

March 2006

Volume 3, Issue 1

# Tomahawk Alumni Association

Serving: Fred C. Andersen, Akela, Kiwanis Scout Camp, Day Camp, and Tomahawk Scout Reservation

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## Lifetime Charter Members -Mark McCabe, Reservation Director

I would like to recognize and thank the many people who were able to make a lifetime commitment in support of Tomahawk Scout Reservation. As 2005 ended so did the opportunity to become a Lifetime Charter Member of the Tomahawk Alumni Association. In all, 52 people made this contribution. Lifetime Charter Members have established themselves as the backbone of this Association. Names on this list span every decade of Tomahawk and attest to the strength of the energy and spirit that have made this camp a place that has an influential impact that lasts a lifetime. Thank you for creating a foundation of support for the Association and for your commitment to the long-term enhancement of Tomahawk.

### Lifetime Charter Members:

Mark Abbott	James (Jay) Garey	Ralph McLean	Jeff Sulzbach
David Albrecht	Rene Greer (Rule)	Lori Mongelluzzo	Rev. Tom Thompson
Dave Beardsley	Dr. Earl Grinols	Gary Murphy	Greg Todd
Mary Craig	Jeff Gustafson	Pat Murray	Chad Towle
Michael Dollershell	Mike Haney	Tom Murray	Rich Tregilgas
Arllys Edson	Keith Johansen	Chuck Olson	Richard Yeager
John Edson	Peter Kennon	Greg Peterson	Joseph Ziskovski
Tim Engel	Jim King	Mike Peterson	<u>Lifetime Family Members:</u>
Steve Flood	Duane Kings	Shawn Pomeroy	Aaron Bergh
John Flowers	Al Linder	David Schmidtke	Josh & Amy Duda
Jim Frost	Patrick Norris	Jim Schwieger	James Grinols
Bob Guard	Dana Marshall	Arnold (Skip) Sheldon	Myron & Catherine Jacobson
James Garey	Mark McCabe	Wade Smith	

## Message From the Chair - Jim King (staff 1955-1970)

90 days to the fifty third opening week at Tomahawk!!! Where has the time gone??? Last year I was at camp for a day of staff training week. It was truly a different experience than what we had "in the 50s" For one thing, there were more people...and they seemed much younger...and many were young women...

As I visited with some, it also became evident that they were talented, smart, hard working, dedicated, etc....all of the qualities a good camp staffer needs to do the job well. We are in good hands!!

**OPPORTUNITIES** As we begin the 2006 season, there are many opportunities for us to contribute to the success of Tomahawk and Scouting in the Northern Star Council (yes, Northern Star...remember the council merger with Viking last year?). For starters;

- If you have not done so yet, become a member of TAA.
- Contribute to the Council as a 'Friend of Scouting'.
- Make arrangements to attend a work weekend at camp.
- Fund a 'scholarship' for a Scout to attend Tomahawk.
- Volunteer to be a member of the TAA board. We need several new people this year.
- Help provide equipment or services needed by the camp.

**Come to Alumni Day at  
Tomahawk on July 20th!  
See Page 3.**

Hopefully, the next newsletter will introduce the new Chair of the TAA, as well as several new board members. The search and interviews are in process. The past 3 years have been rewarding, as I truly believe that Tomahawk is a special place and that the staff experience was a major contributor to my life. The friends made, family experiences, and career choices that came about because of Scouting are all that could be hoped for. I am glad to be a part of it, and hope to continue to make a positive contribution. Thanks.

Happy Camping! Jim King [jbking@boreal.org](mailto:jbking@boreal.org)

## Camp Staff Spotlight

Is there a limit to what you can achieve when five accomplished camp staff come together in a business venture?

### Superior Search

Steve Matthews currently serves as a Principal with Superior Search, a St. Paul based Executive Search firm. Steve served on the Tomahawk camp staff for a number of years during the late 70's through the 80's in several capacities including Chippewa Sailing Director, Chippewa Camp Director, and Tomahawk Reservation Director. Steve worked professionally for the Boy Scouts for five years in Minnesota and Colorado. Now fully engaged in a career in Executive Search, Steve spoke fondly of his days on camp staff and related lessons learned on camp staff to practices used today in business.

