



DAVID GOSIK

National Chief, Order of the Arrow





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.



A Scout is...

Trustworthy
Loyal
Helpful
Friendly
Courteous
Kind
Obedient
Cheerful
Thrifty
Brave
Clean
and Reverent

INVOCATION



BRIAN VALENTINO

Safe Scouting & Youth Protection Lead, CST 13



SCOUTING SAFELY



Use the four points of

S.A.F.E.

when delivering all parts of the
Scouting program.

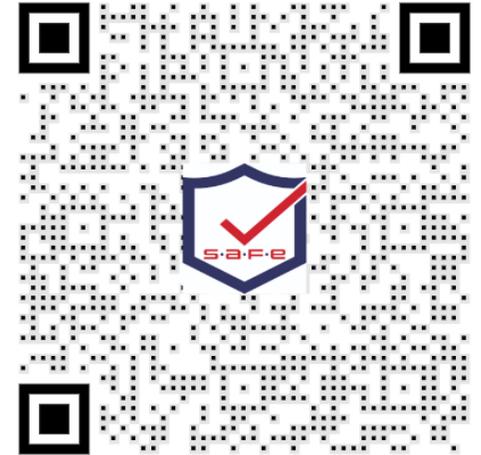


THE S.A.F.E. CHECKLISTS



Help leaders of all ages meet the safety expectations of:

- Participants
- Parents & Families
- Scouting
- Society



WHAT IS SAFE?

SUPERVISION

ASSESSMENT

FITNESS AND SKILL

EQUIPMENT & ENVIRONMENT



THE SAFE CHECKLISTS



- SAFE Checklist
- Service Project Planning Checklist
- SAFE Project Tool Use
 - Age-Appropriate Guidelines for Tool Use
- Transportation Checklist
- Pre-Trip Transportation Inspection Checklist





OPENING SESSION



BRAD TILDEN

Chair, National Executive Board





ROGER KRONE

Chief Scout Executive, President and CEO



THE BOY SCOUTS OF AMERICA

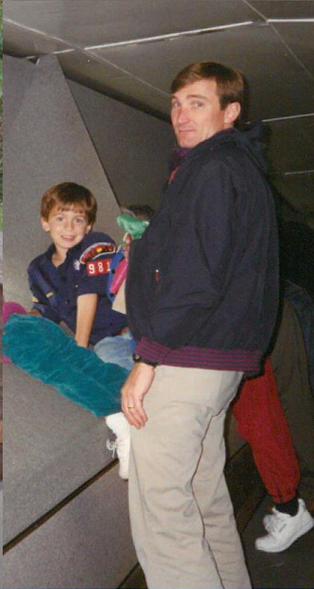
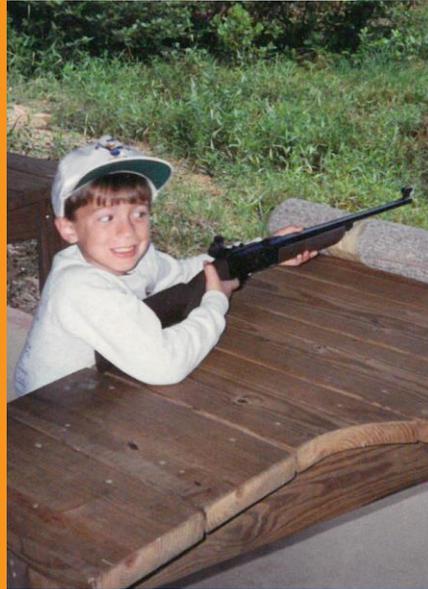
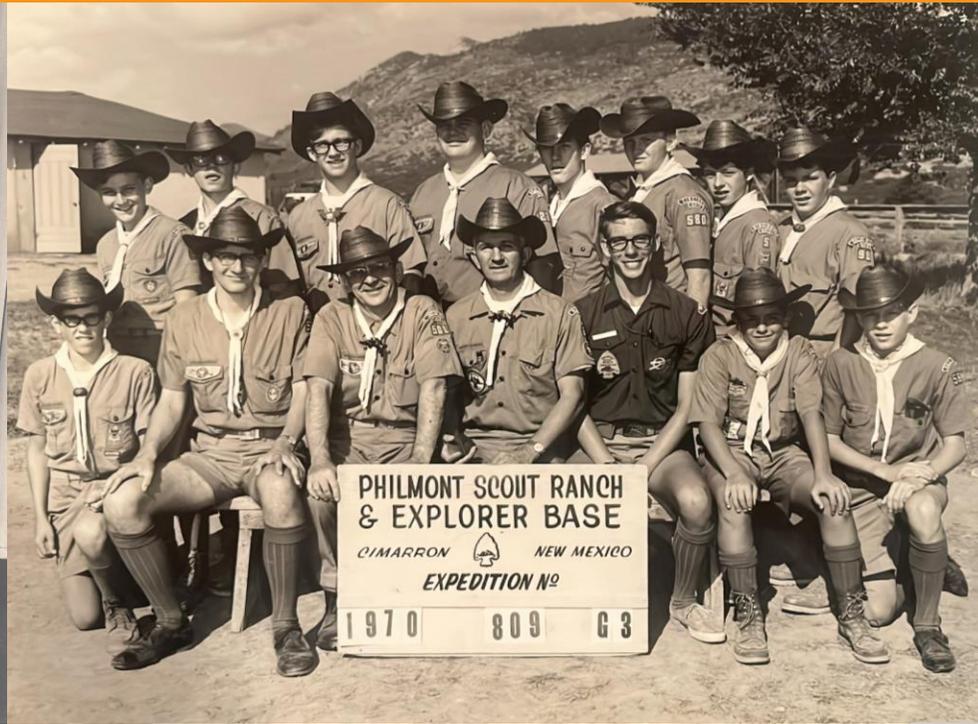
MISSION STATEMENT

