states our fundamental mission and purpose.

To introduce our new strategic plan and to prepare for the ArrowCorps$^5$ service project, OA leadership from across the country gathered for the National Conservation and Leadership Summit in Bloomington, Indiana during the summer of 2007. At this event, youth and adult leaders from across the country reflected on past accomplishments, applied lessons learned, and prepared for future successes.

ArrowCorps$^5$ has been a major undertaking since its inception four years ago. Modeled on the acclaimed OA high adventure programs, ArrowCorps$^5$ will demonstrate our commitment to leadership in service. We spent 2007 preparing ArrowCorps$^5$ leadership and galvanizing our Brotherhood for the largest single service project ever attempted by the Boy Scouts of America. In just a few short weeks our brothers will be on the trail in five U.S. Forest Service sites doing what they do best—cheerfully serving.

In the following pages you will read more about the vibrant activities of the Order of the Arrow. The 2007 Annual Report of the Order of the Arrow describes the successes of the past year and preparations for the future. Programs like ArrowCorps$^5$ and our strategic plan depend on our ability to understand, apply, and live the legacy of servant leadership. Thank you for your support of the Order of the Arrow, and thank you for helping make 2007 one of the most successful years in the Order’s 92-year history.

Yours in Brotherhood,

Evan P. Chaffee
2007 National Chief

Larry M. Newton
2007 National Vice Chief
Develop Leaders of Character

Vision: the act of dreaming about great ideas, believing in them, planning to accomplish them, and ultimately achieving them.

In a year of many accomplishments, it is fitting that the largest gathering of Arrowmen converged around our shared vision—the new strategic plan—Living the Legacy—and the upcoming 2008 ArrowCorps5 project.

For more than 10 years, the Order of the Arrow has supported innovative, high adventure service projects. Beginning with the OA Trail Crew program at Philmont, the initiative expanded to include the Northern Tier High Adventure Base and the Florida Sea Base. Moreover, Arrowmen have served in conservation and service-related activities at these bases with manpower even during non-traditional times like spring break.

Our national leadership realized the “sense of leadership in service” created by these programs; so consistent with the principles of Brotherhood, Cheerfulness, and Service, the Order needed to open conservation service projects to a larger audience. Thus, the idea for ArrowCorps5 was born. In 2008, Arrowmen will provide thousands
of hours of service to five U.S. Forest Service sites in the spirit first kindled at the BSA high adventure bases.

For four full years prior to 2008, the Order began planning ArrowCorps and developing a new five-year strategic plan to guide the organization as a whole. In the summer of 2007, leaders from across the country gathered for three reasons:

• **Discuss the 2008 - 2012 Order of the Arrow Strategic Plan—Living the Legacy,**

• **Develop lodge plans parallel to the Order’s national strategic plan,** and

• **Gather key members of the Order to train and plan for the 2008 ArrowCorps project.**

From July 28 to August 1, nearly 1,300 Arrowmen gathered at Indiana University for the National Conservation and Leadership Summit (NCLS). The program was divided into the:

• **Conservation Track,** and

• **Leadership Track.**

The conservation track was designed to train the core national staff members for the 2008 ArrowCorps program. Nearly 300 Arrowmen took part in this training. In the summer of 2008, these highly trained staff members will deliver conservation service while inspiring and nurturing the ideals of leadership in service within their work crews. At the NCLS, the close partnership between the Order and the U.S. Forest Service came to fruition. Trainers from the U.S. Forest Service and current and former members of Order of the Arrow high adventure staff trained the conservation participants in advanced outdoor skills. Importantly, section chiefs from across the country provided the primary leadership for the conservation track program.

The leadership track brought together lodge leaders to discuss and plan for the Order’s future and to interact with lodges from around the nation. Section chiefs designed and delivered the program, which primarily consisted of interactive training sessions. The outcome for the leadership of each person attending the NCLS was the development of a local five-year strategic plan designed to support the local council, consistent with the national OA strategic plan. Each plan included annual goals and action items structured around the core pillars of the national OA strategic plan: Serve and Support Scouting, Develop Leaders of Character, Promote Outdoor Adventure, and Be an Active, Honored Brotherhood. In reviewing these plans, the national committee sought national trends to guide future strategic planning. Arrowmen who attended NCLS showed overwhelming sup-
port and enthusiasm for the event and the new strategic plan, *Living the Legacy*.

To continue to succeed as an organization, the Order’s leaders must constantly cultivate the next generation of leaders to be proactive, innovative, and energetic for whatever the future brings.

The next generation of leaders must also possess character. Creating leaders of character is a priority at all levels of the Order. Lodges start with the Lodge Leadership Development Program to train youth officers and adult advisers in everything from basic communication skills to the management of complex lodge and chapter programs, to methods for instilling the concepts of servant leadership in other members.