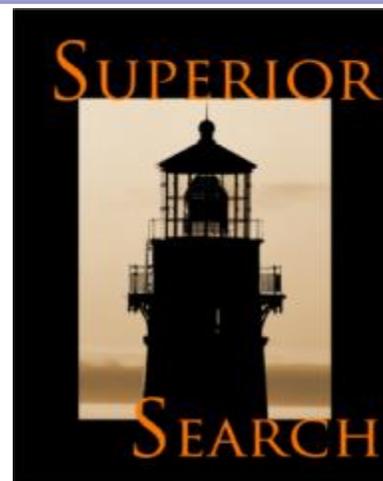
Superior Search was founded in 1999 as a Traditional Executive Search firm. Over the years the company has expanded its client base to several levels of recruitment. Superior Search has nearly 75 years of experience in the executive search industry.

Steve commented that Superior Search fills positions ranging from company CEO's to truck drivers. The employees and leaders of Superior Search developed a process of Plan, Design, and Build in reaction to continued growth. They *Plan* by identifying needs relative to the clients budget, time frame, and positions that need to be filled. Next, they *Design* a program that utilizes as many recruitment methods needed to successfully match the clients needs. Finally, the *Build* step is the process of execution of the program that has been designed for the client. One of their guiding principles is they are just as selective about

the members of their own team as the candidates they send to their clients.

One of most interesting aspects of Superior Search is the work histories of its employees. Within this small business there are five employees who worked at Tomahawk. Rob Duncan serves as a Principal for Superior Search. Mike Duncan, Rob's brother, works as a Recruiter. Kirk Keeney is a Senior Recruiter. Steve Nordrum is also a Recruiter. All of these gentlemen have several years of Tomahawk camp staff experience. Rob worked aquatics, high adventure, Chippewa Director, and he worked at Fred C. Andersen Scout Camp with the Cub Scout program. Mike worked as a CIT at Kiwanis Cub Camp, food service, and Chippewa ecology staff. Steve Nordrum worked several summers and winters including Kiwanis Cub Camp, Tomahawk Snow Base Director, Chippewa camp staff, and Tomahawk Reservation Director. Kirk worked Cub Day Camp at Fred C. Andersen, commissioner at Chippewa, Scout Craft, and Chippewa Director.

Steve said that when looking for employees he looks for people with a sound work ethic who are willing to try. He demands a lot out of people and is "brutally honest" with employees. Rob Duncan and Steve Nordrum commented that the shared work experience from camp staff has helped to create a synergy in the workplace at Superior Search. They also said that the camp staff mentality of "work until the job gets finished" is evident in the employees who were camp staffers. Kirk Keeney commented that the client's priority is to fill staff positions with quality individuals and sometimes



that re-

quires working long hours and nights and weekends in order to achieve success.

**Business Practices Related to Camp** – Steve spoke about large recruitment projects for clients which mirrored the feeling of Camp Staff interview day. About 90 people were on site interviewing for 30 positions for one client. Steve commented, "There is a lot of excitement and long hours that are put in on a day like that."

Superior Search also conducts an annual awards celebration for its staff called the Fresnel awards. Fresnel signifies the lens on a lighthouse which is the symbol for Superior Search. The Superior staff said this ceremony reminds them of the Tomahawk Tommies ceremonies on camp staff.

It was inspiring to learn how this group of former Tomahawk staffers developed a vision, created a plan, and developed a successful business that is still expanding. These men are a shining example for our current Tomahawk camp staffers. We wish the employees of Superior Search well in their continued effort to develop their business.

## Alumni Day -Paul Fischer (staff 1997-2004)

**Tomahawk Scout Reservation**  
**Thursday, July 20 at 11:00am**

It is tempting to say that after working at Tomahawk I feel like I own a part of the camp. Not necessarily a particular square footage, but I own a piece of the essence of camp, its energy and strength. All the effort I put in, all the happy kids, off-the-wall program ideas ... after all the sweat and enthusiasm, a part of this camp should belong to me.