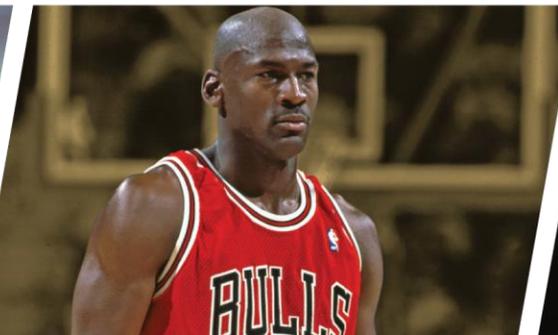
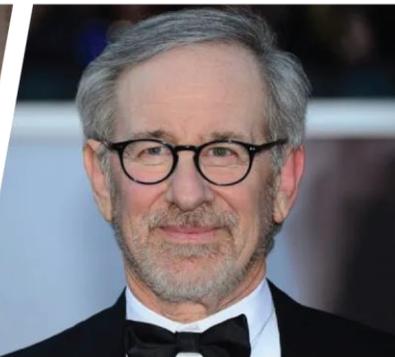
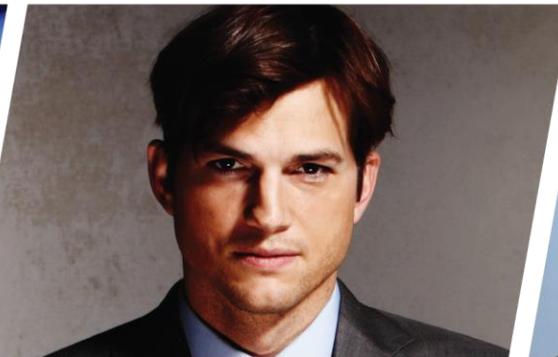
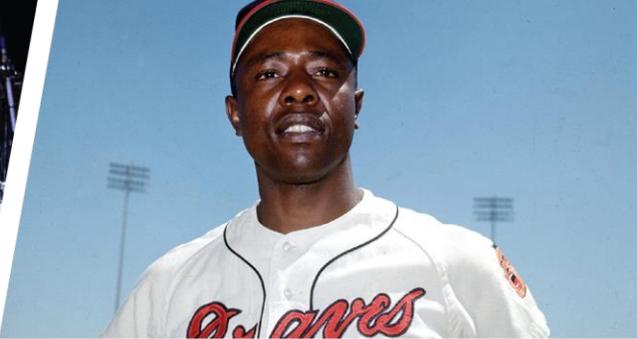
The mission of the Boy Scouts of America is to prepare young people to make ethical and moral choices over their lifetimes by instilling in them the values of the Scout Oath and Law.

WELCOME STATEMENT

Scouting invites every youth to a safe, fun place to learn, explore, and grow.







TOP TEN COMPANIES

(By Market Valuation, Forbes)

Rank	1916	Industry
1	U.S. Steel	Steel
2	AT&T	Telecom
3	Standard Oil of N.J.	Oil & Gas
4	Bethlehem Steel	Steel
5	Armour & Co.	Food
6	Swift & Co.	Food
7	International Harvester	Heavy Equipment
8	E.I. du Pont de Nemours	Chemicals
9	Midvale Steel & Ordnance	Steel
10	U.S. Rubber	Rubber

Rank	1966	Industry
1	IBM	Tech
2	AT&T	Telecom
3	Eastman Kodak	Film
4	General Motors	Autos
5	Standard Oil of N.J.	Oil & Gas
6	Texaco	Oil & Gas
7	Sears, Roebuck	Retail
8	General Electric	Conglomerate
9	Polaroid	Film
10	Gulf Oil	Oil & Gas

Rank	2024	Industry
1	Microsoft	Technology
2	Apple	Technology
3	Nvidia	Technology
4	Alphabet (Google)	Technology
5	Amazon	E-commerce
6	Meta Platforms	Social Media
7	Berkshire Hathaway	Diversified Investments
8	Eli Lilly	Pharmaceuticals
9	Broadcom	Telecom
10	VISA	Finance

Poultry Keeping



Bird Study



Physical Dev.