The 47 section conclaves held in 2007 are the next step in this leadership development trail. These events are a mix of training, lodge development, and fellowship. For the fifth consecutive year, the national Order of the Arrow committee established a training theme for implementation at each section conclave, called the Conclave Training Initiative. Section officers received advanced training at the Section Officer Seminars conducted by the four regions.

The National Leadership Seminar remains the premier leadership training program in the Order of the Arrow. In 2007, the four regions delivered fifteen courses to 536 youth and 252 adult Arrowmen. The program and trainers continue to receive excellent reviews; the positive impact on participants is tremendous.

The National Lodge Adviser Training Seminar (NLATS) underwent major changes this year. The revised course, entitled E3—Envision, Enable, Empower—was introduced in the spring of 2007. The region leadership delivered eight NLATS courses, training 181 advisers. This revised program was well received. Advisers learned critical skills such as mentoring and motivating youth, building and maintaining trust and relationships, working together with their council, and many others.
Serve and Support Scouting

Service is a defining characteristic of the Order of the Arrow. This year, 302 lodges contributed 1,335,779 hours of service to Scouting and the community, valued at more than $8 million. Through this service and support, each lodge strives to be an integral part of the council program.

The national Order of the Arrow committee has produced several guides and tools to assist lodges in supporting their councils. One of these tools is the new Cub Scout Support Tool Kit. This guide instructs lodges on how to create programs centered on Cub Scout retention, making the OA a more valuable partner to the council. A second guide was produced by the Conclave Best Practices task force, which began its work in early 2007. The guide identified and highlighted interesting and innovative activities held at the section conclaves.
To recognize lodges that excel in giving service to the council and the community, the National Service Award is presented annually to two lodges in each region. These lodges must meet the Quality Lodge standards and contribute significantly in quality and quantity of service to their councils, camps and the community.

The lodges recognized in 2007 were:

**CENTRAL REGION**
- Cho-Gun-Mun-A-Nock Lodge
  Hawkeye Area Council #172
  Cedar Rapids, IA
- Michigamea Lodge
  Calumet Council #152
  Munster, IN

**NORTHEAST REGION**
- Pamola Lodge
  Katahdin Area Council #216
  Bangor, ME
- Ah’Tic Lodge
  Bucktail Council #509
  DuBois, PA

**SOUTHERN REGION**
- O-Shot-Caw Lodge
  South Florida Council #84
  Miami Lakes, FL
- Echockotee Lodge
  North Florida Council #87
  Jacksonville, FL

**WESTERN REGION**
- Talako Lodge
  Marin Council #35
  San Rafael, CA
- Orca Lodge
  Redwood Empire Council #41
  Santa Rosa, CA
SERVICE GRANTS

For many years, the national Order of the Arrow committee has provided matching service grants for a limited number of lodge-sponsored council service projects. A total of $40,000 in grants was made available in 2007. The evaluators considered the innovative scope and design of each project submitted, the number of Scouts impacted by the project, and how the project would enhance Cub Scouting or Boy Scouting in the council.

The 2007 Service Grants were given to:

WESTERN REGION

★ Tahosa Lodge
Denver Area Council #61
Received $5,000 to renovate an existing council campsite to make it accessible to people with disabilities.

★ Walamootkin Lodge
Blue Mountain Council #604
Received $5,000 to restore camp property so that it can be used for camping and high adventure.

CENTRAL REGION

★ Golden Sun Lodge
Cornhusker Council #324
Received $5,000 to renovate an existing council campsite to make it accessible to people with disabilities.

NORTHEAST REGION

★ Grand Monadnock Lodge
Nashua Valley Council #230
Received $1,810 to build a bouldering wall for its Cub Scout camp.

★ Owaneco Lodge
Connecticut Yankee Council #72
Received $4,000 to refurbish a council camp training cabin.
SOUTHERN REGION

⭐ Chilantakoba Lodge
Southeast Louisiana Council #214
Received $3,245 to build an EcoCon shelter at its camp.

⭐ Kawida Lodge
Blue Grass Council #204
Received $4,000 to construct a 4-acre flat field at its camp.

⭐ Mowogo Lodge
Northeast Georgia Council #101
Received $4,345 to build a nature lodge with classrooms.

⭐ O-Shot-Caw Lodge
South Florida Council #84
Received $3,600 to build a new amphitheater.

⭐ Wahunsenakah Lodge
Colonial Virginia Council #595
Received $4,000 to construct a discovery trail at its camp.
Beyond physical support, sound financial practices allow the Order to provide large sums in support of the Scouting program. Lodges contributed $449,493 to council Friends of Scouting campaigns in 2007. Additionally, more than $1,166,699 in materials and in-kind contributions were donated toward projects at council camps and service centers. Since 2000, Order of the Arrow lodges have collectively contributed more than $8,600,000 in cash and materials in support of their councils.