This feeling is false.

In truth, it is a part of me that belongs to Tomahawk. I hope that it is accurate to say that I have had a positive impact on Tomahawk and its campers. But my years on staff are transient relative to Tomahawk's 53 years of operation. Year after year, the positive attitude and strengthening atmosphere and energy that flow forth from camp staff and Scouts accumulate in unperceivable space, and then re-radiate like warmth from an oven, only inexhaustibly. This

part of me exists at Tomahawk, this is the part of me that Tomahawk owns, that I gave. Camp is not mine; I am part of it.

To visit Tomahawk years after your employment ended is a great show of support. Your involvement as an alumnus buttresses the program and the methods and goals of Tomahawk and Boy Scouts. Very importantly, visiting camp strongly impacts the current staff. By meeting people who worked at camp years before, a dimension of Tomahawk clarifies, showing the richness, history, and relevance of what takes place on those forested acres.

You are invited to the **2006 Tomahawk Camp Staff Alumni Day on Thursday, July 20, 2006**. The alumni day starts at **11:00 a.m.** Please check-in at the Central Services building. This day will include camp tours, lunch, open time to explore Tomahawk and reconnect with friends, and a brief recognition ceremony for Tomahawk Alumni Association mem-

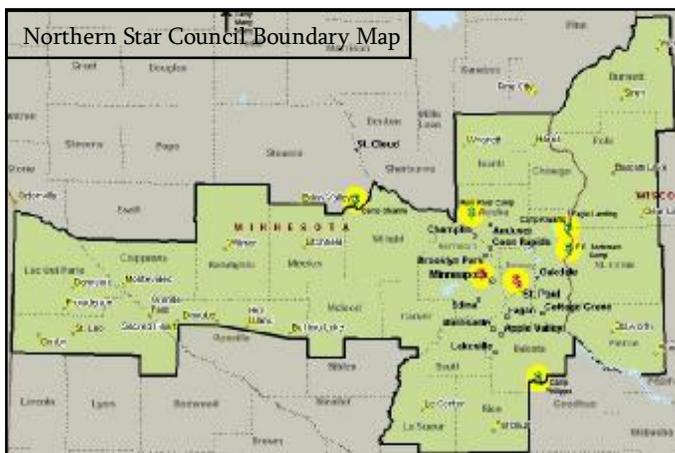
bers and Lifetime Charter Members. Some new features to look forward to include the new Sioux Shower House, three new elements to the High COPE course including a zip line, and a human foosball court in White Pine. I am certain that your energy will be renewed by the sites and sounds of the current camp staff.

We appreciate your RSVP to help our planning. Please contact Mark McCabe at 651-254-9138 or [mmccabe@northernstarbsa.org](mailto:mmccabe@northernstarbsa.org). There is **no fee** for the day. If you are interested in spending a night at Tomahawk, Family Island has tent sites available for \$10/night, trailer sites for \$20/night, and cabins (depending on availability) for an Alumni rate of \$40/night. More information is available at [www.camptomahawk.org](http://www.camptomahawk.org). For Family Island reservations, please contact Carol Forrest at [cforrest@northernstarbsa.org](mailto:cforrest@northernstarbsa.org) or 651-254-9158.

## Council Update -Mark McCabe, Reservation Director

As many of you are well aware, on July 1, 2005 the Indianhead Council and Viking Council officially consolidated to become the Northern Star Council. Since July 1, we've seen many positive developments. Staff support have been added to underserved areas of Scouting. The new Navigator newsletter that provides direction and support to our Scouting leaders has expanded our volunteer communications. Over 17,000 young people spent at least one night at a council camp. At Join Scouting Night, we recruited 3,500 new Cub Scouts in the council. Through cost savings the Northern Star Council was also able to employ more district executives in rural areas of the council that were being underserved.