Space Exploration



Theater



Waterskiing



Health Care Professions



Digital Technology



Animation



**IT'S REALLY HARD TO
MAKE IT TO 100 YEARS!**

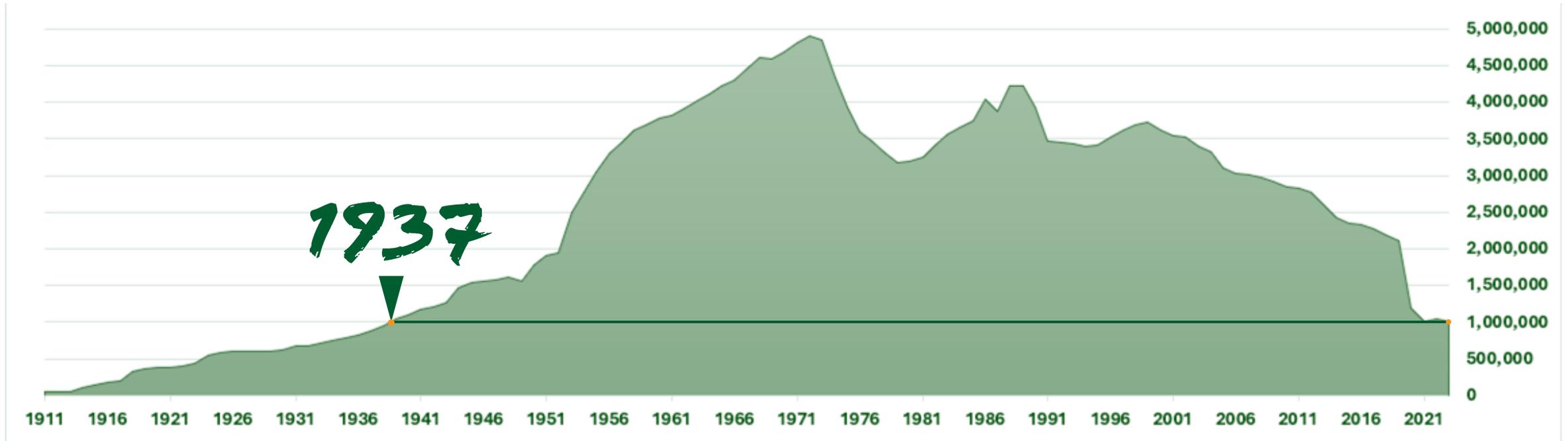




Our **#1 JOB** is to
Safeguard the
Youth in America

- We continue to reconcile with our past
- We run the safest youth serving program in the country

