2018-2019 Board of Directors

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Richard M. Bausher+, ^, Boscov’s Department Store
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James A. Wiley*
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+ Eagle Scout
++ Council President
+++ Council Commissioner
^ Council Executive Committee
* Serving as District Chair
** Order of the Arrow
Dear Friends and Families of Scouting,

As another Scouting year begins, we take a moment to thank you for your support to the nearly 16,000 young people we serve annually in Scouting. 2019 was another exciting year in the Boy Scouts of America, with girls being welcomed into Scouts BSA and having them join us at summer camp for the first time. We have also continued to grow our outstanding STEM Adventure Camp and our special programs for our “hard to serve” youth.

It is families, organizations, and leaders that make Scouting possible throughout our multi-state footprint in Central and Western Pennsylvania, Western Maryland and parts of West Virginia, and the council works hard to ensure you receive the best program in leadership and citizenship for your children.

Without your time, talent, and treasures, our youth would not have Scouting! We are truly grateful to be in partnership with you as we build tomorrow’s leaders together.

It is our mission to build character in young people by preparing them to make ethical and moral choices over their lifetimes by instilling in them the values of the Scout Oath and Scout Law.

Thank you for your commitment to our future.

Yours in Scouting,

Greetings from Our Council Leadership

Jack Boyde  
Council Commissioner

Sharon Moulds  
Scout Executive/CEO

W. Scott Hardy  
Council President

Jack Boyde  
Council Commissioner

Sharon Moulds  
Scout Executive/CEO
**Mission Statement**

To be the premier youth development program in our communities by engaging young people to improve the world by inspiring leadership, character, and purpose.

**Scout Oath**

On my honor I will do my best
To do my duty to God and my country
And to obey the Scout Law;
To help other people at all times;
To keep myself physically strong,
Mentally awake, and morally straight.

**Scout Law**

A Scout is trustworthy, loyal, helpful, friendly, courteous, kind, obedient, cheerful, thrifty, brave, clean, and reverent.

**Diversity and Inclusion Statement**

The Laurel Highlands Council, Boy Scouts of America, fosters a culture of diversity and inclusion that makes it enriching to participate, volunteer, and work in the Scouting program. We invite all people to get involved in Scouting, mindful of the importance of race, ethnicity, gender, sexual orientation, age, socio-economic status, religion, physical ability, and political belief. We create a positive and welcoming environment for all, valuing backgrounds and experiences that will grow and strengthen our movement and continue to make us a valued contributor to the communities we serve.
Scouting Programs Defined

Cub Scouts

Cub Scouts is a year-round, family-friendly program designed for boys and girls who are in kindergarten through fifth grade (ages 5-10). Activities are used to achieve the aims and methods of Scouting: citizenship, character, personal fitness, and leadership.

Cub Scouts have the time of their lives, making new friends and learning new things in an environment designed to help them succeed. From building their own Pinewood Derby® car to learning how to roast the perfect marshmallow with their best friends at a family camp out, youth LOVE being a Cub Scout.

Serving 514 Lions, 1,206 Tigers, 3,615 Cubs, 3,678 Webelos.
Totaling 9,013 youth in the Cub Scout program within 231 packs.

Scouts BSA

Scouts BSA is designed for boys and girls ages 11-18. Scouts learn responsible citizenship, character development, and self-reliance through participation in a wide range of outdoor activities and educational programs.

For over 100 years, Scouting programs have instilled in youth the values found in the Scout Oath and Scout Law. Today, these values are just as relevant in helping youth grow to their full potential as they were in 1910. Scouting helps youth develop academic skills, self-confidence, ethics, leadership skills, and citizenship skills that influence their adult lives.

In Scouts BSA, youth learn through the experiences of camping, hiking, building projects, and community service. These experiences allow the youth to grow and mature at their own pace.

Serving 4,754 youth in the Scouts BSA program within 240 troops.
Venturing

Venturing provides young men and women, ages 14 to 20 years old, with positive experiences to help them mature and develop into responsible and caring adults. Venturing is based on a unique and dynamic relationship between youth, adult leaders and mentors, and community organizations. The result is a program of exciting, meaningful activities that helps youth pursue their special interests, grow, develop leadership skills, and become active citizens. Venturing crews can focus on a variety of career or hobby-related activities.

