The past year has been one of transition and refocus for the Grand Canyon Council. Over the past few years, our council and the BSA national council have challenged old models and barriers to participation that kept us from offering the benefits of the scouting to all youth and their families. As you know well, we are now an organization open to all youth.

These long-sought and welcome changes are rapidly changing our traditional partners and providing us with tremendous opportunity to reach out to new partners and communities as we seek to meet the needs of any child or young person that can benefit from our commitment to them.

We are deeply grateful to staff and volunteers who are committing a great deal of time and treasure to help us realign the council to our new realities and possibilities. The year ahead will see all of us actively seeking not only to support our current scouts and families, but to serve many more youth whose lives can be enriched by scouting.

The Council's Purpose
To guide and support its districts for the achievement of the movement's purpose. The end result of effective district support is continued growth in membership, with those members receiving a quality program.

Grand Canyon Council, BSA

Our Operating Principles
1. Communicate and lead effectively.
2. Inspire through exceptional customer service.
3. Simplify processes, achieve goals, and be accountable.
4. Create and celebrate success.
5. Focus on the big rocks first.
6. Cultivate social capital.

Lisa Graham Keegan, Council President

Andy Price, Scout Executive / CEO

Tim Smith, Council Commissioner

Scouts on one of many civic projects, donating 176,114 hours to various projects on the community.
Scouting in Arizona is embarking on an adventure it's never experienced before, one that has all the challenges one would find in, shall we say a rather difficult hike to a place with a magnificent view of horizons so beautiful it will make the struggle that much more rewarding in the end.

This hike is fraught with all the challenges you would ever want (or not want) to experience in a lifetime. But one with an equally enormous reward in the end, the continuation of serving the youth in our state to become independent, mature, productive, and well balanced citizens able to face the future with confidence. Let us tell you about the challenge and how we are going to succeed.

### Program

#### Scouts BSA Summer Camp – Geronimo

Weekly limit of 500 – This is our primary summer camping facility and we are placing a limit on participation so we can economically manage our youths experience.

#### Fish Camp

- **We are partnering with Trout Unlimited to give our Scouts a special unique experience learning the patience that a quality fishing experience is known for.**

- There will be 3 sessions open to individual Scouts and adults this next summer with more to come in the future as its popularity grows.

#### Wood Badge

We will continue with our premier adult Wood Badge leadership training and our well recognized National Youth Leadership Training where scouts get a deep dive into what it means to become a future leader in the community.

#### Philmont 2020

This a critical adult leadership event this summer at the Western Regional Week conference, where we will be taking our Strategic Plan and building the tactics needed to bring it to fruition.

…and the adventure begins.
2020 Budgeted Income Sources

- Trading Post: $165,000
- Miscellaneous: $650
- Friends of Scouting: $1,143,622
- Popcorn & Camp Cards: $315,000
- Arizona Tax Credit: $289,368
- Endowment Income: $371,550
- Indirect Giving Agencies: $41,100
- Project Sales: $312,717
- Special Events & Grants: $330,124

2020 Expenses Sources

- Management: $317,871
- Program Expenses: $4,148,639
- Fundraising: $559,786

Properties Assessment
All camps being reviewed and are potentially for sale.

Monetary Growth
We are re-establishing community-based fundraising plans and have implemented internal accounting changes to correct past deficiencies. The accounting function has been outsourced to a vendor that currently supports 1/3 of local BSA councils nationally and this has resulted in net savings of approximately $100,000 in annual expenses while increasing the quality of our accounting function. A new comprehensive donor stewardship plan is being developed that will result in more timely and accurate reports being provided to donors.

Staffing Changes
We have economized our staffing requirements.
- 48 reduced to 28 staff positions
- 7 District Executives
- BSA staffing model points to 23 (bronze JTE)
- 63 (gold JTE)

Grand Canyon Council is woefully understaffed which shows yet others we are committed to making recovery workable.

Analysis
The greatest realization from our recent analysis is that we had become strong internal communicators, but we did not have our face to the outside world, communicate the philosophy and benefits of Scouting. So, we have adopted procedures that better communicated what Scouting is about and put a greater emphasis on inviting new Scouts to the program. To that end we are sponsoring legislation allowing us access to public schools to tell our story.

Just a few of the vast array of learning opportunities available through Scouting.

Female Troops Troops
Female Troop 3401 officially formed in February of 2019 when females were added to the BSA troop program. The troop started with 6 young ladies, ages 11-14, and was an outgrowth of 3 of the girls with siblings in the brother Scout Unit. From the beginning the girls indicated that they wanted to be treated “just like the boys.” This past year the girls have learned the basics of Scouting (whipping and fusing rope, knife, saw & axe safety, first aid and more) then on to maps, trail navigation, and camping. This included various trips from a Star Party at the Grand Canyon. With each new experience they soon embraced the adventure of Scouting while working on rank advancement.

Sea Scout units are known as Ships, so it is very unusual to find Ships in Arizona Scouting, but they are here and are becoming a very effective in recruiting Scouts to explore this unique challenge. Our Ships use the various lake in central Arizona learning the ways of the Sea Hardy, even if not on the high seas.
Our Starting Point
2019 accomplishments

36,956 total youth served in 1,691 units

1,972 Arrow of Light awards

11,273 total Cub Scout ranks

1,368 Eagle Scouts

176,114 Service Hours from Eagle Scout Service Projects

184,780 Service Hours logged in JTE

33,001 merit badges earned

So, now that we know the lay of the land and can see the future much clearer, we are ready to start the climb and benefit from the broad horizons we will discover by the end of our hike.

We invite you to join us on this journey by supporting Scouting a ways you feel inspired to see us succeed.