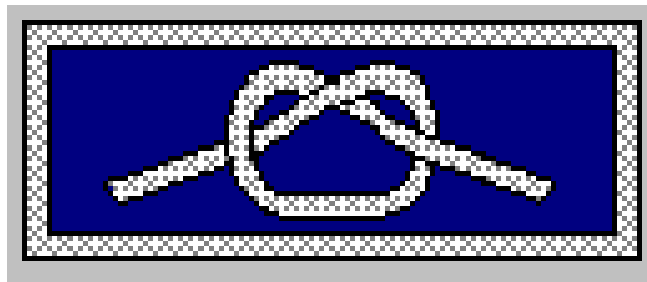


Arrowhead District

**Baltimore Area Council
Boy Scouts of America**



2003-2004

***District
Award of Merit***

BRIAN W. HAYMAN



Cubmaster, Den Leader, Cub Scout Roundtable Staff, District Activities Committee

Quality, organizational prowess, dedication, unselfish service are just some adjectives that characterize this scouter. In an environment where volunteerism is not a major priority, he has stepped up to provide outstanding service to his unit as well as to the Arrowhead District.

He has earned the Cubmaster Award, Cub Scouter Award, Webelos Den Leader Award, Den Leader Training Award, and is a James E. West fellow.

His leadership can be seen on staffs for Bike Rodeo, Webelos Woods, Klondike Derby, District Camporee, and District Dinner Committee. He is a computer whiz and registrar extraordinaire as well as giving support for our district's web page and monthly Cub Roundtable packets.

Even with demands of career, family, church, and Scouting, he has been very active as an officer of the PTA.

We in the Arrowhead District are pleased and proud to accord the District Award of Merit to BRIAN W. HAYMAN.



VANCE L. KOVACH, SR.



Cubmaster, Scoutmaster, Den Leader, Webelos Den Leader, Den Leader Coach, Merit Badge Counselor, District Activities Committee, District Training Committee, Unit Commissioner, Assistant District Commissioner, Pow Wow Staff, Wood Badge Staff, Merit Badge Weekend Staff, Roundtable Staff, Year of Service Chairman, National Jamboree Staff.

You have heard of the "Just say No" campaign for drug abuse prevention, well this scouter "Just Says Yes" when asked to give service to Scouting!

He holds the Cub Leader Award, Cub Scouter Award, Webelos Den Leader Award, Den Leader Coach Award, Cubmaster Award, Boy Scout Adult Training Award, Commissioner-Arrowhead Honor, Order of the Arrow Member, District Committee Key, Wood Badge Beads, and the Scoutmaster Award of Merit. He also holds a Bachelors and Master's degrees from the University of Scouting program.

This Scouter has chaired or staffed the following events: Klondike Derby, Camporee, Mall Show, Webelos Woods, Council Trainer Development Conference, District Dinner, and Boy Scout-Junior Leader Training courses.

He has made scouting a family affair as he serves with his wife, and his son is a Star scout.

We in the Arrowhead District are honored and proud to bestow the District Award of Merit to VANCE L. KOVACH, SR.



DONALD H. MARTIN



Cubmaster, Scoutmaster, District Member at Large, District Training Committee, District Advancement Committee, District Finance Committee, Assistant Scoutmaster, Assistant Cubmaster, Webelos Den Leader, Tiger Cub Partner, Pow Wow Staff, Wood Badge Staff.

Energetic, dynamic, humble, trainer are just a few attributes that come to mind regarding this outstanding scouter.

He truly wants his own unit as well as any other unit to thrive and succeed. This is exemplified via his service as a Cub Scout and Boy Scout trainer as well as serving as the “unit’s friend,” i.e., a Unit Commissioner.

He has earned the following awards: Webelos Den Leader Award, Cub Scouter Award, Cubmaster Award, Boy Scout Adult Training Award, Wood Badge Beads. He is a member of the Order of the Arrow, and has obtained a Bachelors degree from the University of Scouting program.

In addition to working at the University of Maryland and giving service to his unit, the district, and the council, he, also serves as a Girl Scout Leader.

We in the Arrowhead District are pleased and proud to present the District Award of Merit to DON MARTIN.



STEVEN A. SMITH



Cubmaster, Troop Committee Member, Den Leader, District Activities Committee, Merit Badge Counselor, District Cub Roundtable Staff, Council Pow Wow Staff.

Described as “Mr. Fun,” this scouter has answered the call of service for his unit, the district, and the council.

He holds the Cubmaster Award, Cub Scouter Award, Webelos Den Leader Award, Den Leader Training Award, and has earned his Wood Badge beads.

This scouter leads by the scout method of KISMIF—Keep it Simple, Make it Fun. Whether it’s running District Camporees, serving on Klondike Derby staff, Webelos Woods staff, Bike Rodeo staff, or Merit Badge Weekend staff, he is there. Even beyond service to his own unit (P/T 109), he volunteers for his local PTA and is a Commissioner for Youth Little League Baseball in his community.

We in the Arrowhead District are pleased to present the District Award of Merit to STEVEN A. SMITH.