The OA also raised $10,000 for the Maury Clancy American Indian Campership program. These camperships provided assistance for 582 American Indian Scouts in twenty councils to participate in the summer camp experience. Since 2000, the Order of the Arrow has given more than $100,000 in Maury Clancy Camperships to councils in support of American Indian Scouts attending summer camp.

Since 1995, the Order of the Arrow’s national endowment fund has grown by more than $2,600,000 and ended 2007 at $4,100,000. Interest from this endowment fund, together with income from memorabilia sales, enabled the national Order of the Arrow committee to provide more than $150,000 in contributions to lodge, council, and national programs in 2007.

In an effort to further grow the OA endowment, the Goodman Society was created to honor and perpetuate the memory of the founder of the Order of the Arrow and Scouting’s first Director of Program, E. Urner Goodman. Membership has grown to 37 members and is available to all Arrowmen who include the Order of the Arrow endowment fund in their giving, in addition to their council. The new strategic plan aims to increase the membership in the Goodman Society to more than 100 members in the next five years.
Since its inception, the Order of the Arrow has been committed to promoting summer camp. Today, this commitment extends to other outdoor adventures such as ArrowCorps⁵ and the BSA’s national high adventure bases. The OA continually strives to encourage and motivate Scouts to take part in troop, council, and national outdoor adventure programs.

The E. Urner Goodman Camping Award was established to encourage and challenge Order of the Arrow members and lodges to improve their effectiveness in promoting and increasing Scout camping. Awards are presented annually to two outstanding lodges in each region.
The lodges recognized for their 2007 accomplishments were:

**WESTERN REGION**
- Talako Lodge
  Marin Council #35
  San Rafael, CA
- Cahuilla Lodge
  California Inland Empire Council #45
  Redlands, CA

**CENTRAL REGION**
- Mi-Gi-Si O-Paw-Gan Lodge
  Detroit Area Council #262
  Detroit, MI
- Golden Sun Lodge
  Cornhusker Council #324
  Lincoln, NE

**NORTHEAST REGION**
- Tisquantum Lodge
  Old Colony Council #249
  Canton, MA
- Kittatinny Lodge
  Hawk Mountain Council #528
  Reading, PA

**SOUTHERN REGION**
- Ittawamba Lodge
  West Tennessee Area Council #559
  Jackson, TN
- Colonneh Lodge
  Sam Houston Area Council #576
  Houston, TX
During the summer of 2007, the Order of the Arrow operated programs at each national high adventure base: Philmont Scout Ranch, Charles L. Sommers Canoe Base at Northern Tier, and Florida Sea Base. Each program was sold out for the second consecutive year and preliminary numbers point to continued success in 2008.

The OA Trail Crew program at Philmont Scout Ranch played host to 191 Arrowmen who provided meaningful service to Scouting’s paradise and received the trek of a lifetime in return. Crews completed 10,660 feet of trail on the Copper Park Trail near Mount Baldy and began work on the Chandler Canyon Trail along the Dean Skyline. Just like the trails built, the participants’ memories were made to last.

The OA Wilderness Voyage at the Charles L. Sommers Canoe Base in Ely, Minnesota had a record number of participants. In total, 116 Arrowmen from across the nation were able to experience the elegant beauty and pristine environment that only the Boundary Waters Canoe Area Wilderness has to offer. For the first time, the Voyage program was allowed to work on a portage that shares a border with Canada, completing work at Big Knife Portage. More than 5,000 hours of service were provided to maintain portage trails, which account for more than 90% of the
portage trail maintenance in the Kawishiwi District of the U.S. Forest Service.

The OA Ocean Adventure at Florida Sea Base operated successfully for a third consecutive summer. As in its first two years, the popularity of this program was overwhelming and it was the first high adventure program to sell out. The first week of the program provides all 71 participants the opportunity to become PADI SCUBA certified. The second week helps to put that certification to good use by having participants complete clean-up dives, help with coral bleaching efforts, and perform marine life counts. Arrowmen removed more than 6,000 pounds of trash from the ocean. Additionally, all participants became Level 2 certified under the Reef Environmental Education Foundation through an educational course and the dives they performed during their Ocean Adventure experience.

All three two-week programs provide Arrowmen the chance to take a step away from their everyday lives and experience the true outdoors. From the newest Arrowman to the seasoned veteran, the OA high adventure programs provide youth with opportunities for leadership and life-changing experiences.

The emphasis on outdoor adventure intensifies in 2008 with ArrowCorps®—A Higher Adventure.

Long before 2007, the OA began planning this event which will send 5,000 youth and adult Arrowmen into the backcountry to provide much needed service that would otherwise not be done.
Be an active, honored Brotherhood

The OA’s greatest strength is its members, and the bond of brotherhood forged between them. Brotherhood is what drives the organization to fulfill its goals.

