



Two roads diverged in a yellow wood, and long I stood and looked down

one as far as I could, to where it bent in the undergrowth ...

... **THE ONE**

LESS TRAVELED BY ...

THE 2004 ANNUAL REPORT OF THE ORDER OF THE ARROW

... is the one they write stories about. Where do we find ourselves? We wake and find ourselves on a stair; there are stairs below which we seem to have ascended.

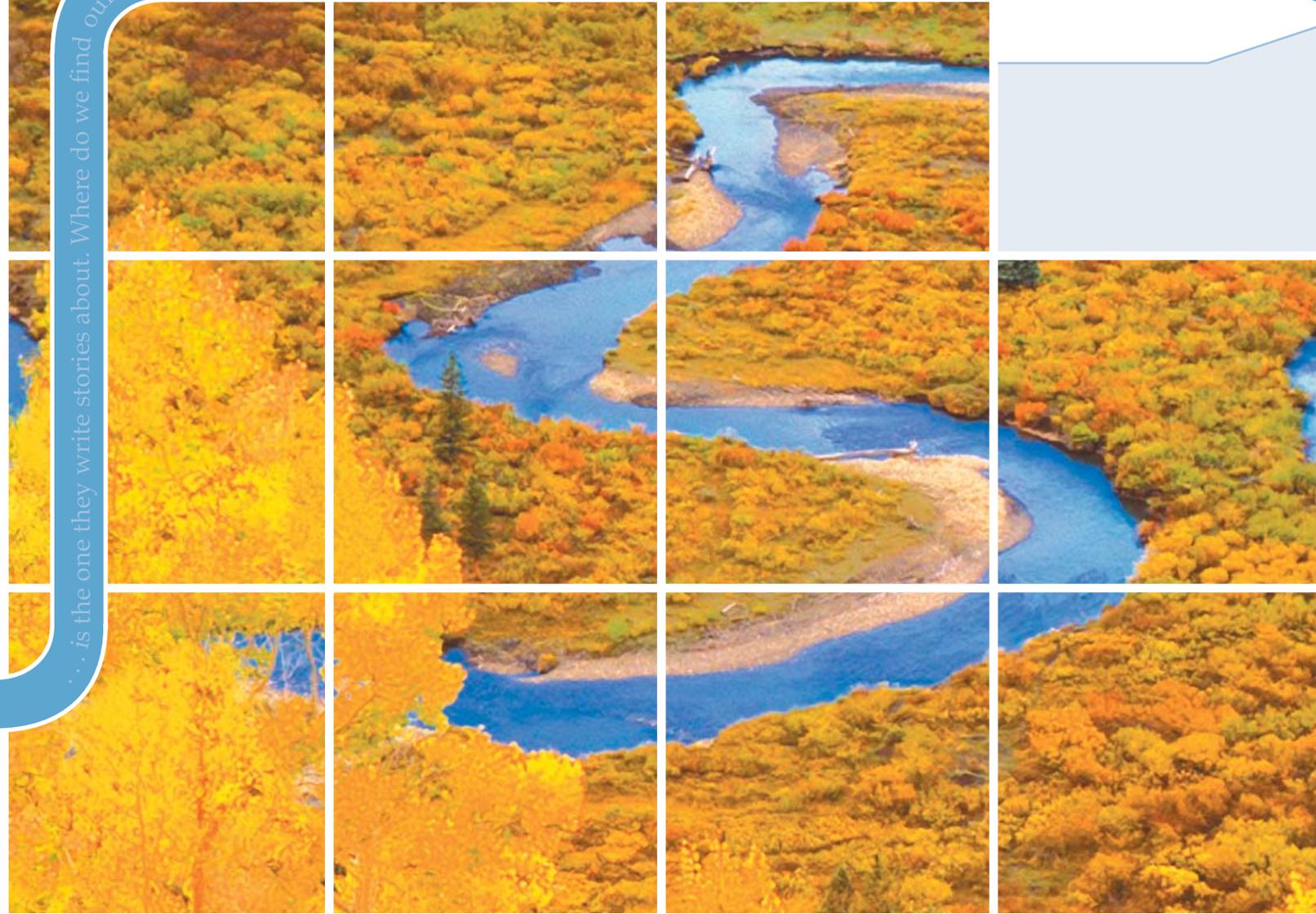


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A Letter from the 2004 National Chief and National Vice Chief