2023 YEAR-END MEMBERSHIP

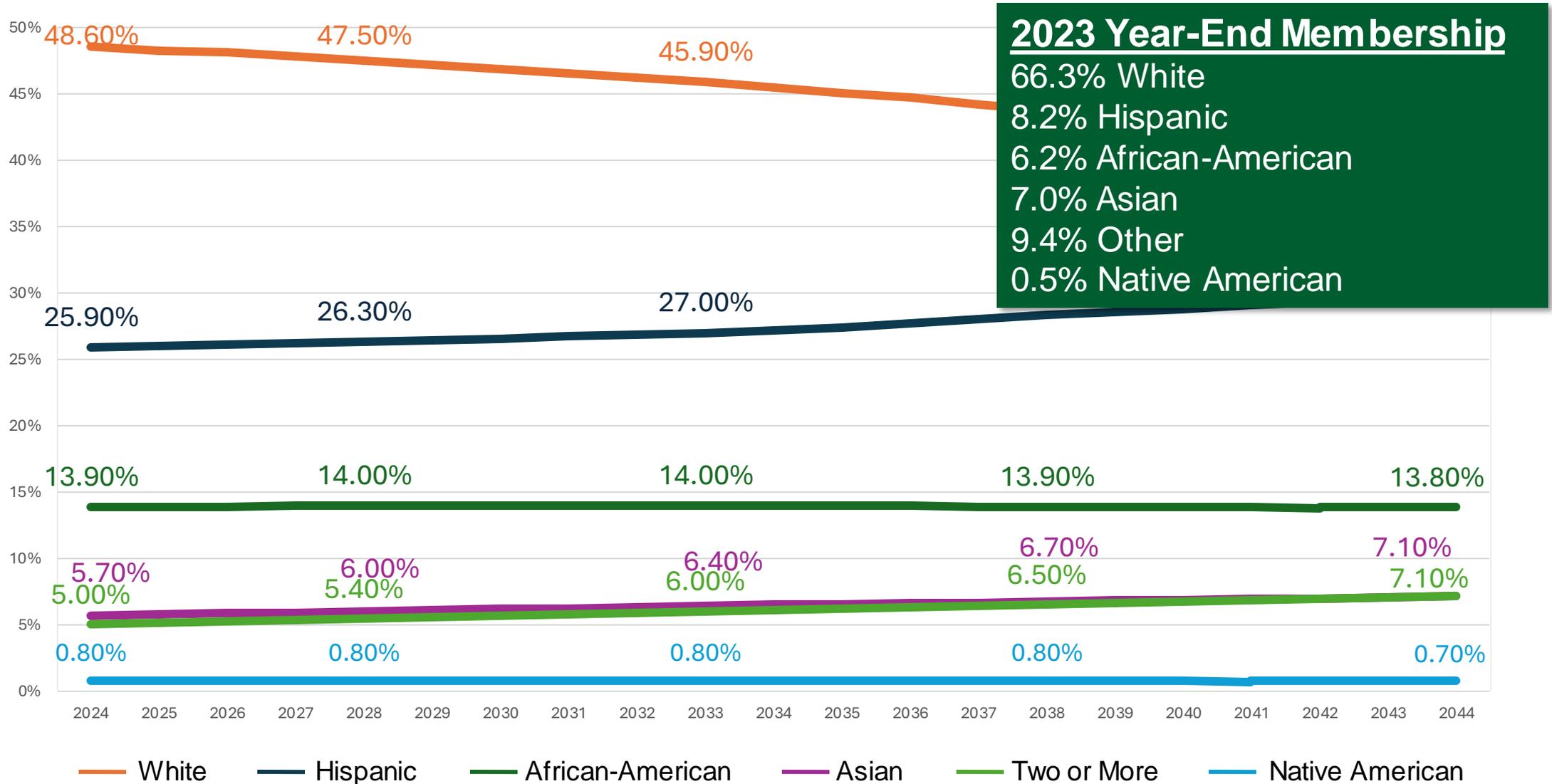


Cub Scouts	481,239	-4.73%
Scouts BSA	377,287	-6.30%
Venturing/Sea Scouts	11,676	-6.31%
Exploring	22,392	+9.09%
Scoutreach/Non-Unit	122,462	+20.91%
TOT. MEMBERSHIP	1,015,056	-2.67%

2024 National Membership Goal
1,050,000 (+3.44%)

YOUTH DEMOGRAPHICS 2024 TO 2044

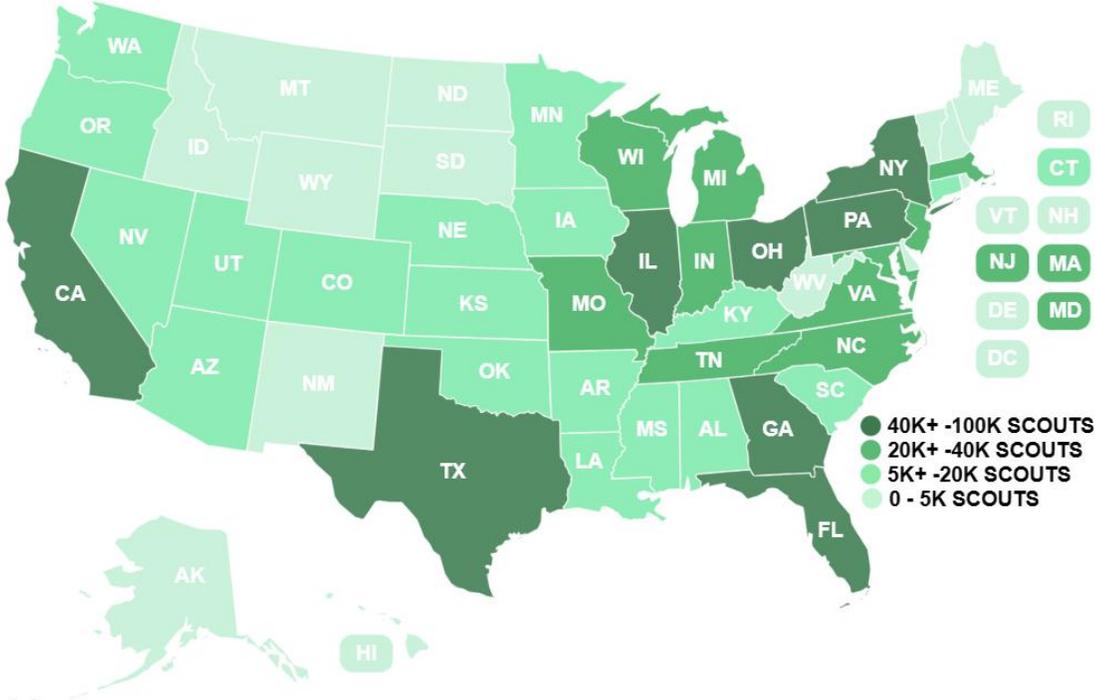
(0-17 Years of Age)