At the end of 2007, the OA had lodges in 302 councils, organized into 47 sections:

- 171,894 Boy Scouts, Varsity Team members, and adult Scouters were Arrowmen.
- Membership consisted of 99,295 youth members and 72,599 adults.
- 174 councils (57.6%) qualified for National Quality Lodge Recognition.
- 222 councils (75.3%) met the OA’s requirement for eligible Ordeal members to become Brotherhood members.
- 40,806 new members were inducted into Ordeal membership; 17,660, into Brotherhood; and 2,388, were recognized with the Vigil Honor.
Lodges face a challenge when it comes to tracking their membership. To tackle this issue, the Order developed OA LodgeMaster Membership Management System. The OA LodgeMaster system is a Web-based program that allows lodges to maintain membership information, along with any other data needed to complete the annual charter renewal and quality lodge petitions. During 2007, 165 councils utilized the OA LodgeMaster Membership Management System.

As an honored Brotherhood, we recognize those among us who have reached milestones in their Scouting and personal lives. 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 section chiefs and national officers who have excelled academically are eligible upon successful completion of their terms of service.

The 2007 Josh R. Sain Memorial Scholarship recipients were:

Sean M. Murray  
2006 National Chief  
Otahnaqon Lodge, Baden-Powell Council #368  
Syracuse University  
Accounting

Dustin J. Counts  
2006 Southern Region Chief  
Catawba Lodge, Mecklenburg County Council #415  
Central Piedmont Community College  
Business

Kieran J. Thompson  
2006 Western Region Chief  
Wipala Wiki Lodge, Grand Canyon Council #10  
Los Angeles Film School  
Directing

Adams D. Heaps  
2006 NE-4A Section Chief  
Wunita Gokhos Lodge, Pennsylvania Dutch Council #524  
Franklin & Marshall College  
Biology
The OA is always extremely proud when Arrowmen are honored for their service to Scouting. In 2007, national OA committeeman and Southern Region president Hector A. “Tico” Perez was awarded the Silver Buffalo for his distinguished service to the Scouting program. The Silver Buffalo is presented each year for noteworthy and extraordinary service to youth on a national basis.

To have an active Brotherhood the OA relies on a group of committed individuals who steer its program, policy, and priorities. This group makes up the national Order of the Arrow committee.

**The Silver Buffalo**

Donna and “Tico” Perez

The National Order of the Arrow Committee

Bradley E. Haddock  
National Chairman

Evan P. Chaffee (Y)  
National Chief

Larry M. Newton (Y)  
National Vice Chief

Clyde M. Mayer (P)  
Director

Carey L. Miller (P)  
Associate Director

T. Alex Gomez (Y)  
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Kenneth J. Hager (Y)  
Northeast Region Chief

Don G. Hough  
Central Region Chief

Chad E. Wolver (Y)  
Western Region Chief
National Committee

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L. Ronald Bell  
Jack S. Butler, II  
Raymond T. Capp  
Mark J. Chilutti  
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Vice Chairman  
Vice Chairman  
Vice Chairman  
Vice Chairman  
Vice Chairman  
Vice Chairman  
Vice Chairman  
Vice Chairman  
Vice Chairman  
Vice Chairman  

Financial Resources  
Recognition and Awards  
Communications and Marketing  
Technology and Special Projects  
Leadership Development  
Lodge Operations  
National Events  
Founders Council  
Region and Section Operations  
Outdoor Program  

James R. Barbieri  
Scott W. Beckett  
Michael D. Bliss  
Steven D. Bradley  
Toby D. Capps  
Randall K. Cline  
Wayne L. Dukes  
Thomas E. Fielder  
Douglas C. Fullman (P)  
Christopher A. Grove  
Daniel W. Hayes (P)  
J. Terry Honan

Jason P. Hood  
Jeffery Q. Jonasen  
William D. Loeble  
J. Dan McCarthy  
Dan McDonough, Jr.  
Carey J. Mignerey  
Ryan R. Miske  
Alberto A. Munoz, II  
Sean M. Murray (Y)  
Edward A. Pease  
Hector A. “Tico” Perez  
Kenneth A. Peterson, Sr.

Bruce A. Sanders  
Max Sasseen, Jr.  
W. Chris Schildknecht (Y)  
Eugene J. Schnell  
Robert J. Sirhal  
N. Anthony Steinhardt, III  
W. Keith Swedenburg (P)  
Clint E. Takeshita  
Kaylene D. Trick  
P. Eugene Wadford (P)  
Matthew M. Walker  
Billy W. Walley

(P) - Professional  (Y) - Youth

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Kenneth P. Davis  
Esten F. Grubb

Dabney Kennedy  
Delbert W. Loder  
James W. Palmer, Jr.

James H. Simpson  
Charles S. Sullivan