In 2004, the Order of the Arrow continued its commitment to progress, innovation, and leadership. The year was marked by the success of our lodges and individual Arrowmen, who each day chose to lead in service to both Scouting and their fellow man.

The 183,000 members of the Order of the Arrow represent the forefront of Scouting. Each Arrowman is devoted to following the example given to us by our founder, Dr. E. Urner Goodman. The year was centered on following this path and blazing the trail onward. High Adventure programs, National Leadership Seminars, and service to our local councils offered Arrowmen infinite opportunities to improve themselves and the Scouting program.

Vision does not come about sporadically; the more than 6,000 Arrowmen who gathered this summer for the National Order of the Arrow Conference together forge the future of the OA. Youth and adult alike committed themselves to expanded community service, and during the National Council of Chiefs, the top leadership of the Order examined the best ways to integrate the lodge with the council it seeks to serve. Arrowmen will continue to inspire and enrich the Scouting program where it matters: in units all across America.

Ralph Waldo Emerson once wrote: "Do not go where the path may lead. Go instead where there is no path and leave a trail." This report celebrates the accomplishments of 2004; it is the path our leadership has etched. The successes of 2004 should encourage us all to go farther; let us all seek to serve and leave behind a legacy of servant leadership that will not only be sustained, but grow in the years to come.




Yours in Scouting,

Jeff Hayward
National Chief

David Dowty
National Vice Chief

There are stairs above us, many a one, which go upward and out of sight. We know not where they lead, only that we must climb. Before we even realize what we are doing, so quickly it seems, we have . . .

National Order of the Arrow Conference

In a year full of banner accomplishments, one flag of 2004 rises high above the rest: the 2004 National Order of the Arrow Conference (NOAC). From July 27 to August 1, more than 6,000 participants, staff, and guests from every state in the nation and several foreign countries descended upon the campus of Iowa State University in Ames, Iowa, for an exceptional conference.

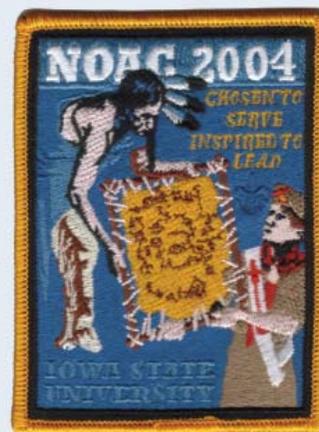
NOAC is an event like none other in Scouting; it is planned and delivered with youth leadership, composed of the six national officers, eleven conference vice chiefs and twenty-nine section chiefs. The formation of NOAC 2004 began at the end of December 2003 when the national conference committee met to draft plans for the conference. Those plans grew into an experience driven by the theme “Chosen to Serve, Inspired to Lead.”

The national conference committee creates an environment where training and the exchange of ideas happens freely and frequently. During the conference, in excess of 1,200 training sessions were offered to develop Arrowmen over a three-day period. For the fourth time, the National Council of Chiefs was called to order by the region chiefs, where each lodge’s Key 3 was made aware of the Order’s plans for the future and encouraged to aid councils through continued community service.

Outside the conference’s classrooms, Arrowmen competed in sporting events, talent shows, ceremonies, and American Indian dance. Lodges submitted web sites and camping promotion materials to be evaluated and judged by experts.

