

2024 Annual Report

DO
WHAT IS
RIGHT,
NOT
WHAT IS
EASY

Dear Friends and Supporters,

As we reflect on the past year, we are reminded to celebrate our 115-year heritage, honoring the traditions and values that have shaped us. At the same time, we eagerly embrace our tomorrows, looking forward to new opportunities and continued growth.

Program Highlights

In 2024, our two nationally accredited summer camps at Treasure Valley Scout Reservation and Camp Wanocksett continued to offer safe and exciting adventures for over 2,600 Scouts, while we provided financial assistance to 179 families. Over the past year, our Scouts completed over 20,000 hours of community service, making a tangible difference in the lives of those around us. This effort is a testament to the values we instill in our Scouts and their dedication to serving others.

Financial Stewardship

Our financial health remains strong, thanks to the generous support of our donors and prudent management. In 2024, our support and revenue was more than \$2.3 million, ensuring that we can continue to provide high-quality programs and opportunities for our Scouts.

Looking Ahead

As we move forward into 2025, we are inspired to continue growing in a balanced and harmonious manner. Our focus will be on expanding our reach, enhancing our programs, and deepening our impact on the community. We are excited about the possibilities that lie ahead and are grateful for your unwavering support.

Finally, we would like to extend our heartfelt gratitude and best wishes to Mark Barbernitz, who retired at the end of 2024. Mark's leadership and dedication have been instrumental in our success, and he will be greatly missed. We wish him all the best in his future endeavors.

Thank you for being a part of our journey.

Together, we will continue to build a brighter future for our Scouts and our community.

Yours in Scouting,



Kevin Kearney
Council President



Brian Anders
Council Commissioner



Mark Barbernitz
Scout Executive

4,640
youth
served

792
new youth
recruited

5,486
merit badges
awarded

20,880
service hours
recorded

103
Eagle Scout
awards earned

1,994
registered
adult
volunteers

21% minority
membership

14% female
membership



Serving a More Diverse Community

In recent years, Scouting has made significant strides towards inclusivity and diversity, reflecting broader societal changes and the evolving needs of its members.

Unfortunately, many misperceptions remain.

Inclusion of Girls: One of the most transformative changes has been the inclusion of girls in all levels of Scouting. This change has not only increased participation but also promoted gender equality within the organization. Female Heart of New England Council membership is currently at 14% and growing. This co-education approach promotes mutual respect and understanding between genders, preparing young people to thrive in a diverse world.

Name Change: To better reflect its inclusive mission, the Boy Scouts of America has rebranded to Scouting America. This new name aims to encompass all members, regardless of gender.

Anti-Discrimination Policies: The organization has implemented comprehensive policies to prevent discrimination based on race, ethnicity, religion, disability, and socioeconomic status. These policies are designed to ensure that Scouting is accessible and welcoming to all youth, regardless of their background.

Cultural Inclusivity: Scouting America has made efforts to respect and incorporate various cultural practices within its programs. This includes providing resources and support for Scouts from different backgrounds to ensure they can fully participate in Scouting activities.

Focus on Diversity Training: The organization has increased its focus on diversity training for both Scouts and leaders. This training aims to educate members about the importance of inclusivity and equip them with the skills necessary to foster a welcoming environment.

Cultural and Structural Changes: Scouting America is working to create a culture of safety and respect within the organization. This includes promoting a zero-tolerance policy for abuse, fostering an environment where Scouts feel safe to report any concerns, and ensuring that all members understand the importance of youth protection.



Enhanced Youth Protection Policies

We will not compromise the safety of our youth, volunteers, and employees. Safety is a value that must be taught and reinforced at every opportunity. We are all responsible and must hold each other accountable to provide a safe environment for all participants. We are committed to abuse prevention by utilizing: mandatory youth protection training for all leaders; criminal background checks; banning one-on-one adult and youth interactions; mandatory reporting; and a volunteer screening database.