SCOUTING STATES ARE DIVERSE STATES

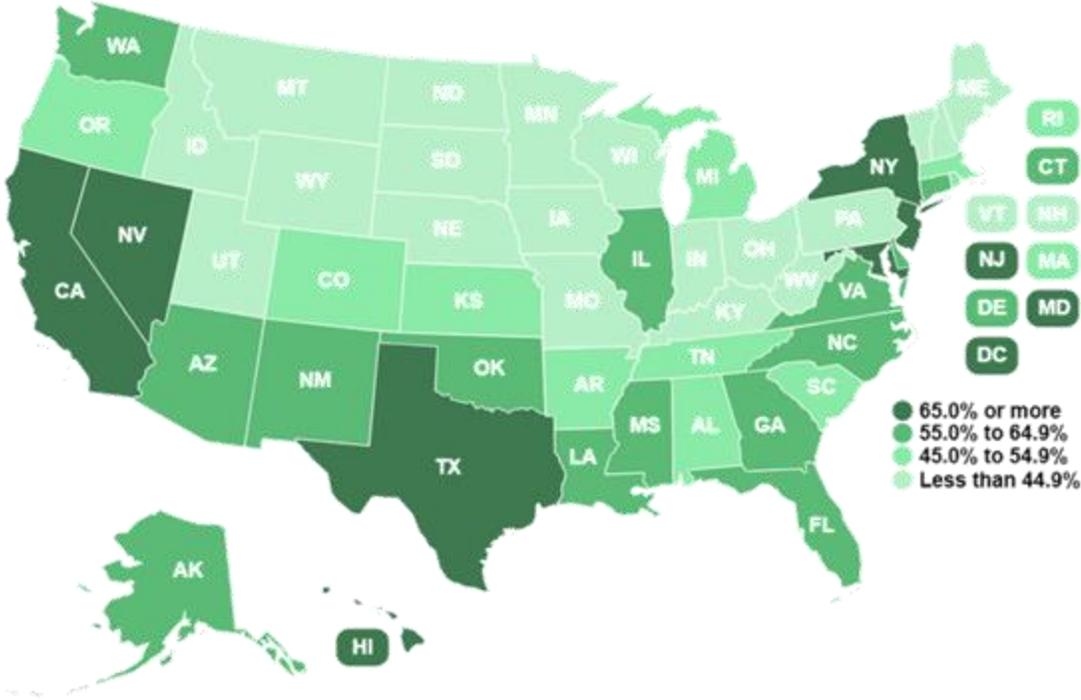
Where Scouts Live

Year-End BSA Membership by State (2023)



Diversity Index by State

Racial and Ethnic Diversity Index by State* (2020)



*Diversity Source: US Census Bureau 2020 Redistricting Data



TRANSFORMATION IN AMERICA - KIDS

CHANGING

- Social Media
- Cyber Bullying (*46% - age 13-17*)
- Global Climate Issues
- Technology Addiction
- Suicide Rate (*Up 62% - '07-'21*)
- Identity & Self Discovery
- Monthly Religious Attendance Among Youth (*Down 17% - '05-'24*)

NOT CHANGING

- Academic Pressure
- Peer Pressure
- Discrimination
- Scouts are more likely to report “Reverence” as a core value
- Scouts see “Honesty” as a critical value
- “Freedom” as a core value



TRANSFORMATION IN AMERICA - PARENTS

CHANGING

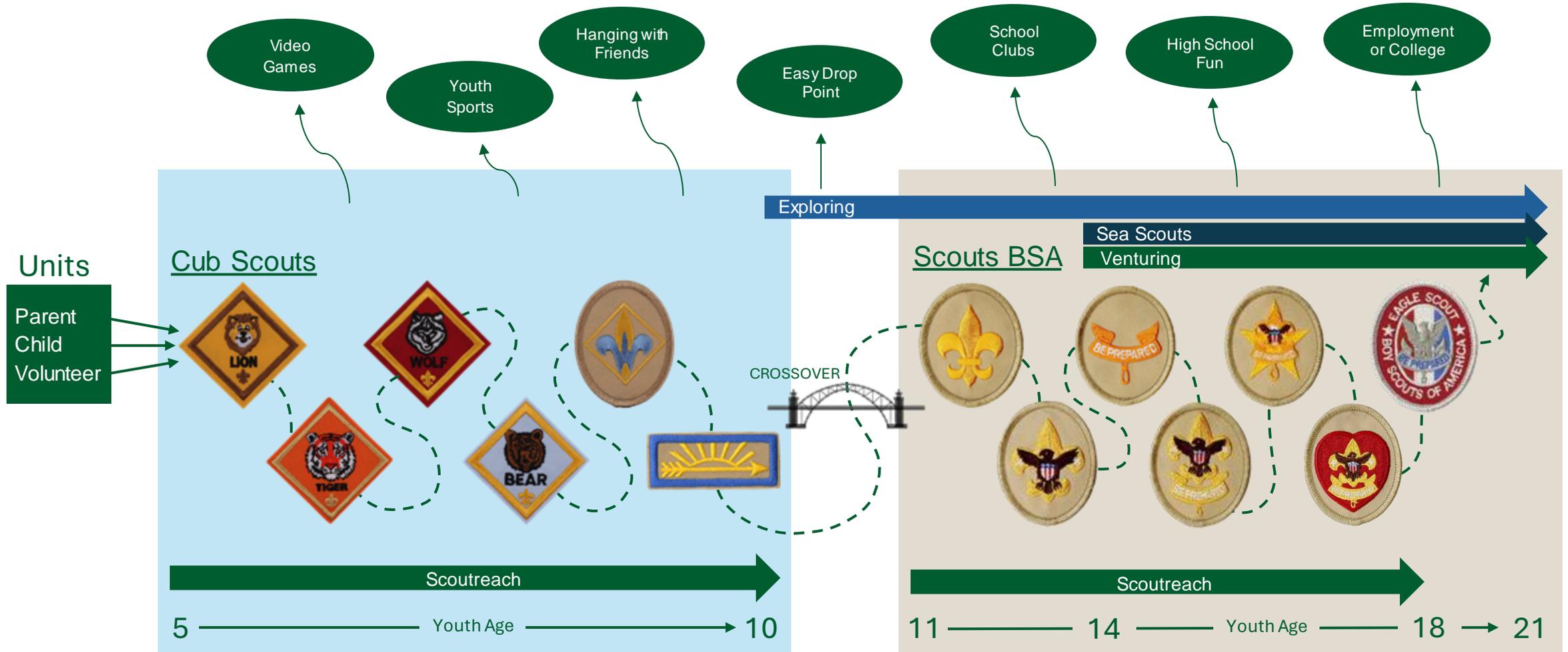
- More tired & stressed than ever
- Less time available, even for the “important things”
- Both parents working, sometimes multiple jobs (64.7%)
- 18.6% of Households receive Assistance
- Mothers start families later (2011-2024 - plus 1.7 years older)
- Families are smaller (1970-2023 – down from 3 to 2 children)