The Order, which is always committed to the outdoors, presented “The Outdoor Adventure Place.” This area continued to provide programs such as pioneering, special-needs awareness, climbing walls, and “Leave No Trace” instruction. New this year, was a focus on high adventure, with the addition of the extreme high adventure areas, which featured SCUBA diving, and the Expo, where Arrowmen met with outdoor equipment retailers from across the country.

The last full day of the conference was dedicated to the Order’s founders. The day opened with a parade leading to the Founders’ Fair, where lodges and various groups hosted booths showcasing the talents and trademarks



NATIONAL EVENTS

CHIEFLY SPEAKING

“ Who will choose to be the leaders of tomorrow? Who will decide how to separate those who will be inspired, and those who will inspire others? It is only in the spirit of your very own heart that you can ponder and make this critical distinction.”

Jeff Hayward
2004 National Chief

“ Extend this brotherhood beyond the boundaries of the Order, beyond those who wear the sash. It is our duty to act as a brother to all. For they are the ones who need us the most.”

David Dowty
2004 National Vice Chief



of each region and its members. The conference reached its peak the evening of Founders' Day, when the whole conference gathered for a candle-lit rededication ceremony, followed by fireworks and an enormous ice cream social.

The four shows at the conference were of exceptional quality, and delivered both Scouting's message and the conference theme loud and clear. The conference was brought to its feet in excitement several times during the Opening, History, American Indian, and Theme Shows.

While the events of the National Order of the Arrow Conference are now only a memory, its success endures. The inspired conference participants returned home ready to strengthen the Scouting program. Their efforts beyond the conference will surely secure the 2004 NOAC as one of the brightest in the Order's history.



OUTDOOR PROGRAM

Philmont Order of the Arrow Trail Crew

The OA Trail Crew program successfully completed its tenth year of service and fellowship at Philmont Scout Ranch. Led by a staff of dedicated Arrowmen, 97 participants continued work on the Copper Park Trail project. This trail connects the Copper Park campsite to the Valle Vidal. Youth participants and staff completed 1,285 feet of trail in 2004, bringing the total for Copper Park to 2,601. The trail is now approximately 45 percent complete. The challenge will continue in future summers, as the participants continue to work above 10,500 feet.



Philbreak

The second year of the Philbreak spring break service project was enjoyed by 61 participants and nine staff. The participants performed work on the Urraca Mesa Trail, and had plenty of opportunities to experience fellowship and the magic of Philmont during the spring. Beyond the Scout Ranch, participants took part in a day of skiing at Angel Fire Resort.

A DECADE OF HIGH ADVENTURE

In 2004, the Order marked its tenth year of service to Scouting's national high adventure bases. Beginning a decade ago with a small program at Philmont, the OA is now represented at all three bases.

1995

The Order launched its first high adventure program – OA Trail Crew – at Philmont. Since its inception, the program has completed four trails, and is working on a fifth.

Northern Tier Order of the Arrow Wilderness Voyage

The OA Wilderness Voyage completed its sixth season of service to the Charles L. Sommers Canoe Base and the Boundary Waters Canoe Area Wilderness. The 66 participants and 15 staff completed more than 3,700 hours of service and 7,921 feet of portage trails.

The Voyageur's continued the iron man tradition. One of the Voyage crews set an all-time Northern Tier trek record canoeing 180 miles over six days to International Falls, Minnesota. Another crew completed the Grand Portage route, 126 miles, in six days to gaze upon Lake Superior.

The OA Voyage program continued to strengthen its partnership with the US Forest Service. Once again, the Order of the Arrow gave more service hours to the Boundary Waters than any other volunteer group in the nation.



1999

The OA Wilderness Voyage, the Order's second high adventure effort, is established at Northern Tier Canoe Base. In 2003, it earned the US Forest Service's top youth service honor.

2003

The Philmont Staff Association and OA introduced Philbreak, an alternative spring break program for college students. Participants give service and experience fellowship.

2004

Plans are finalized for the OA Ocean Adventure located at the BSA's Sea Base in Florida. The program will begin in the summer of 2005.

