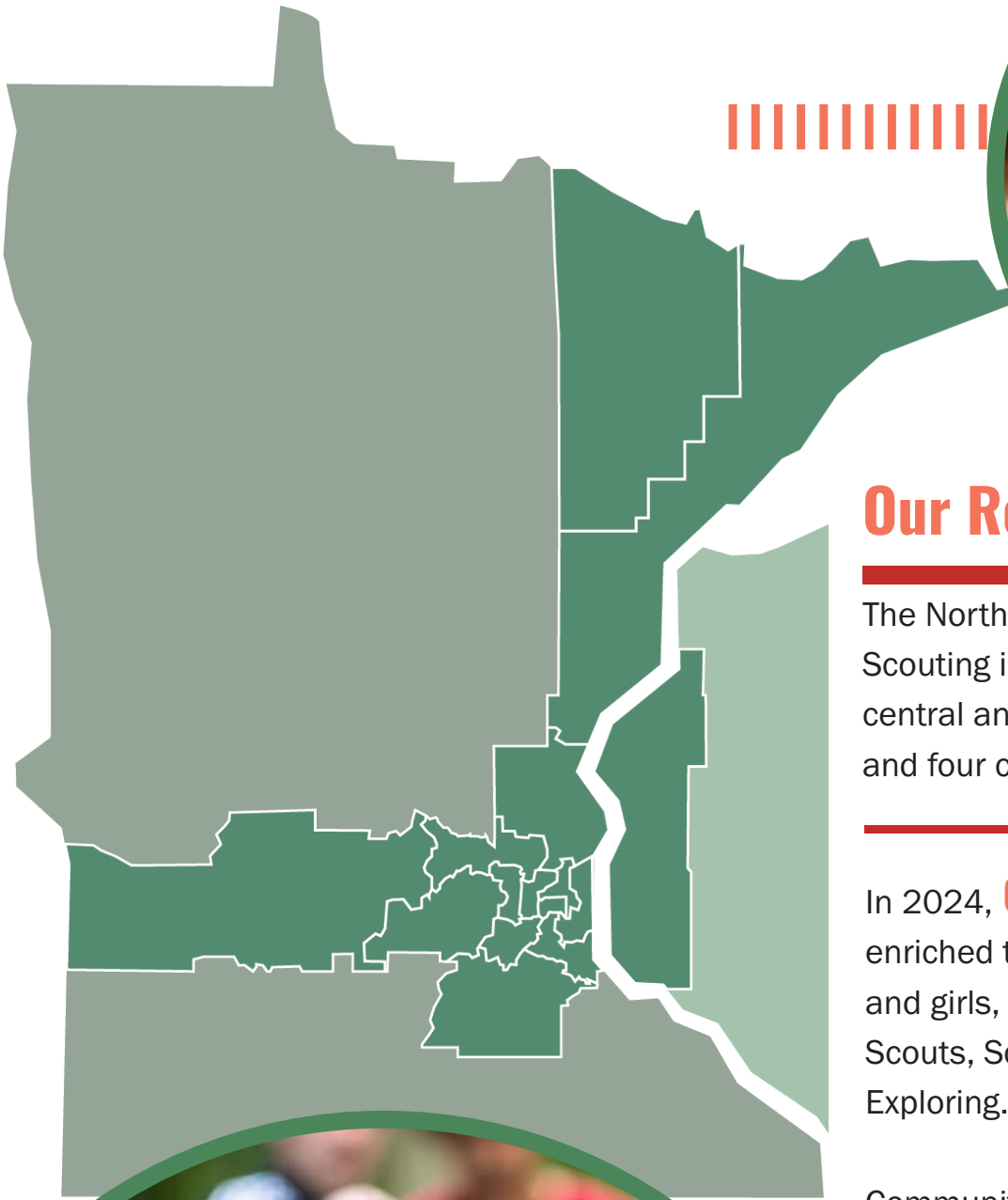




**THE NORTHERN STAR TRUST**  
**2024 STEWARDSHIP REPORT**





## Our Reach

The Northern Star Trust supports Scouting in 26 counties across central and northeast Minnesota and four counties in Wisconsin.

In 2024, **6,607** volunteers enriched the lives of **18,576** boys and girls, ages 5 through 20 in Cub Scouts, Scouts BSA, Venturing, and Exploring.

Community Scouting programs reached new markets at both Base Camp and other camps, serving **23,593** youth.