NOT CHANGING

- Belief in hard work
- A focus on family
- Civic duty is important
- Most Americans believe in God or a power bigger than themselves
- Scouting influences people to volunteer
- They want the “Scouting Edge” for their children



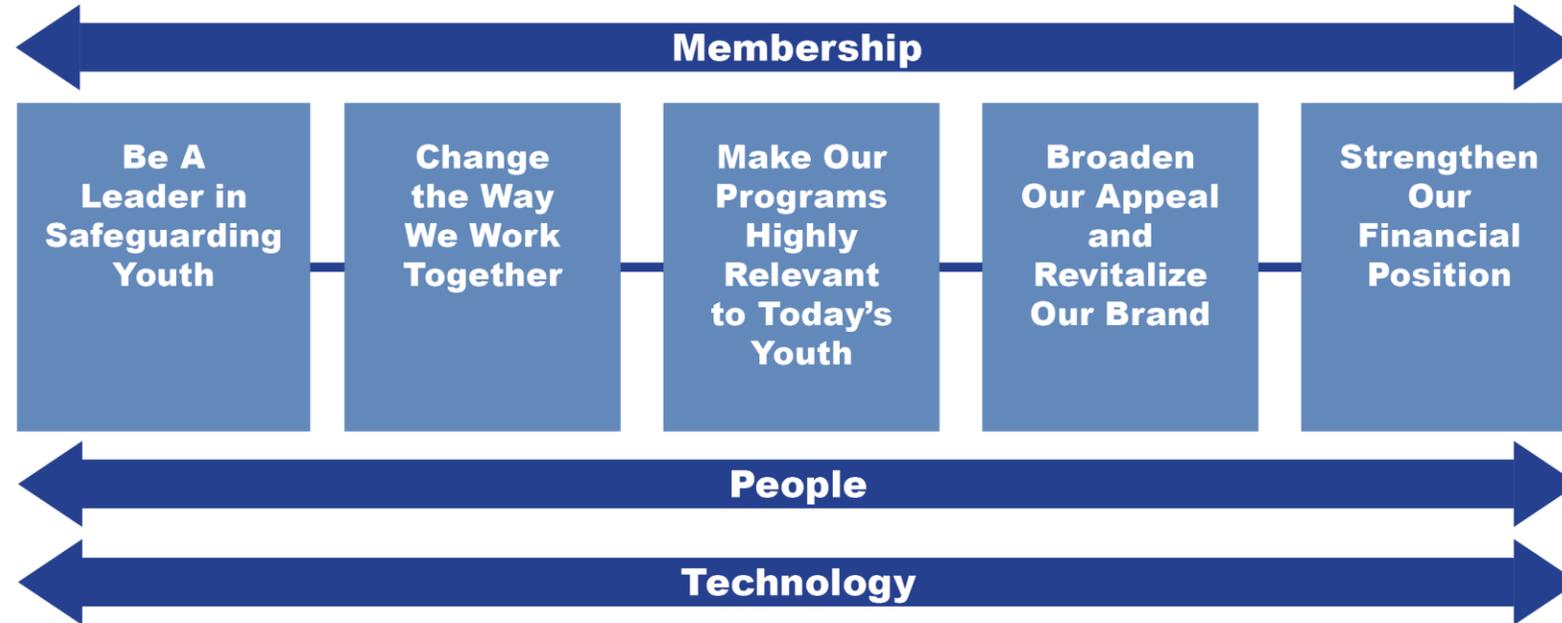
THE SCOUTING JOURNEY



Retention by Age:	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Boys	9.0%	72.0%	83.7%	86.0%	86.3%	72.7%	60.8%	90.1%	94.5%	94.1%	93.3%	92.7%	98.2%	98.9%	96.8%	96.2%
Girls	11.0%	61.0%	73.9%	75.8%	75.8%	65.3%	59.3%	83.9%	88.3%	86.5%	83.4%	82.2%	95.6%	96.8%	96.8%	96.1%

Our Goal: To Prepare America's Youth for Lives of Impact and Purpose.