1,520 Scouts

chose Camp Wanocksett in Dublin, NH,
at the base of Mount Monadnock, as
their Scouting home in 2024



835 Scouts

experienced Scouting adventures at
Treasure Vally Scout Reservation in 2024



260 Cub Scouts

participated in Cub Scout Adventure Camp
at Treasure Valley Scout Reservation and
Camp Wanocksett in 2024



208 young adults

developed invaluable life skills in leadership,
personal responsibility, time management,
teamwork, attention to detail, and problem
solving as part of our summer camp staff
and CIT program





A week of camp life is worth
six months of theoretical
teaching in a meeting room.

— Robert Baden-Powell

Our nationally accredited camps are the outdoor laboratory in which the leadership, skills, teamwork, self-reliance, and values of Scouting are tested and refined. Treasure Valley Scout Reservation and Camp Wanocksett are recognized leaders in providing safe, high-quality summer camp adventures for Scouts.

The young adults who comprise the bulk of our summer camp staff are the product of our programs. With a focus on customer service, and attention to detail, and a commitment to our Mission, these young men and women return year-after-year to help provide first-class opportunities to the next generation of Scouting youth. The dedicated volunteers of our properties committees, with support from our growing base of camp alumni, assist our camp rangers with routine maintenance and upkeep, support the physical plant needs of our summer camp programs, and help guide camp improvement projects throughout the year.

2024 Operating Fund*

Support & Revenue

Friends of Scouting	\$91,924
Special Events	\$71,192
Foundations, Grants & Trusts	\$66,433
Project Sales	\$2,825
Other Direct Contributions	\$24,390
TOTAL DIRECT SUPPORT	\$256,764
United Way	\$3,452
TOTAL INDIRECT SUPPORT	\$3,452
Popcorn Sale	\$88,461
Investment Income	\$137,672
Camping Revenue	\$1,467,520
Activity Revenue	\$58,711
Other Revenue	\$354,285
TOTAL REVENUE	\$2,106,649
TOTAL SUPPORT & REVENUE	\$2,366,865

62.0%
Camping Revenue

15.0%
Other Revenue

5.8%
Investment Income

3.9%
Friends of
Scouting

3.7%
Popcorn Sale

3.0%
Special Events

Expenses

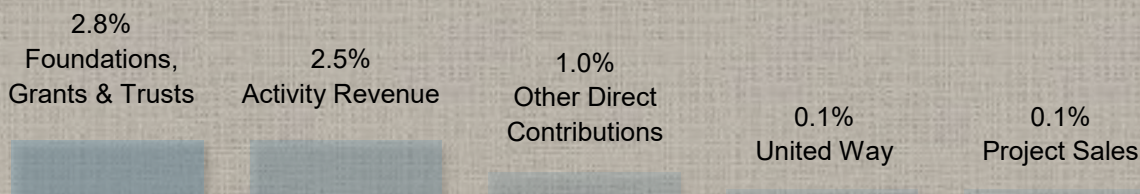
Staff Compensation	\$823,340
Seasonal Workers	\$505,683
Program Expenses	\$421,709
Camperships & Financial Aid	\$54,833
Operations Expenses	\$454,931
Insurance	\$37,967
National Charter Fees	\$40,741
Other Expenses	\$26,665
TOTAL EXPENSES	\$2,365,869

**Unaudited.*

*Our financial reports and processes are audited annually.
Audited financial statements are available upon request
once the annual audit is completed.*

Heart of New England Council takes its financial stewardship very seriously, ensuring that every dollar is used effectively to support our mission. We are committed to maintaining a clear and accountable financial process, providing regular updates and detailed reports to our stakeholders.

By adhering to rigorous financial standards and practices, we ensure that our resources are managed responsibly, allowing us to continue delivering high-quality programs and services to the youth and families in our communities. Our dedication to openness and accountability helps build trust and confidence among our donors, partners, and the broader community. This commitment ensures that we can sustainably support the growth and development of Scouting for generations to come.



Measuring Scouting's Impact

When it comes to the “Scouting edge,” there is no question that Scouting positively impacts those who participate. Ninety-eight percent of alumni and 93% of Scouts agree that Scouting has positively impacted their lives. It gives them an “edge” in life and helps increase their chances of success. Scouting alumni indicate the skills, confidence, and character gained as youth participants carry through into adulthood. They say they are **better parents, employees, and citizens due to their involvement in Scouting**. They have that little something that gives them an extra leg up on the general population. They have the edge...the Scouting edge.