TOTAL YOUTH SERVED

**42,169**

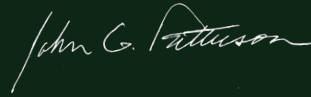
# Dear Friends,

We are pleased to share the annual Trust Stewardship Report, which offers an overview of the Northern Star Trust's impact on young people and Scouting's financial health over the past year. Over the course of 94 years, the Trust has grown to be a critical part of the future of Northern Star Scouting, thanks to the generosity of visionary donors like you who believe in preparing youth to be leaders.


We are committed to transparency and accountability. This report is a testament to our promise to safeguard your investment, honor your intentions, and ensure funds are used effectively to sustain and grow Scouting for generations to come.

With your help, we are excited to grow The Trust through the *Make Your Mark* campaign, a \$35 million legacy initiative to secure long-term funding for camp improvements and maintenance, outreach to at-risk youth, and the delivery of life-changing programs. With your steadfast support, we can expand the Northern Star Trust and ensure that Scouting remains strong today and for future generations.

Thank you for your commitment to Northern Star Scouting. Together, we are preparing young people to improve the world.



**John Patterson**  
Northern Star Council President



**John Andrews**  
Scout Executive/CEO



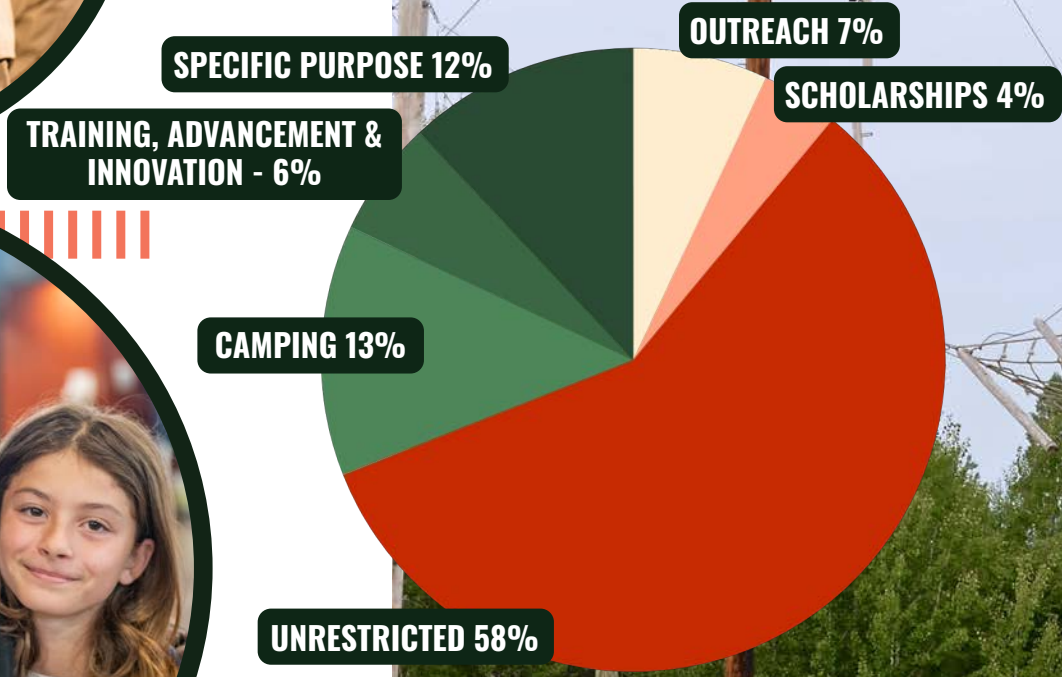
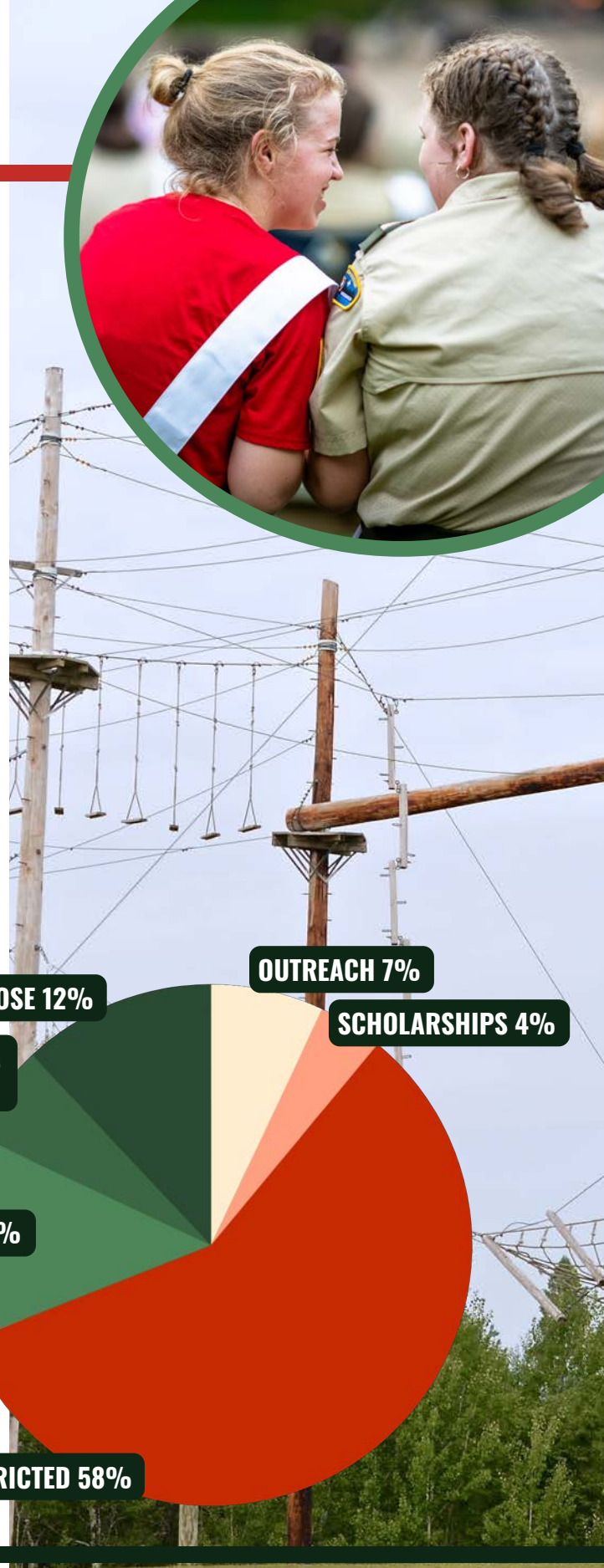
**Steve Lewis**  
Chair, Planned Giving Committee