LEADERSHIP DEVELOPMENT

In 2004, the Order of the Arrow continued its tradition of preparing Arrowmen for their role in Scouting and society by providing quality leadership development opportunities.

The cornerstone of this process is the ongoing regional delivery of the OA's National Leadership Seminar, which continues as the flagship Boy Scout youth leadership development program. The underlying principles of trust and servant leadership have continued to make this program timeless and exceptional. In 2004, more than 900 Arrowmen attended a National Leadership Seminar.

Adding to the continued leadership development effort was the introduction of a newly reconstructed Lodge Leadership Development platform. The revised platform used some of the original ideas, and upgraded virtually all facets of the lodge leadership development process. More than 150 writers and reviewers from around the nation participated in the two-year project. The interactive platform is both web and CD based.

The Leadership Development subcommittee produced a second installment of the Conclave Training Initiative (CTI). This initiative annually provides each section a concise training tool, on a topic of national importance. The materials are then delivered at section conclaves around the nation.

Leadership Development had a strong presence during the 2004 NOAC. In

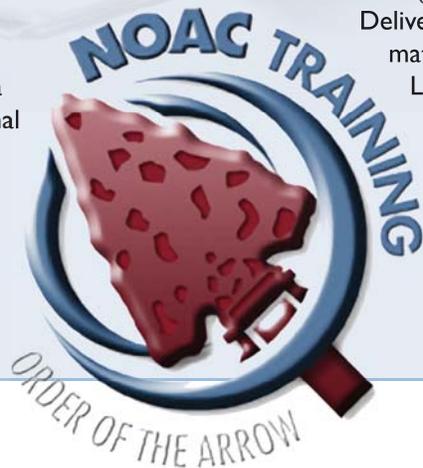


all, an estimated 6,000 Arrowmen took part in more than 44,000 hours of training. As part of the national conference training programs, special sessions were conducted for lodge advisers, a cutting edge National Leadership Seminar Phase II was tested, and on-site evaluations were provided to trainers so that methods could be adjusted as days two and three of the conference were delivered.

During 2004, seven 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 understanding that all advisers should be trained in their specific responsibilities. In 2004, a task force was appointed to begin the second generation of training materials and syllabi for the NLATS program.



COMMUNICATIONS & MARKETING

The Communications and Marketing subcommittee continued a long standing tradition of delivering timely and interesting information for and by the youth leaders of the Order of the Arrow. The *National Bulletin*, OA web site, and Annual Report all contributed to the multi-faceted approach of distributing timely and effective communications.

National Bulletin

The *National Bulletin*, published and distributed quarterly, was made available to every local council and by

subscription to individual Arrowmen. The promotion of Order of the Arrow and national Scouting programs was again an emphasis of the year. The third issue of the *Bulletin* included a poster highlighting the fun and camaraderie experienced at the 2004 NOAC.

Annual Report

The Annual Report showcased the previous year's record of leadership and celebrated the accomplishments of Arrowmen around the country. It was available to

all in attendance at the National Annual Meeting of the Boy Scouts of America, and mailed to national executive board members, Scout executives, and each lodge Key 3.



History & Preservation

The Order's desire to properly preserve its heritage was another important aspect of the year. This work continued with the donation of additional invaluable historical materials to the National Scouting Museum. Also, a great deal of video footage was captured – continuing an effort to record the personal accounts of those who experienced the Order's history firsthand.

Web Site

The Order of the Arrow's official web site continues to be the organization's most popular communication tool, as evidenced by the growth of its audience. In 2004, the web site experienced a seventy percent increase in traffic with 10.2 million hits. The availability of virtually all Order of the Arrow resource materials continues to be very useful to the lodges and members around the world.

Jumpstart, the innovative new member orientation web site, reported over 1.5 million hits. The site works to increase Brotherhood conversion – a priority for the national committee. The new Lodge Leadership Development site debuted with almost 600,000 hits. Coverage of the 2004 NOAC accounted for 1.8 million hits.