ATTRIBUTE	Scouts vs. non-Scouts
Able to make choices and to control personal and social life as an individual and as a member of society	Scouts scored 6% higher than non-Scouts
Able to show concern for others, able to act with them and for them, and able to put oneself in the other person's shoes (empathy)	Scouts scored 9% higher than non-Scouts
Able to take responsibility for one's actions, keep commitments, and complete undertakings	Scouts scored 6% higher than non-Scouts
Engage in regular physical activity	Scouts scored 18% higher than non-Scouts
Feeling a part of a wider global community	Scouts scored 9% higher than non-Scouts



"Given the importance societies place on ensuring good health in later life, supporting youth programs that are delivered by charities and supported by volunteers may represent a cost-effective way of improving population health."

Dr. Chris Dribben
University of Edinburgh



In an era where workforce development is crucial for economic growth and individual success, Heart of New England Council stands out as a beacon of opportunity. Through innovative programs and partnerships, we are shaping the future workforce by equipping young people with essential skills and experiences.



TOP SKILLS OF A GOOD EMPLOYEE & A GOOD SCOUT



Responsible &
Reliable



Dependable



Communicate
Effectively



Teamwork



Innovative Ideas



Problem Solving
Abilities



Positive Attitude



Honesty &
Integrity

2024 Council Awards



EAGLE PROJECT OF THE YEAR AWARD

Heart of New England Council's Eagle Project of the Year was awarded to Amsden Klinghard, Troop 131 Sutton. The Eagle Off-Road 5k for Veterans was held to raise awareness and to collect much needed supplies for veterans' organizations.

In lieu of an entry fee, race participants donated 3 items requested by a shelter for homeless veterans in Worcester.

DISTINGUISHED CITIZEN AWARD

The Distinguished Citizen Award is a prestigious honor presented to individuals who have made significant contributions to their community, demonstrated outstanding leadership, and exemplified the values of Scouting. Heart of New England Council presented the award to Jim Hohman and Sharon Bernard in 2024.

SILVER BEAVER AWARD

The Silver Beaver Award is a distinguished service award presented at the council level. Established in 1931, the award honors those who have demonstrated exceptional character and made significant impact on the lives of youth. Heart of New England Council proudly recognized these dedicated volunteers in 2024.



David Bosselait



Jim Gonyea



Jay Gormley

Visionary Donor Leaves A Legacy

Heart of New England Council received a transformative donation from the estate of Dr. Richard Marc Jacobs, who passed away in June 2023.

This bequest, one of the largest in the council's history, has established **The Dr. Richard M. Jacobs Memorial Fund**, an endowed fund dedicated to providing camperships to Scouts in need.

Born in Worcester, Dr. Jacobs earned his Eagle Scout rank with Troop 36 and ultimately graduated from the Illinois College of Podiatric Medicine. He was in private practice for 30 years in College Park, MD, then served as the podiatrist and wound care specialist for 13 years at the Charles E. Smith Life Communities in Rockville, MD.

Dr. Jacobs' commitment to supporting the next generation of leaders ensures that more young people will have the opportunity to experience the life-changing adventure and leadership development that Scouting provides. We are deeply grateful for his vision and generosity, which will make a lasting impact on our Scouts and our community for years to come.



Growing Our

\$500,000 or more

Dr. Richard M. Jacobs

\$100,000 or more

Chuck and Monica McQuaid Family
Foundation
Calvin Moore
Orville & Carolyn Sheldon
Charles Thompson

\$50,000 or more

George Magee Trust

\$25,000 or more

Ruth B. Whittemore Charitable Trust

\$10,000 or more

Anonymous
Irvin & Marion Erb Charitable Trust
Zachary Rellstab
Estate of Albert Stone