*Serving 911 youth in the Venturing program within 37 crews.*
Exploring

Exploring is a career learning and work-site based program for young men and women between the ages of 14 and 20. Exploring units, called “posts,” usually have a focus on a single career field, such as police, fire/rescue, health, law, aviation, or engineering.

Exploring offers 12 career fields:

- Arts & Humanities
- Aviation
- Business
- Communications
- Engineering & Technology
- Fire & EMS
- Health Care
- Law & Government
- Law Enforcement
- Science
- Skilled Trades
- Social Services

Exploring’s purpose is to provide experiences that help young people mature and to prepare them to become responsible and caring adults. Explorers are ready to investigate the meaning of interdependence in their personal relationships and communities.

Exploring is based on a unique and dynamic relationship between youth and the organizations in their communities. Local community organizations initiate a specific Explorer post by matching their people and program resources to the interests of young people in the community.

Serving 1,099 youth in the Exploring program in 12 partnering organizations.
Scoutreach

Today, young people are faced with many challenges, including fragile families and disintegrating neighborhoods. Scouting addresses many of the social concerns of parents and youth in our country by emphasizing ethics and moral values. Scouting prepares urban and rural youth to be leaders, to accept responsibility, and to care about principles and causes beyond their self-interest.

Scoutreach is the council’s commitment to making sure that all young people have an opportunity to join Scouting, regardless of circumstances, neighborhood, or ethnic background. Scoutreach meets the development needs of youth in urban and rural settings through a well-defined program based on values, learning by doing, fun, and positive role models.

Serving 1,061 youth in the Cub Scout program, 28 Scouts in the Scouts BSA program, and 6 youth in the Venturing program, totaling 1,095 Scouts who participated in the Scoutreach program.

TrailBlazer

The basic premise of Scouting for youth with disabilities and special needs is that they want most to participate like other youth—and Scouting gives them that opportunity. Thus, much of the program for Scouts with disabilities and special needs, known as TrailBlazer, is directed at (1) helping unit leaders develop an awareness of disabled people among youth without disabilities and (2) encouraging the inclusion of Scouts with disabilities and special needs in Cub Scout packs, Scouts BSA troops, and Venturing crews.

There are many units, however, composed of members with similar disabilities or special needs—such as an all-sight-impaired Boy Scout troop or an all-hearing-impaired Cub Scout pack—but these members are encouraged to participate in Scouting activities at the district, council, area, regional, and national levels along with other youth.

Serving 340 youth in the Cub Scout program, 192 Scouts in the Scouts BSA program, and 783 Scouts in the Venturing program, totaling 1,315 Scouts participating in the TrailBlazer program.
Cowboy Action Range at Heritage Reservation
The Cowboy Action shooting program is a new, fun shooting experience program within Scouting at Heritage Reservation. There is no advancement tied to this program, just learning and having fun! The Cowboy Action Range was able to be built thanks to a partnership between the Laurel Highlands Council and a generous donor. The donor very generously funded half the cost of the range and worked to negotiate a lower price for materials and construction through a local lumber company.

STEM Camp
Youth are assembled in co-ed groups with children of similar ages. Children from communities in the area have the opportunity to make lifelong friendships with youth who they might not have otherwise met, enjoy a full day of age-appropriate activities including swimming, archery, BB shooting, low ropes, climbing wall, and much more.

STEM Camp is for youth ages 6 to 14. In 2019, 754 youth attended sessions at Camp Guyasuta.
National Youth Leadership Training
National Youth Leadership Training is an exciting, action-packed program designed for councils to provide youth members with leadership skills and experience they can use in their home troops and in other situations demanding leadership of self and others.

The NYLT course centers around the concepts of what a leader must BE, what he or she must KNOW, and what he or she must DO. The key elements are then taught with a clear focus on HOW TO. Skills come alive during the week as the patrol goes on a “Quest for the Meaning of Leadership”.

This year’s NYLT course hosted 139 youth participants at Camp Twin Echo for one full week.

Wood Badge
Wood Badge is an advanced, national leadership course open only to Scouting volunteers and professionals. Scouters from Cub Scouting, Scouts BSA, Venturing, Explorers, and district and council Scouters are welcome to participate.