# The Purpose of Long Term Funds

The Northern Star Trust comprises many distinct and designated funds and significant unrestricted funds. Since 1932, countless Scouters and friends have made financial contributions to the long-term investment fund.

The Trust's purpose is to provide maximum sustainable financial support to Northern Star Scouting to perpetuate its mission. The primary investment objective is to generate, on average over time, inflation-based gains from investment returns. The distribution policy provides a mechanism for delivering financial support to the operating budget while ensuring some protection from the volatility of the capital markets.



# Objectives & 2024 Results

The trustee of the Northern Star Trust has adopted an investment policy designed to maintain the assets' purchasing power and provide for a predictable amount of annual distributions that will keep pace with increasing funding needs. Northern Star Trust has established a risk tolerance of moderate volatility. It is willing to absorb some temporary fluctuations in market value and return rates to achieve longer-term objectives. The overall investment allocation targets 65% equities and 35% fixed income assets and has established the maximum acceptable deviation from the target.

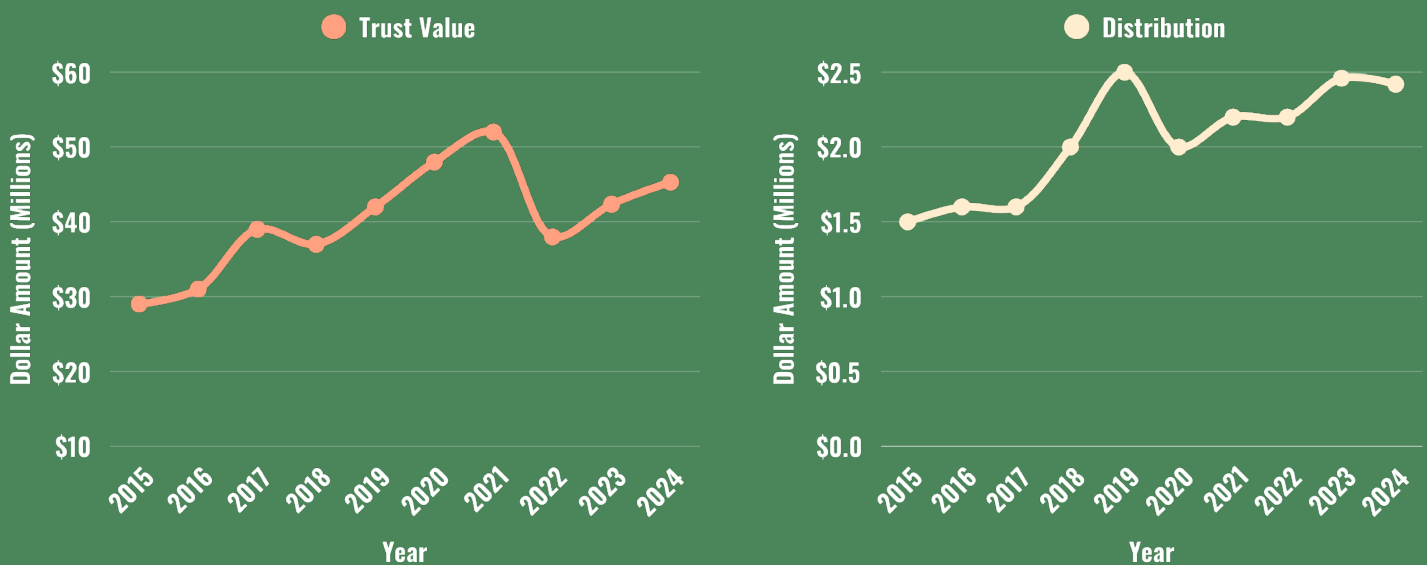
Following the investment policy, the Investment Committee has developed a diversified investment portfolio in conjunction with outside advisors. The investment strategy seeks capital appreciation (realized and unrealized) and current yield (interest and dividends). The funds, over time, are expected to provide returns equal to the distribution rate plus inflation.

The Distribution Committee works with a spending (distribution) policy that uses a total return concept for funds under its control. As of December 31, 2024, the assets stood at \$45 million—a year-over-year increase of 7.4% or \$3.2 million. The effective distribution rate for 2024 was 5.8%, resulting in an available distribution of \$2.4M. The average distribution over the past ten years has been 4.7%, and the average return has been 7.2%.

In establishing the spending policy, the Northern Star Trust considered the long-term expected return, maintaining the purchasing power of the assets and providing additional real growth through new gifts and investment return.



**Northern Star Trust**  
(In Millions)





“Scouting to us is two things: It is character development, by teaching how to live the Scout Oath and Law. Second, it is Leadership training. This is an amazing combination that is filling our community with leaders of good character.

Scouting makes a difference in our Community, our Nation, and the World. Supporting the endowment and long term fund helps take that mission into the future.”

**Mary and Ken Lillemo**  
Northern Star Scouting Volunteers and Donors

**9,955**  
CUB SCOUTS

**6,706**  
SCOUTS BSA

**675**  
VENTURERS  
& SEA SCOUTS

**1,240**  
EXPLORERS

**25,593**  
COMMUNITY  
SCOUTS



# Scouts in Action

“My family lost our home in a fire,” said Richard, a Waconia resident. “But thanks to the actions of these four Scouts, no lives were lost—despite the flames that engulfed our garage, tore through two homes, and destroyed the nearby church steeple.”

Scouts Hugo, Ivan, and Orin Eberhard and Eli Fleischman arrived at the scene to find chaos and devastation. A garage was fully engulfed in flames, and the fire was rapidly spreading toward a nearby home. As they stepped out of their car, the heat was intense, and the air filled with the sounds of crackling fire and a family’s desperate cries.

Rushing toward the homeowner, the Scouts quickly learned that while the family had escaped safely, their four dogs were still trapped inside the burning house. Without hesitation, and despite the growing danger, the Scouts sprang into action.

Organizing themselves with remarkable calm, they formed an assembly line to rescue the dogs as quickly and safely as possible. One by one, they pulled the frightened animals from their cages and carried them to safety—an effort Richard later admitted he could never have managed on his own.

As the Scouts worked, a police officer arrived and realized the fire posed a serious threat to the surrounding homes. Recognizing the Scouts’ courage and composure, he enlisted their help to evacuate the neighborhood. Without a second thought, the Scouts fanned out, going door-to-door to alert residents of the spreading fire and urging them to leave immediately.

In that critical moment, their years of Scout training took over. They acted not for recognition, but because they felt a profound responsibility to help others. Without concern for their own safety, they did everything they could to protect lives—both human and animal.