\$5,000 or more

Anonymous
Christopher Baker
Christine L. Beck
Creedon and Co., Inc.
Matthew Ciampaglia
Enterprise Bank
James Hohman
Liberty Mutual Foundation
Kenneth Mandile
Moore Lumber & Hardware
In Memory of Mary Mullaney
Rockland Trust
Richard Spurr

Mission

\$1,000 or more

Anonymous
Joseph L. Amato
AMC Demolition, Inc.
Brian Anders
Bank of America
Mark Barbernitz
Nancy & Terry Bass
Andrew Bauer
Gerald Bieler Fund
Burnham Foundation
Francis Carroll
Commonwealth of Massachusetts
Cornerstone Bank
John Creedon
CVS Health Foundation
Timothy Daly
William Degutis
Dean Desautels
Fidelity Bank
First Financial Trust
Christopher Foster
Fresh Picks
Joshua Froimson
Greater Worcester Community
Foundation
The Gun Parlor
Hanover Insurance Group
David & Sue Hardies
Charles Harris
Christopher Hendry
Hyde Charitable Foundation
Kevin Kearney
The Key Foundation
Ken Kronlund, MD
Leominster Credit Union
Stan Lewandowski
Frederic Litchfield
Dan Lyons
Alan Malkasian
Michael McQuaid

Heart of New England Council extends our heartfelt gratitude to our individual and corporate sponsors. It is through the generous contributions of our community partners that we are able to continue serving local youth and families for generations to come.

Vito Mecca
William Murwin
North Worcester Fox & Coon Club
OA Lodge
John O'Malley
Kevin & Ann Paicos
Polar Beverages
Raytheon
Research Results
Rochelle Ray
Rollstone Bank & Trust
Richard Sioui
Mark & Kelly Stickney
Geoffrey Tillotson
Town Fair Tire Foundation
Troop 32 Acton
Troop 114 Shrewsbury
Troop 155 Whitinsville
Un1f1ed2 Global Packaging Group
United Way of South Central Mass
Norman Vigneault
Craig Warner
Wellesley Police Department
Ira Wolf
Woosox Foundation, Inc.
Wyman-Gordon Foundation

\$500 or more

Robert Alario
Autodesk
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Todd Berry
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Boston Scientific
Timothy Bradbury
Joseph Brennon
Christopher Burgoyne

Capital Group Properties, LLC
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Russell Dukett
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Robert Kosman
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Michael Leduc
David Lipka
Microsoft
David Miles
Paul Neslusan
Daniel Newman
Richard Nolin
Harry Pape
PNC Bank
Michael Prifti
Raymond Quinlan
Daniel Robers
Raymond Roy
Daniel Scotti
Kevin Simpson
Spinelli CPA, PC
David Stone
Jason Trinquen
Unibank for Savings
United Health Group
Verizon Foundation

2024 Heart of New England Council Leadership

Executive Committee

Kevin Kearney
President

Brian Anders
Commissioner

Jon Allen
VP Marketing

Terry Bass
VP Development

Andrew Bauer
VP Properties

David Bosselait
Executive VP

Matt Ciampaglia
VP District Operations

Ross Clark
VP Program

Aaron Langlois
VP Administration

Alan Malkasian
VP Finance

John O'Malley
VP Membership

Paul O'Riordan
VP Legal Affairs

Rochelle Ray
VP Governance

Mark Stickney
Treasurer

Executive Board

Jack Anderson

Chris Baker

Russell Cates

Rajiv Dayal

Dean Desautels

Ryan Forsythe

Chris Foster

Jim Ganley

John Gutkoski

Ken Kronlund, MD

Donata Martin

CJ Moore

Branden Morris

Kevin Paicos

Christopher Pera

Zach Rellstab

Daniel Scotti

Jeffrey Swindling

Rick Spurr

Charles Thompson

Ira Wolf

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District Director

Patrick Hanrahan
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John Mayo
Camp Wanocksett
Ranger

Matthew McLaughlin
Treasure Valley Ranger

Dan Megan
Camp Wanocksett
Director

Leslie Parady
Marketing & Development
Specialist

Michelle Renfrew
Program Support

Kelly Stickney
Treasure Valley Camp
Director

Lori Sullivan
Registrar

Carolyn Tobin
Controller