The 2019 Wood Badge course hosted 65 participants at Camp Twin Echo for two fun and educational weekends.

Wood Badge helps Scouters better understand how all of the Scouting programs tie together. Providing Scouters with many useful leadership tools to help enable our Laurel Highlands Council youth to have the best possible Scouting experience.

Winter Weekends
Winter Weekends at Heritage Reservation provide an opportunity for Cub Scouts and their parents to enjoy fun-filled weekends in the great outdoors while experiencing the beauty of winter. Youth and families stayed in the Potomac Homes overlooking Lake Courage.

The snowy weekends included sledding, Klondike games, broom-ball, and snowshoeing. During weekends with little to no snow, the program consisted of log sawing, three-man slingshot, BB guns, archery, hiking, or just enjoying a weekend in the mountains.

No matter the weather, our Scouting families had a great time at Heritage Reservation!
Introduction of Scouts BSA

In February 2019, for the first time in its 100+ year history, the iconic program of the Boy Scouts of America opened to both young men and young women. Scouts BSA is a year-round program for both boys and girls in fifth grade through high school that provides fun, adventure, learning, challenge, and responsibility to help them become the best version of themselves.

The Laurel Highlands Council boasts enrolling 138 girls to the Scouts BSA program in 18 all-girl units. Those enrolled in the Scouts BSA program still have the same opportunities to go camping and kayaking, participate in service projects and patrol activities, and of course, learn more about STEM (Science, Technology, Engineering, and Mathematics).

Cub Scout Girl Membership
Lions – 56
Tigers – 77
Cub Scouts – 282
Webelos – 175
Total – 590

<table>
<thead>
<tr>
<th>Cub Scout Girl Membership</th>
<th>Scouts BSA Girl Membership</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lions – 56</td>
<td>Stewart Avenue Lutheran Church</td>
</tr>
<tr>
<td>Tigers – 77</td>
<td>Friedens Lutheran Church</td>
</tr>
<tr>
<td>Cub Scouts – 282</td>
<td>Riverdale Presbyterian Church</td>
</tr>
<tr>
<td>Webelos – 175</td>
<td>Waynesburg VFW Post 4793</td>
</tr>
<tr>
<td>Total – 590</td>
<td>Monroeville Volunteer Fire Company #4</td>
</tr>
<tr>
<td></td>
<td>Morningside VFW Post 3945</td>
</tr>
</tbody>
</table>

Scouts BSA All-Girl Chartering Organizations
Rehoboth Evangelical Lutheran Church
Bethany Lutheran Church
Bare Memorial Church of God
Church of the Resurrection
Christ United Methodist Church
North Zion Lutheran Church
Stewart Avenue Lutheran Church
Friedens Lutheran Church
Riverdale Presbyterian Church
Waynesburg VFW Post 4793
Monroeville Volunteer Fire Company #4
Morningside VFW Post 3945
North Buffalo United Presbyterian Church
Chartiers Hill United Presbyterian Church
American Legion Post 91
Berkley Hills Lutheran Church
Salem United Methodist Church
Western Pennsylvania School For The Deaf
This year, 153 Laurel Highlands Council units participated in the 2019 Scouting for Food drive and Chow Wagon. As a new partnership began with Animal Friends of Pittsburgh, local Scouts jumped at the opportunity to collect pet food and supplies for our four-legged friends along with the annual food drive necessities. The Scouting for Food drive has taken place in the Laurel Highlands Council for over 34 years, and each year assists many local food banks and food pantries. This year brought new opportunities and even more food and supply donations!

Research has shown that pet owners will, oftentimes, sacrifice their own needs for those of their pets. The goal of the Chow Wagon is to help feed the entire family by providing pet food to food pantry clients and individual families. Our local Scouts learned about these statistics and were immediately ready to help! Scout units that annually participate in the Scouting for Food drive knew they could easily support the new Animal Friends partnership, and they collected over 800 pounds of supplies in the very first year. Some Scouts and volunteers took part in the Fill-A-Tent event at Animal Friends, filling a pop-up tent with as many supplies as they could squeeze into the tent.