In honor of their bravery and selflessness, Troop 399 Scouts Hugo, Ivan, Orin, and Eli were awarded the Heroism Award—a recognition reserved for Scouts who demonstrate extraordinary courage and service in the face of danger.

Their actions that day did more than save lives—they embodied the very essence of what it means to be a Scout.



*Eli Fleischman, Hugo, Ivan, and Orin Eberhard recognized with the Heroism Award at the Million Dollar Day for Scouting event in December of 2024.*

# Unrestricted Funds

## General Purpose

Funds that provide support to numerous areas of Northern Star Scouting, including annual programs, innovation, facility improvements, and maintenance.

Unrestricted support includes legacy funds from the Indianhead and Viking Trusts, the Voyageurs Area Council Endowment Fund, and significant gifts from Dr. Dan Ahlberg, Elizabeth Anderlik, John Fesler, Thomas Grog, Howard & Betsy Guthmann, Howard F. Kidder, Lorentzsen Family Trust, Harold Meissner, James & Linda Mitchell, William Saul, and Lee & Dorothy Whitson.

*Market Value: \$23,286,400    Distributions: \$1,196,700*

## Ozias Trust

Created in 1968 by Edward M. Ozias to support Northern Star Scouting's areas of greatest need.

*Market Value: \$444,800                      Distributions: \$18,000*



# Training, Innovation & Advancement

## Allen F. Jacobson/3M Fellowship Fund

Supports leadership development in Scouting's nationally recognized Training & Advancement program. The fellowship provides an endowed professional staff position and programs that develop and train youth and adult leaders.

*Market Value: \$1,988,000*

*Distributions: \$106,300*

## Innovation Fund

Provides "venture capital" to further strengthen impact and connectivity at every level, building upon the success of the past and ensuring a bright future for communities served.

*Market Value: \$126,400*

*Distributions: \$1,800*

## Training and Wood Badge Scholarship Fund

Supports youth and adult leadership training, and provides scholarships to adults inspired to develop their leadership skills through Wood Badge adult leadership training.

Significant contributions were made through a 1984 bequest from Howard Wilcox, a Scout leader and former mayor of Hudson, WI.

*Market Value: \$52,700*

*Distributions: \$2,800*



## Patti's Trust

Created in 2018 in honor of Patti Dalen-Leisinger, a long-time staff member who raised millions to support Scouting. The fund assists staff and volunteers in strengthening their relationship-based fundraising skills through workshops and mentoring.

*Market Value: \$30,700*

*Distributions: \$1,600*





# Camping

## Property Maintenance Fund

Supports ongoing maintenance and improvements of 7,500 acres of Northern Star camp property. Contributors include: Rolf & Idelle Bjelland, Paul & Muffy Christen, Will Sulzbach, Lawrence & Adina Gagner, David & Billie Novy, Brackin Family Trust, and Jim & Linda Mitchell.

*Market Value: \$3,727,000 Distributions: \$195,000*

## E.J. Stearns Fund

Provides support for maintenance and improvement at Camp Stearns, along with scholarships, training, and programs for youth in districts J, M and Q.

*Market Value: \$597,700 Distributions: \$31,500*

## Lawrence & Adina Gagner Winter Camping Fund

Established in 1995 to provide capital support for our nationally recognized winter camping program.

*Market Value: \$733,000 Distributions: \$39,200*



## Many Point Scout Camp Heritage Fund

Established in 2022 by the Many Point Staff Alumni Association and various interested persons to provide income and long-term protection for the care and maintenance of Many Point Scout Camp. Significant initial support and deferred gifts include Rolf & Idelle Bjelland, Al Boyce, Jay Belschner, the Bollig Family in memory of Peter Bollig, Dr. Chris Tashjian, and David Olson.

*Market Value: \$311,800*

*No Distributions in 2024*





## Outreach & Special Needs

### Allen F. & Barbara J. Jacobson Outreach Fund

Established in 1991 by Allen F. and Barbara J. Jacobson within the Indianhead Council, this fund expands access to Scouting for youth who are often the most difficult to reach—yet who may benefit the most from the program. In 2014, the fund was merged with the Viking Council Disadvantaged Scouts and Scouts with Disabilities Fund, which had been supporting similar efforts since 1976.

*Market Value: \$2,533,000     Distributions: \$133,400*

### Alexandra (Sandy) & Robert Klas Special Needs Fund

Ardent advocates of Special Needs Scouting, the Klas' established this fund in 2004 to ensure these important young people are never overlooked. The fund supports program opportunities and staff support for these children.