The camping department is working to create long-range plans for Cub Scout and Boy Scout camping that will best serve the Scouts in our programs. Now with seven council camps, including two major Boy Scout camping operations at Tomahawk and Many Point Scout Camp, the council needs to inform families about the number of different opportunities their Scouts have to choose from. Stay tuned in coming newsletters for updates regarding the council consolidation and new long-range plans being created in the camping department.



## Why You Should Be a Tomahawk Alumni Association Member

The Tomahawk Alumni Association has two main focuses at this point in its early existence. Generally, members of the TAA work to create and maintain a network of current and former staff, and provide resources to Tomahawk Scout Reservation.

### Create and maintain a network of current and former staff.

Members of the TAA work to achieve this goal by providing a space to foster communication and exchange of ideas between former and current staff. Specifically, the Association accomplishes this in the following ways:

- 1) Maintain a data base of current and former Tomahawk staff.

*Record contact information, years on camp staff, and positions held of Tomahawk alumni.*

- 2) Maintain a relationship among former and current Tomahawk staff.

*Allow for exchange of ideas via the Alumni Committee and by keeping an open relationship with the current camp administration. Also, make convenient ways to visit camp.*

- 3) Keep alumni up-to-date with Tomahawk and Council news.

*This accomplished with this news letter, Alumni Day at Tomahawk, and strong communication among former and current staff and administration.*

- 4) Fellowship: offer two alumni activities each year.

*The alumni-sponsored Alumni Holiday Reunion and Alumni Day at Tomahawk.*

### Provide resources to Tomahawk Scout Reservation.

Members seek out sources for needed supplies and money contributions and act as a source themselves. These are accomplished in the following ways:

- 1) Generate funds for Tomahawk.

*Give through Friends of Scouting, or seek donations by way of the committee.*

- 2) Acquire program, maintenance, and other resources for Tomahawk.

*Provide members and supporters with a list of needed equipment and supplies, or work to be done. Organize the acquisition of the needed resources. The display case at Central Services is a recent example of this.*

- 3) Organize and do service projects at Tomahawk.

*Work with camp administration and rangers to identify important projects, and then organize volunteers to work on the project and provide resources.*

- 4) Recruit staff and help with staff training, skills mentorship, and otherwise be a resource for current staff.

*Always be on the look-out for energetic role models and direct them to the nearest Camp Staff Application. Offer your skills to help camp staff be the best they can be, particularly during staff training week and throughout the summer.*

### Become Involved

If you are interested in giving something back to Tomahawk, these are some constructive ways to help Tomahawk through the Alumni Association.

Become a member of the Tomahawk Alumni Association.

Contribute to the Council as a Friend of Scouting.

Make arrangements to attend a work weekend at camp.

Fund a scholarship for a Scout to attend Tomahawk.

Volunteer to be a member of the TAA board. We need several new people this year.

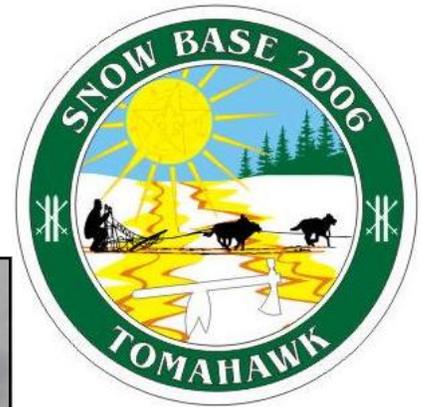
Help provide equipment or services needed by the camp.



Your involvement matters and you can make a real impact on the quality of Tomahawk's program, facilities, and support network. If you are interested or would like more information, do not hesitate to contact Mark McCabe (Tomahawk Scout Reservation Director) at [mmccabe@northernstarbsa.org](mailto:mmccabe@northernstarbsa.org) or 651-254-9138, or Jim King (TAA Committee Chair) at [jking@boreal.org](mailto:jking@boreal.org).