BOLD — INCLUSIVE — TRUSTWORTHY — SERVICE-ORIENTED



Our Imperative

Live the Ideals of the Scout Oath and Law

Key Metrics

America's Leader in Safeguarding Youth

Satisfaction

Membership Growth

Debt Below \$200 million
Dec. 31, 2026

BOARD DIRECTION

Fifth – Strengthen Our Financial Position

Fourth – Broaden Our Appeal and Revitalize Our Brand

Third – Make Our Programs Highly Relevant to Today's Youth

Second – Change the Way We Work Together

First – Be A Leader in Safeguarding Youth

A Conversation About Our Future

December 14, 2023

- Embrace the S
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FORWARD

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SCOUTING FORWARD

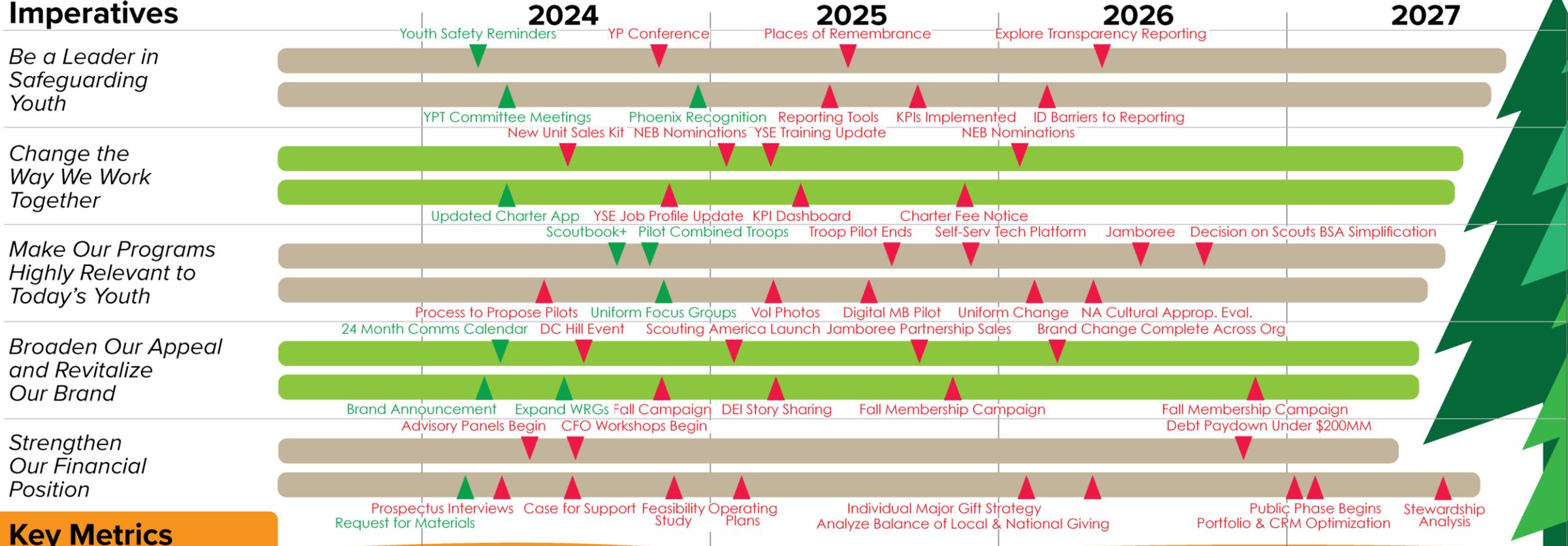




Roadmap for Scouting - Master Schedule

Preparing America's Youth for Lives of Impact and Purpose

Imperatives



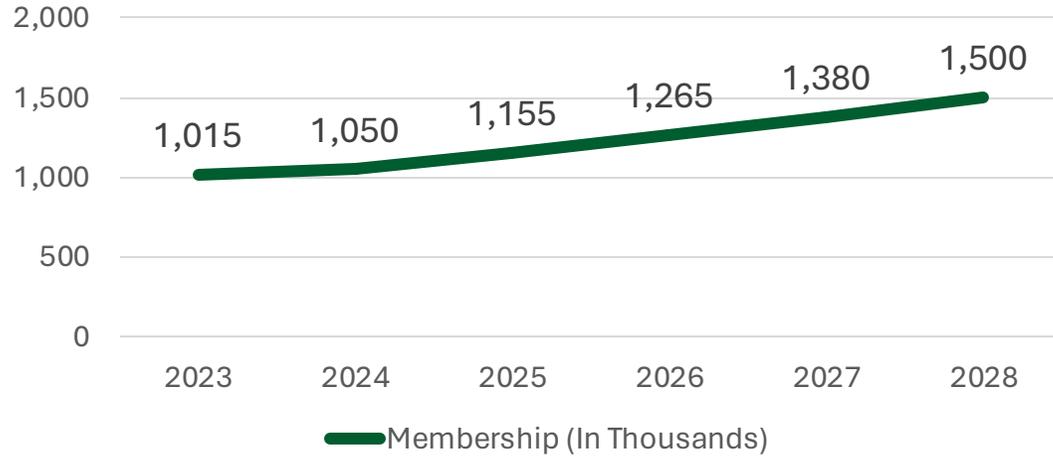
Key Metrics

Safeguarding Youth <i>(Fatalities)Abuse</i>	(1)0	(0)0	(0)0	(0)0
Satisfaction <i>(Satisfaction Index)</i>	44%	46%	48%	50%
Membership <i>(In Thousands)</i>	1,050	1,155	1,265	1,380
Financial <i>(Debt)</i>	\$391MM	\$362MM	\$198MM	\$172MM