*Market Value: \$289,000     Distributions: \$15,200*

# Camping & Program Scholarships

## High Adventure Scholarship Fund

This Fund provides scholarships for local Scouts to attend National High Adventure Bases. Funding provided by the Birse & Holler families for Philmont Scholarships, and friends of Terry N. Thompson and others for all high adventure camps.

*Market Value: \$77,300      Distributions: \$4,100*

## Pederson Jamboree Fund

Established in 2019 to honor long-time Scout leader Jon Pederson, who dedicated tremendous time to local and national Scouting activities, including Jamborees across the globe.

*Market Value: \$38,000      Distributions: \$900*

## Ronan Banavige Memorial Scouting Fund

Established in 2022 to honor the memory of Ronan Banavige, a dedicated Eagle Scout who exemplified the Scout Oath and Law. Deeply loved by his family, friends, and the entire community, the Ronan Banavige Memorial Scouting Fund provides financial support to expand unit access to high adventure programs.

*Market Value: \$106,100      Distributions: \$5,600*



## Campership Fund

Provides scholarships for Scouts to attend summer resident camps. The Mardag Foundation created the fund in honor of Robert S. Davis, President 1977 – 78. Support also comes from William Matthews, and the Stephen Matthews family, Lea A. & Elsie L. Wildung, Jim & Katie Lasch, Dr. Dan Ahlberg, adult leaders in Troop 3124, and a bequest from Howard Wilcox.

Additional funds contributed in memory of: Aaron Ambroz, Gene Dufty, Vern Emery, “Boots” Hanson, Bob Johnson, Neal Kwong, Greg Marthaler, Earl Petersen, and Joan & Chuck Schwoch.

*Market Value: \$1,031,000      Distributions: \$53,300*

## Gordon & Elaine Kogl Fund

Established in 2020 from the trust of Gordon & Elaine Kogl, the fund provides scholarships to program staff for education and training beyond a high school level.

*Market Value: \$243,800      Distributions: \$13,000*

## Sean Merhar Memorial Fund

The friends and family of Sean Merhar created this fund to award a scholarship to a Tomahawk Camp staff member who demonstrates creative leadership skills.

*Market Value: \$44,500      Distributions: \$2,400*



# Scholarships

## Eagle Scout Scholarship Fund

Created in 1997 in honor of Distinguished Eagle Scout Robert H. Tucker, who served as 3M General Counsel until his retirement in 1975. Additional endowed scholarships established by: Robert & Joyce Rosene, Eugene & Kathleen Delaune, Chris & Karen Hoffmann, Hugh & Marilyn Madson, C.R. Hackworthy, Paul & Georgia Crockett, and John T. Richter in memory of James Gillespie.