Finally, in a collaborative effort, the subcommittee updated and reprinted the *Order of the Arrow Handbook* and the *Guide for Officers and Advisors*.



RECOGNITION & AWARDS

Red Arrow Award

The Red Arrow Award is presented by the national Order of the Arrow committee for distinguished service to the Order by either non-Scouters or Scouters who are not members of the Order. This service may take many forms and involves a significant period of time, as opposed to a single event. A limited number of awards are presented to those whose accomplishments are of the highest order. This year, three recipients were honored at the 2004 NOAC.

Joseph Csatari
South River, New Jersey

Nancy Gully
Naperville, Illinois

Paula G. Mont
Powder Springs, Georgia



LIFETIME ACHIEVEMENT AWARD



In 2004, the Order's second Legacy of Servant Leadership Lifetime Achievement Award was presented at the National Order of the Arrow Conference.

The recipient was Dr. Carl M.

Marchetti, former chairman of the national OA committee, and current Vice Chairman for the Founders' Council.

With more than 50 distinguished years of service to our Brotherhood and Scouting, at every level, the OA was pleased to present the award to Carl.

The 2004 Recipients of the Distinguished Service Award

The Distinguished Service Award (DSA) is presented to those Arrowmen who have rendered outstanding service to the Order on a sectional, area, regional, or national basis. It is given primarily for dedicated service to the Order and Scouting over a period of time. Only a limited number of awards are presented every two years, and Arrowmen whose service records are the most outstanding and extend the farthest beyond the lodge level are selected. The Distinguished Service Award is unique in the Scouting program in that it may be presented to a youth, adult, or professional Scouter for their service to the Order of the Arrow. The following Arrowmen were awarded the DSA at the 2004 National Order of the Arrow Conference:

Courtney Allen

West Orange, New Jersey

Paul C. Anderson

Inverness, Florida

Steven Howard Beckett

Santa Barbara, California

Riley Berg

Fresno, California

Cortland Bolles

Olathe, Kansas

Clay Capp

Nashville, Tennessee

Andy Chapman

Sulphur, Louisiana

Edward T. Clifford, III

Broomall, Pennsylvania

Linley Joseph Collins

Houma, Louisiana

Christopher Crowley

Orlando, Florida

Nicholas P. Digirolamo

Orlando, Florida

Matt Dukeman

Eureka, California

Adam Enerson

Janesville, Wisconsin

Brian J. Favat

Gibbsboro, New Jersey

Nathan McBride Finin

Wilmington, North Carolina

Matthew R. Griffis

San Lorenzo, California

Brian Howard Herren

Springville, Iowa

Jon L. Hobbs

Greenwood, South Carolina

Kenneth E. Hood

Staten Island, New York

Stan Hoff

Fort Lauderdale, Florida

Benjamin W. Janke

Nashville, Tennessee

Douglas M. Kupec

Youngstown, Ohio

Matthew J. F. Laudone

Phoenix, Arizona

William Lenker

Sioux Falls, South Dakota

Brian Francis Love

Horseheads, New York

Frank McMillan

Roswell, Georgia

Rich Moore

Loveland, Ohio

David Moskal

New Britain, Connecticut

James Edward Neubaum

Lake Bluff, Illinois

Dominic T. Pascucci

San Francisco, California

Hector A. "Tico" Perez

Orlando, Florida

Ian M. Pinnavaia

Brooklyn, New York

Douglas W. Seaborne

Edinburgh, Indiana

Brian Seeton

Kent, Ohio

Raymond Siegrist

Demarest, New Jersey

George S. Sparks

Keller, Texas

Sam Stocker

Royal Oak, Michigan

P.E. Gene Wadford

Tempe, Arizona

Thomas E. Watson, Jr.