Many of us know how fortunate we are to have a warm meal every evening — whether it be around the campfire or at the kitchen table. But we know that not everyone is as fortunate. Because of our Scouts, local community food banks and food pantries can step in to assist those who are food insecure.

Remember Scouts and Scouters, “Do a good turn daily.”

This year, Laurel Highlands Council Scouts collected nearly 40,000 pounds of human food and supplies and pet food, and raised over $30,000 in contributions to the 2019 Scouting for Food drive and Chow Wagon.
The 2019 World Scout Jamboree, held at Summit Reserve in Glen Jean, West Virginia, left Laurel Highlands Council Scouts with amazing experiences to last a lifetime. Unit USA120 met Scouts from all over the world, as well as Scouts from different parts of our council. These opportunities gave them new knowledge about the many different ways of Scouting and other cultures. Owen, who was a member of USA120 says, “The 2019 WSJ was an amazing experience that blended traditional Scouting activities with many newer STEM activities like robotics and programming. The Jamboree perfectly blended and embraced Scouting’s past and future into a 21st century experience that we could enjoy with Scouts from around the world. I enjoyed every part of it…”

From the Sustainability Treehouse to World Point, the Jamboree allowed Scouts to experience so many possibilities. Scouts learned about society on a global level and how working together can achieve peace and harmony worldwide. Owen pointed out that “it was interesting to be with a diverse group in subcamp with units from the Czech Republic, Chile, Japan, Brazil, Finland, UK, and Argentina.” The lessons Owen learned about unity and acceptance will forever stay with him.

Owen’s story is just one of the many experiences from the 2019 World Jamboree. Each Jamboree brings with it a sense of anticipation and excitement for the Scouts in attendance. Why not make some more memories that can last a lifetime?
**Scout Day with the Pirates – Kids Take the Field**

*Take Me out to the Ball Game!*

"Amazing, exciting, and I'll never forget!" Skyler from Pack 279 boasts about his experience this year during "Kids Take the Field." This year, the Pittsburgh Pirates invited Pack 279 to be a part of the on-field experience. Nine Scouts from the Beaver Valley District were able to get a behind the scenes look at PNC park, have an on-field experience, and each received a signed baseball from a starting line up player. Lorelei remembers waving to everyone while she was in the center of the field at the pitcher’s mound. "They said my name, and everyone cheered! I was in uniform for ALL to see!" Lorelei beamed with excitement as she recalled camping out in a tent all weekend then heading over to PNC Park to take part in "Kids Take the Field."

While Matthew enjoyed being a part of this experience, he was excited to have some bragging rights at school, "Scouts is just so cool. We get to do lots of stuff, like go on the field and meet real Pirate players. I loved telling everyone at school about it." Thanks to an MLB team we all know and love, the Pittsburgh Pirates, these nine Scouts were able to have an awesome experience!

**Scout Day at the Pittsburgh Zoo**

*One Wild Time!*

In the fall of 2019, Scouts from all over the Laurel Highlands Council visited the Pittsburgh Zoo for "Scout Day at the Zoo." Scouts and families took part in visiting Scouting stations from learning more about the Scout uniform to meeting the Laurel Highlands Council Scout Executive. Families then had the opportunity to walk around the zoo and visit each of the animal exhibits. During the visit, Scouts learned about the many animals including 22 threatened and endangered species and participated in a special scavenger hunt. Some Scouts even attended "Meet the Keeper" sessions and had an opportunity to view special feedings. Cub Scouts and Scouts BSA youth all enjoyed their trip to the Pittsburgh Zoo!
# Support and Revenue