Market Value \$321,900

Distributions \$17,200

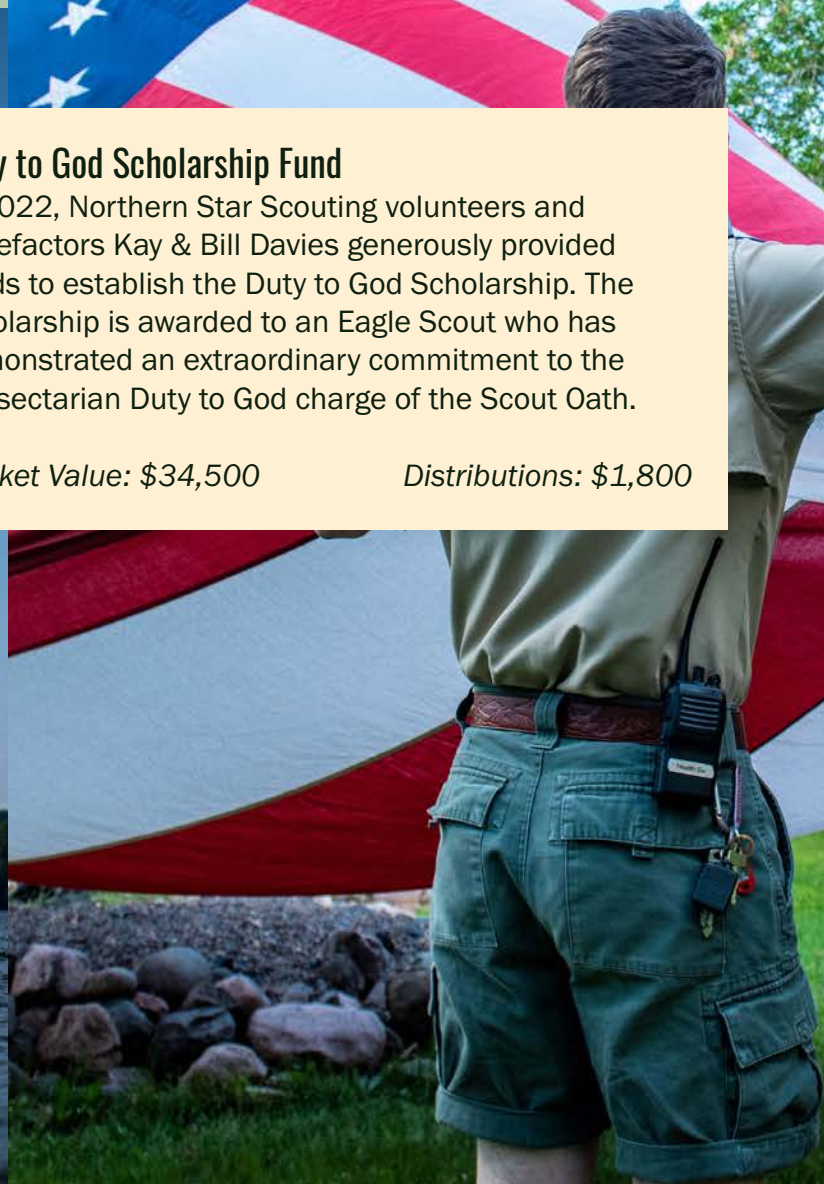


## Duty to God Scholarship Fund

In 2022, Northern Star Scouting volunteers and benefactors Kay & Bill Davies generously provided funds to establish the Duty to God Scholarship. The scholarship is awarded to an Eagle Scout who has demonstrated an extraordinary commitment to the nonsectarian Duty to God charge of the Scout Oath.

Market Value: \$34,500

Distributions: \$1,800





## Scholarships

### Ryan A. Kloncz Fund - New in 2025

The Ryan A. Kloncz Fund is a lasting tribute to the life and spirit of Ryan A. Kloncz, an Eagle Scout from Troop 71 in Woodbury, Minnesota. Ryan embraced Scouting with enthusiasm, making lifelong friendships and living by its values every day.

To honor Ryan's memory, his family has established The Ryan A. Kloncz Fund, ensuring that his legacy of generosity and service lives on. Each year, this fund will award a \$10,000 educational scholarship to a Scout who exemplifies a servant heart.

This scholarship is open to all Scouts, regardless of rank. Recipients will be chosen through nominations from Scouting leaders and other adults who recognize their dedication to the Scout Oath and Law and, most importantly, to the values Ryan embodied:

- **Trustworthy** – Ryan was always honest, approachable, and soft-spoken.
- **Courteous** – He treated everyone with genuine respect and kindness.
- **Kind** – Ryan extended kindness to all, especially to those who needed it most.
- **Loyal** – He was a steadfast friend, true to his beliefs and commitments.

Market Value \$200,000

Distributions Begin in 2026



# Specific Purpose

## Joseph L. Rose Exploring & Venturing Fund

As one of Minnesota's first Eagle Scouts, Joe passed the values of Exploring, Venturing, and Scouting on to his family, friends, colleagues, and employees. His friends and family created the fund; significant contributors include Thomas Rose and Mary Huberty.

*Market Value: \$1,180,200 Distributions: \$63,000*

## Past Presidents Fund

Designed to provide stability to Council operations. Income is available to the Council only when the Council experiences unexpected and unavoidable non-budgeted expenses. Since 1993, all distributions have been reinvested.

*Market Value: \$196,800 Distributions: \$0*

## Andersen/Hulings Fund

The fund, established by Fred C. Andersen and A.D. "Bill" Hulings, was created to help keep Scouting competitive as an employer by supplementing staff salaries. Employees receive an additional 4% in monthly compensation, which they are encouraged to contribute to their 403(b) retirement accounts.

*Market Value: \$3,269,000 Distributions: \$171,100*

## Catholic & Protestant Religious Committees' Funds

Supports the efforts of individuals who help grow Scouting through their respective churches, with funds segregated for each committee.

*Market Value: \$97,700 Distributions: \$5,100*



## James E. West Fellowship

A James E. West gift is an easy way to support the Northern Star Trust via a donation of \$1,000 or more. Individuals may contribute in their own name or in honor of another. Over 650 fellows have been presented with a special certificate, distinctive lapel pin, and an embroidered square knot. Gifts to date generate approximately \$27,000 in unrestricted support to Scouting each year.