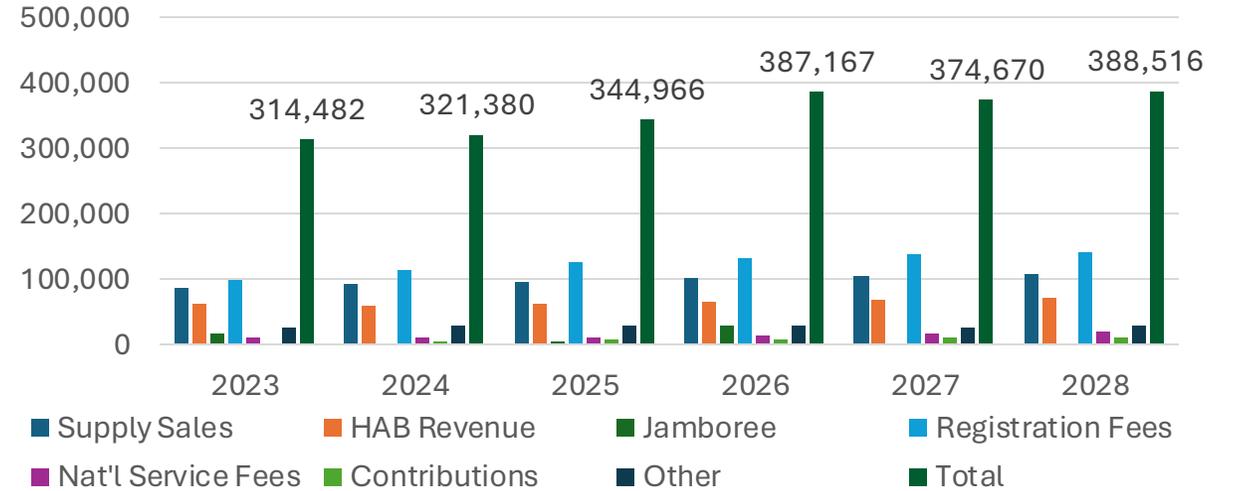


5-YEAR ASPIRATIONAL PLAN

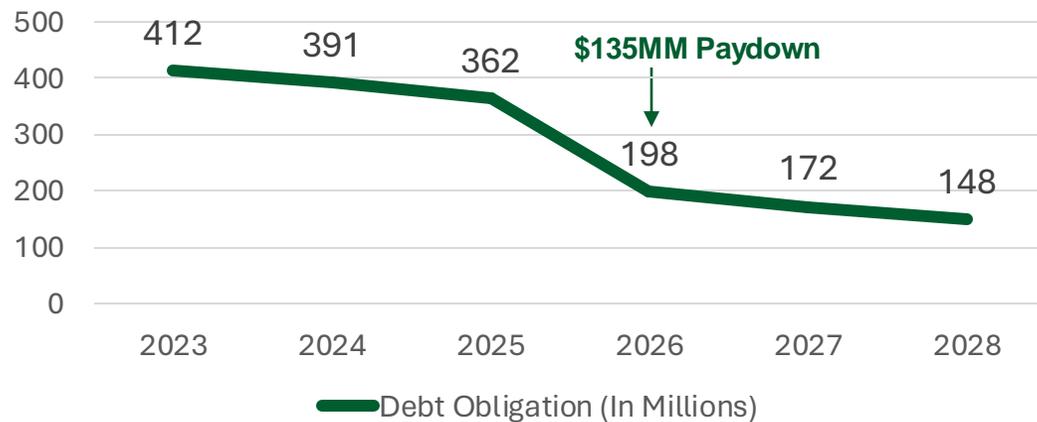
Membership (In Thousands)



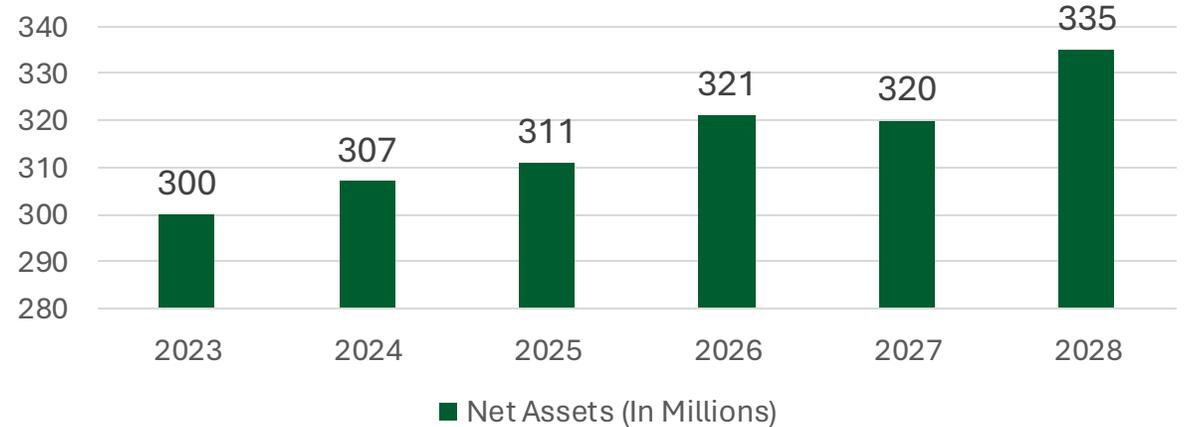
Revenue (In Thousands)



Debt Obligation (In Millions)



Net Assets (In Millions)



MAJOR THREATS TO SCOUTING



LOW TRUST ENVIRONMENT

LACK OF SAFEGUARDING CULTURE

OUR ACTIONS ARE MISINTERPRETED

WE ALLOW OTHERS TO DEFINE US

FAILURE TO ALIGN TO OUR MISSION

FRACTURED, FRAGMENTED COMMUNITY



Scouting  **America**™



SCOTT SORRELS

National Commissioner





OPENING SESSION