<table>
<thead>
<tr>
<th></th>
<th>2018 Actual</th>
<th>2019 Actual (Unaudited)</th>
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<tbody>
<tr>
<td><strong>SUPPORT</strong></td>
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<tr>
<td><strong>Direct Support</strong></td>
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<tr>
<td>Friends of Scouting</td>
<td>664,165</td>
<td>584,925</td>
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<td>Project Sales</td>
<td>179,938</td>
<td>26,060</td>
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<td>Special Events - Net</td>
<td>407,252</td>
<td>461,700</td>
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<tr>
<td>Legacies and Bequests</td>
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<td>10,000</td>
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<td>Foundations and Trusts</td>
<td>474,818</td>
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<tr>
<td>Other Direct Contributions</td>
<td>67,287</td>
<td>21,678</td>
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<td><strong>Total Direct Support</strong></td>
<td><strong>1,793,461</strong></td>
<td><strong>1,706,383</strong></td>
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<tr>
<td><strong>Indirect Support</strong></td>
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<td></td>
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<tr>
<td>United Way</td>
<td>397,053</td>
<td>366,068</td>
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<tr>
<td><strong>Total Indirect Support</strong></td>
<td><strong>397,053</strong></td>
<td><strong>366,068</strong></td>
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<tr>
<td><strong>Total Support</strong></td>
<td><strong>2,190,514</strong></td>
<td><strong>2,072,450</strong></td>
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</tbody>
</table>

| **REVENUE**          |             |                         |
| Activities           | 232,852     | 234,241                 |
| Camping              | 2,376,230   | 2,271,001               |
| Investment Income    | 588,472     | 658,222                 |
| Other Revenue        | 354,426     | 547,982                 |
| Product Sales - Net  | 586,472     | 435,005                 |
| Sale of Supplies - Net | 66,197    | 46,298                  |
| **Total Revenue**    | **4,204,362** | **4,192,749** |

**TOTAL SUPPORT AND REVENUE** | **6,394,876** | **6,265,199** |
## EXPENSES

### Employee Compensation

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<thead>
<tr>
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<th>2018 Actual</th>
<th>2019 Actual</th>
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<tbody>
<tr>
<td>Salaries</td>
<td>2,747,723</td>
<td>2,772,309</td>
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<td>Employee Benefits</td>
<td>397,843</td>
<td>461,280</td>
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<td>Payroll Taxes</td>
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<td>195,453</td>
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<td>Employee Related</td>
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<td>398</td>
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<td><strong>Total Employee Compensation</strong></td>
<td><strong>3,344,534</strong></td>
<td><strong>3,429,440</strong></td>
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### Other Expenses

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<tr>
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<th>2018 Actual</th>
<th>2019 Actual</th>
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<tr>
<td>Assistance to Individuals</td>
<td>114,072</td>
<td>90,278</td>
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<tr>
<td>Conferences and Meetings</td>
<td>57,970</td>
<td>52,002</td>
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<tr>
<td>Insurance</td>
<td>219,258</td>
<td>255,168</td>
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<td>Miscellaneous Expenses</td>
<td>127,612</td>
<td>87,349</td>
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<tr>
<td>National Charter &amp; Service Fees</td>
<td>88,437</td>
<td>83,223</td>
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<tr>
<td>Occupancy &amp; Utilities</td>
<td>488,948</td>
<td>502,109</td>
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<tr>
<td>Postage and Shipping</td>
<td>22,161</td>
<td>13,273</td>
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<tr>
<td>Professional Fees</td>
<td>328,267</td>
<td>319,594</td>
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<tr>
<td>Program and Other Supplies</td>
<td>882,122</td>
<td>815,616</td>
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<tr>
<td>Publication and Media</td>
<td>71,188</td>
<td>74,516</td>
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<tr>
<td>Recognition and Awards</td>
<td>143,273</td>
<td>98,871</td>
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<tr>
<td>Rental and Maintenance of Equipment</td>
<td>22,803</td>
<td>30,916</td>
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<tr>
<td>Telephone and Communications</td>
<td>80,334</td>
<td>80,051</td>
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<tr>
<td>Travel &amp; Living</td>
<td>217,693</td>
<td>212,099</td>
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<tr>
<td><strong>Total Other Expenses</strong></td>
<td><strong>2,864,138</strong></td>
<td><strong>2,715,065</strong></td>
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**TOTAL EXPENSES**

<table>
<thead>
<tr>
<th></th>
<th>2018 Actual</th>
<th>2019 Actual</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>6,208,672</strong></td>
<td><strong>6,144,505</strong></td>
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**Net Surplus / (Deficit)**

<p>| | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
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</thead>
<tbody>
<tr>
<td><strong>$186,204</strong></td>
<td><strong>$120,694</strong></td>
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</table>