**\$749,851**

**SPENT ON CAMP IMPROVEMENTS**



**\$139,500**

**AWARDED IN CAMPERSHIPS**



**\$586,573**

**REGISTRATION ASSISTANCE FUND**



“We have seen first hand, and studies bear out, that being a Scout prepares a youth like no other program for success in life. We are happy to help ensure Scouting’s future.”

**Ken and Gwen Crabb**

Northern Star Scouting Volunteers and Donors





# Make Your Mark!

Today, you are invited to Make Your Mark—a commitment to ensure that future generations experience a transformative Scouting journey.

The *Make Your Mark* Planned Gifts Campaign aims to secure \$35 million in outright or estate gifts to ensure the long-term sustainability of Scouting. This campaign is dedicated to funding camp improvements and maintenance, expanding outreach to at-risk youth, and delivering life-changing programs that build character, leadership, and resilience for generations to come.

Your gift through the *Make Your Mark* Campaign will provide long-term financial stability to Scouting, ensuring that Scouting remains strong for generations.



## Delivery of Life-Changing Programs

From leadership development to STEM education and outdoor adventure, your gift will fuel new initiatives, ensuring that Scouting remains relevant and impactful in an ever-changing world. The Life-Changing Programs Fund is the unrestricted fund of the Northern Star Trust. Northern Star Scouting's Board is responsible for matching available funds with program opportunities.



## Camp Improvements & Maintenance

Outdoor experiences are at the heart of the Scouting mission. Your support of the Camp Improvement and Maintenance Fund will sustain and enhance camp properties, ensuring safe, exciting, and innovative outdoor programs for generations to come.



## Outreach to At-Risk Children

Scouting is for everyone. Your gift to the Outreach Fund will help remove financial and logistical barriers so that all youth can benefit from character-building Scouting programs.

# Introducing the Roy Young Society

The Roy Young Society honors individuals who secure the future of Northern Star Scouting through planned gifts or estate commitments. Named for Roy Young—Northern Star’s first Eagle Scout from Troop 35 in Saint Paul—this legacy giving circle celebrates those who ensure Scouting continues for generations to come.

Membership is granted with an outright gift of \$10,000 or more to the Trust or by sharing your intent to make a planned gift or bequest. All contributions are invested in the Northern Star Trust, providing perpetual support for Scouting programs.

By joining, you help sustain a high-quality Scouting experience and leave a lasting legacy of leadership and service.

Roy Young sounds the bugle at the Headquarters Tent at Camp Seton in May of 1911. Camp Seton was held at Coldwater Spring across the highway from our modern Base Camp.

**From the first Eagle Scout to the next generation of young people, your timeless investment delivers life-changing programs**



# 2024 Investment Committee

Andrew Adams, Investment Committee Chair

*Chief Investment Officer, Mairs & Power*

William Brown

*Retired Group Vice President, The Toro Company*

Doug Bruce

*Sr. Vice President-Wealth Management, UBS*

Richard Halverson

*Retired Partner, Great Northern Capital*

Jon Melander

*Chief Investment Officer, Boulay*

Richard Nicholson

*President, Nicholson Family Foundation*

Ray Skowrya

*Founder & Principal, Summit Associates*

John Patterson, Council President (Ex-Officio)

*Partner, Fredrikson & Byron, PA*

Dennis Goetz, Council Treasurer (Ex-Officio)

*Chief Financial Officer, Pohlads Companies*

John Andrews, Scout Executive/CEO (Ex-Officio)

*Northern Star Scouting*

Doug Parish, Chief Financial Officer (Ex-Officio)

*Northern Star Scouting*



## Development Contacts

Jenny Heddal, *Director of Development*  
612.261.2401 or [jhedal@northernstar.org](mailto:jhedal@northernstar.org)

Jeff Sulzbach, *Development Advisor*  
612.261.2412 or [jsulzbach@northernstar.org](mailto:jsulzbach@northernstar.org)

## Volunteer Development Leadership

Eric Miller *Vice President of Development*

Steve Lewis *Chair, Planned Giving Committee*

Mike & Anne Hall *Co-Chairs, Make Your Mark Campaign*

Brad Bakken *Chair, Annual Campaign*

# Scouting's Vision

All youth have the character, confidence, and experience to improve the world.

## Mission

Northern Star Scouting prepares youth in a safe and inclusive environment to be leaders and individuals of strong character.



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