Woodbridge, Virginia

Robert G. Westmyer

Fountain Valley, California

Warren Williams

Jackson, Mississippi



in them a belief that every impossible task is worthy of pursuit. The intensity and passion of their calling define the spirit of achievement that is their legacy. In this way, their stories . . .

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

Awase Lodge

Bay-Lakes Council
Appleton, Wisconsin

Timmeu Lodge

Northeast Iowa Council
Dubuque, Iowa



SOUTHERN REGION

Washita Lodge

Cherokee Area Council
Bartlesville, Oklahoma

Wahunsenakah Lodge

Colonial Virginia Council
Newport News, Virginia



NORTHEAST REGION

Wyona Lodge

Columbia-Montour Council
Bloomsburg, Pennsylvania

Kittatinny Lodge

Hawk Mountain Council
Reading, Pennsylvania



WESTERN REGION

Wiatava Lodge

Orange County Council
Santa Ana, California

Siwinis Lodge

Los Angeles Area Council
Los Angeles, California



RECOGNITION & AWARDS

GOODMAN'S LEGACY LIVES

In 1915, Dr. E. Urner Goodman founded the Order of the Arrow at a small summer camp on the Delaware River. Today, it has grown to be an organization that has a great impact on the Boy Scouts of America.

Goodman gave guidance and inspiration to generations of Arrowmen with his speeches and appearances. Nearly ninety years later, his words and memory still quicken the spirit of the Order.

Therefore, the OA works to perpetuate his legacy by honoring those who follow in his footsteps of cheerful service.

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, who was himself a Professional Scouter. Each recipient received \$1,600.



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



Justin M. Stirewalt
Wahissa Lodge
Old Hickory Council
Winston-Salem, North Carolina



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



Jack Temsey
Sipp-O Lodge
Buckeye Council
Canton, Ohio



John E. Thomas
Talidandaganu' Lodge
Cherokee Area Council
Chattanooga, Tennessee

not find summary in well drawn speeches or comfort in important men.

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.

NORTHEAST REGION

Na Tsi Hi Lodge
Monmouth Council
Morganville, New Jersey

Langundowi Lodge
French Creek Council
Erie, Pennsylvania

SOUTHERN REGION

Coosa Lodge
Greater Alabama Council
Birmingham, Alabama

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

WESTERN REGION

Tataliya Lodge
Grand Columbia Council
Yakima, Washington

Wipala Wiki Lodge
Grand Canyon Council
Phoenix, Arizona

CENTRAL REGION

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

Gabe-Shi-Win-Gi-Ji-Kens Lodge
Chief Okemos Council
Lansing, Michigan



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. In 2004, each recipient received \$2,000.



Nick Digirolamo
Gulf Ridge Council
2003 National Chief
University of Central Florida
Business Administration



Adam Enerson
Sinnissippi Council
2003 Central Region Chief
University of Wisconsin - Stout
Construction Management

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 2004. The evaluators considered the innovative scope and design of the project, how the project impacts a significant number of Scouts, and how the project enhances Cub Scouting or Boy Scouting in the local council. The following 12 lodges were selected as the service grant recipients for 2004:

Siwinis Lodge

Los Angeles Area Council
Los Angeles, California

Tiwahe Lodge

Desert Pacific Council
San Diego, California

Tahosa Lodge

Denver Area Council
Denver, Colorado

Kola Lodge

Longs Peak Council
Greeley, Colorado

Kidi Kidish Lodge

Coronado Area Council
Salina, Kansas

Mi-Gi-Si O-Paw-Gan Lodge

Detroit Area Council
Detroit, Michigan

Na Tsi Hi Lodge

Monmouth Council
Morganville, New Jersey

Tindeuchen Lodge

Erie Shores Council
Toledo, Ohio

Unami Lodge

Cradle of Liberty Council
Philadelphia, Pennsylvania

Gyantwachia Lodge

Chief Cornplanter Council
Warren, Pennsylvania

Atta Kulla Kulla Lodge

Blue Ridge Council
Mauldin, South Carolina

Tatokainyanka Lodge

Central Wyoming Council
Casper, Wyoming



Matthew Griffis

San Francisco Bay Area Council
2003 Western Region Chief
University of California, Berkeley
Environment Sciences