# Snow Base 2006 Recap

Old Man Winter looked kindly upon Tomahawk Scout Reservation this winter. While the Twin Cities were snow staved, Tomahawk was on the southern end of several snowfalls throughout the winter, and maintained at least a foot of snow over the nine weekends. The Spearhead program, in its 27<sup>th</sup> year of operation, had good attendance and great reviews. Two weekends produced Zero Heros; the coldest overnight temperature was -13 degrees F. In our effort to maintain the highest quality equipment, this year Spearhead invested in GPS units, sleeping bags rated to -40 degrees F, synthetic waterproof mitts and liners, and aluminum tubing showshoes. As a new trail activity, Spearhead campers had the opportunity to use power kites. Under good wind conditions, Scouts can be pulled along on skis using only wind power. Snow Huskies (for Scouts ages 11 and 12) had a very good winter. Scouts particularly enjoyed the new Human Foosball Court and using ice axes and crampons to ascend the Ice Hill. The Dog Sled program was as popular as ever and for good reason; ours is one of the only programs of its kind. Our Biathlon program caught the attention of Boys Life Magazine so much that a photo journalist came up from Texas to brave a cold February weekend and document this shooting and skiing program. The article should appear in Boys Life next winter. Snow Base continues to be one of the largest winter camping programs in the country, and served over 1,000 campers this winter.



Kite Skiing



Climbing the Ice Hill.



A winter-hardy crew.



An adult leader shows style and poise on new aluminum tubing snowshoes.



Dog Sledding.

Scouts earn Snow Sports Merit Badge in the Biathlon program at Snow Base.



## *Northern Star Council's Friends of Scouting Campaign*

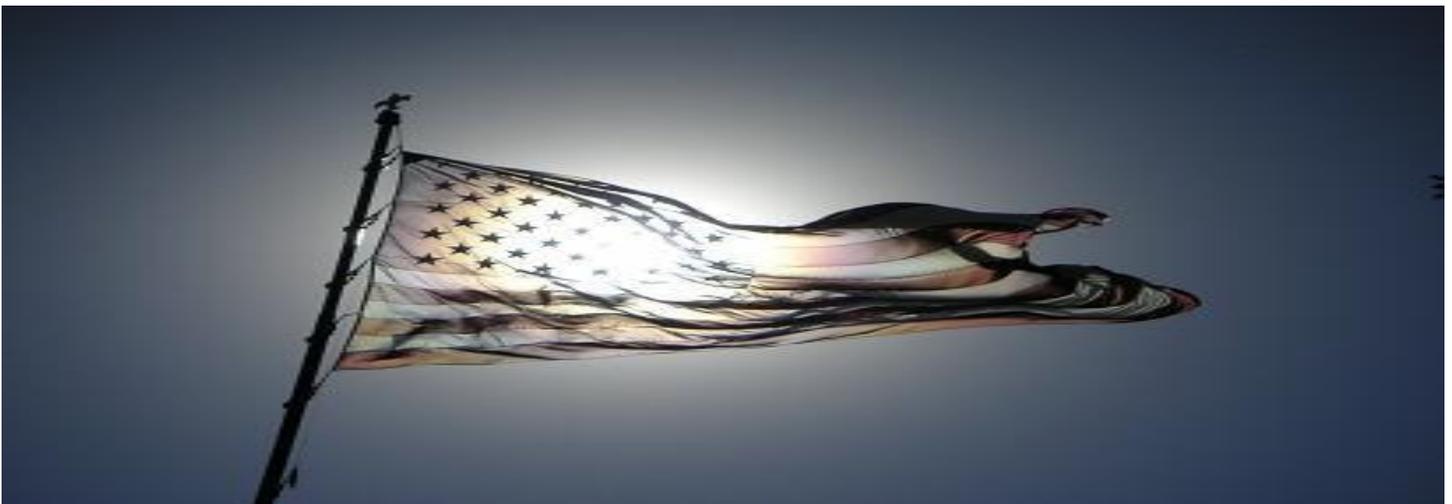
Northern Star Council conducts an annual fundraising campaign to support Scouting. The money raised each year is used to support camping programs, property improvements, adult leader training, and operational costs associated with Scouting. Northern Star Council continues a long-standing tradition of being a camp program-oriented council. Tomahawk Scout Reservation alone served 5,413 Boy Scouts last summer (2005) and had 931 Scouts attend Snow Base this past winter season (2006).