Rich Moore

Dan Beard Council
2003 National Vice Chief
Eastern Kentucky University
Marketing and Finance

Frank McMillan
Atlanta Area Council
2003 Southern Region Chief
University of Chicago
Philosophy



Ian Pinnavaia
Greater New York Council
2003 Northeast Region Chief
St. John's University
Computer Science



story goes, except to act and do and be it, so that others too can learn its secret: there are no limits except those you place on yourself - and no greater joy than spending yourself in service to others . . .

REGION & SECTION OPERATIONS

The Region and Section Operations subcommittee spent 2004 carrying out the Lodge Assistance Program; conducting Section Conclaves; and delivering National Leadership Seminars, National Lodge Adviser Training Seminars, and Section Officer Seminars throughout the country.

Section Conclaves were conducted at 45 locations during the year. This annual event brings together Arrowmen from all lodges in a section for training, fellowship, and inspiration.

Master email address lists have been developed for section advisers and lodge advisers. These two lists are used to keep the field organization informed. The *Order of the Arrow Field Operations Guide* was updated and made available through the Order's web site.

A major realignment of the Central Region was completed during 2004. This has resulted in an increase in the number of sections to 47.

The area adviser position was eliminated in the region OA structure, allowing the region chairmen to put into place the OA organization that best fulfills their mission.

The second year of the current three-year cycle of the Lodge Assistance Program was completed. 212 lodges (68.6%) had been visited by the end of 2004. This program's focus is to give lodges the tools they need to attain Quality Lodge status, a priority for the national committee.

The four regions delivered 15 National Leadership Seminars and seven National Lodge Adviser Training Seminars in 2004. 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 2004 there were 309 lodges throughout the country:

- 182,441 Boy Scouts, Varsity Team members, and adult Scouters were Arrowmen.
- The membership consisted of 108,683 youth members and 73,758 adults.
- 166 lodges (53.7%) qualified for National Quality Lodge Recognition. 230 lodges (74.4%) met the Order's 30% Brotherhood Conversion requirement.
- Service hours contributed to council camps and BSA projects totaled 1,393,793.
- 47,244 new members were inducted into Ordeal membership; 18,811 became Brotherhood members; and 2,458 members were recognized with the Vigil Honor during 2004.

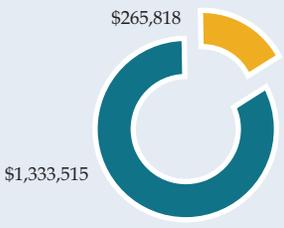
Strong emphasis continues to be placed on the lodge's role to support council operations and to provide leadership opportunities for youth.



FINANCIAL RESOURCES

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 \$1,333,515 was contributed in 2004 by lodges to their local councils.

Interest from the Order of the Arrow's Endowment Fund, together with the net income from the National Order of the Arrow Conference, enabled the national committee to provide more than \$265,818 in contributions to lodge, local council, and national programs in 2004.

Examples include:

- \$18,488 in support of 15 National Leadership Seminars and seven National Lodge Adviser Training Seminars.
- \$35,000 in matching service grants to 12 lodges for local council service projects.
- \$39,053 in support of the Northern Tier OA Wilderness Voyage, Philmont OA Trail Crew, and new OA Ocean Adventure at the Florida Sea Base.
- \$32,705 for the 2005 summer camp promotion kit.
- \$8,238 in direct contributions for support of National Boy Scout Division programs.

In 2004, the national Order of the Arrow committee delivered its third and final installment of \$100,000 in support of the National Scouting Museum in Irving, Texas. The Order had pledged a total of \$300,000 as part of a commitment to ensure the preservation of both Scouting's and the Order's history.

OA Campership and Scholarship Programs

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

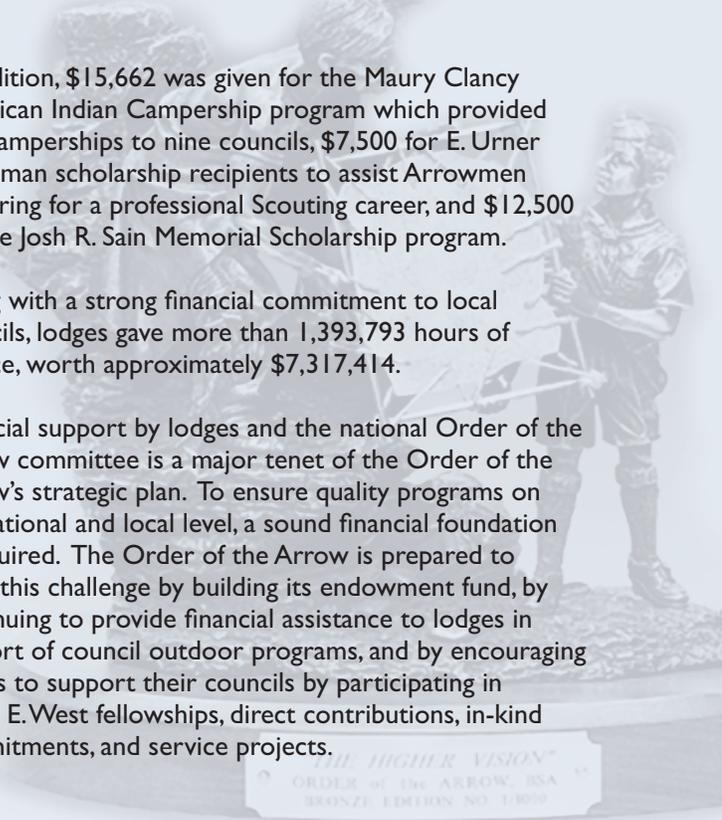


\$13,438,263
The amount given by OA lodges to local councils throughout the nation during the last nine years.

In addition, \$15,662 was given for the Maury Clancy American Indian Campership program which provided 226 camperships to nine 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 1,393,793 hours of service, worth approximately \$7,317,414.

Financial support by 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.



2004 NATIONAL COMMITTEE



Jeff Hayward (Y)
National Chief
David Dowty (Y)
National Vice Chief
Bradley E. Haddock
Chairman
Clyde M. Mayer (P)
Director
Carey L. Miller (P)
Associate Director

Joe Sadewasser (Y)
Central Region Chief
Ed Lynes (Y)
Northeast Region Chief
Seth Dearmin (Y)
Southern Region Chief
Matthew Griffis (Y)
Western Region Chief



Glenn T. Ault, MD
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, MD
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

Scott Beckett
Ron Bell
Gary Beus (P)
Steve Bradley
Ray Capp
Mark Chilutti
Randall K. Cline
Nick Digirolamo
Wayne Dukes
R.D. Dunkin
Douglas C. Fullman (P)

Brian S. Hashiro
Dan Hayes (P)
J. Terry Honan
Jason P. Hood
Bill Loeble
J. Dan McCarthy
Dan McDonough, Jr.
Rich Moore
Thomas L. Moore
Edward A. Pease
Tico Perez

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

Founders' Council

Christopher H. Boswell
Elton L. Brogdon
Kenneth P. Davis

Kenneth J. Grimes
Esten F. Grubb
Dabney Kennedy

Del Loder
Charles S. Sullivan

(Y) - Youth (P) - Professional

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 Order of the Arrow committee as full voting members. Youth take part in discussions, program development, and

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



Knowing the path you take, will determine the difference you make. After all . . .

... two roads diverged in a wood, and I, I chose ...



2004 Annual Report
P.O. Box 152079
Irving, Texas 75015
(972) 580-2438
<http://www.oa-bsa.org>