Several members of the Tomahawk camp staff alumni volunteer to help raise a portion of the overall Friends of Scouting Campaign. This year the Tomahawk Alumni goal is \$29,521. Several camp staff alumni have contributed to this year's Friends of Scouting campaign. We have currently achieved 60% of our goal. In order for Scouting to continue to grow and thrive we need the support of several more camp staff alumni who understand the importance of providing a quality program for boys year round. ***It costs \$198 for a Scout to come to Tomahawk for one week.*** We ask you to consider making a gift within this range. However, donations of any amount are greatly appreciated.

Some people choose to give needed program supplies in place of, or in addition to, money donations. Individuals may also designate their money gift if they choose. Below is a list of program supply items needed for the 2006 camping season.

22-Caliber Rifles	Office Supplies
Climbing Equipment	Mosquito Netting
Archery Supplies	Fishing Equipment
Tools – Hammers, shovels, posthole diggers, mauls, draw knives, saws, axes	

The Friends of Scouting Campaign directly sustains the year-round activities of Northern Star Council, supporting more than 30,000 volunteer leaders who deliver a real Scouting program to more than 100,000 youth members. These Scouts need your assistance to help ensure that they receive an exceptional Scouting experience. Please consider making a gift to Scouting this year. You may use the envelope included in this newsletter to send a gift if you are able to help out with even a fraction of our need. Please call 651-254-9138 or send an e-mail to [mmccabe@northernstarbsa.org](mailto:mmccabe@northernstarbsa.org) if you have any questions. To follow the time line of the campaign we urge you to make a pledge by the end of April. **A gift of any amount will be greatly appreciated!** Your involvement on any scale is important. Thank you for your efforts and contributions.



N O R T H E R N S T A R



C O U N C I L / B S A

## Tomahawk Still Needs Staff!

Tomahawk has a few positions still available, and we are always looking for the best candidate. Most of the positions we have available are directorship positions for people age 21 and older. So quit your job and come back to camp! Or, let us know if you have someone in mind who would do a great job in the following positions (age 21+):

**High Adventure Staff**

**COPE Director**

**Scoutcraft Director**

**Aquatics Director**

**Horse Corral Director**

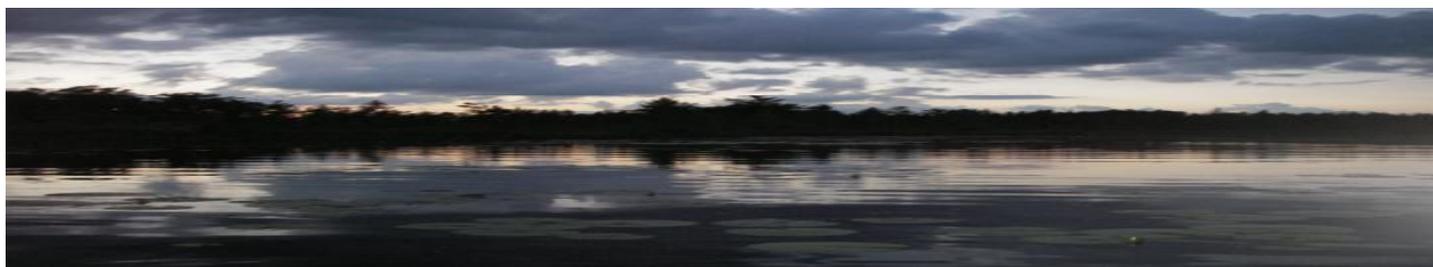
**Fox Fire Staff**

**Health Director (Must be EMT)**

**Shooting Sports staff**



Starting salary for most of these positions is \$3,150 for the ten week season. Please contact Mark McCabe (Reservation Director) with any suggestions you have at [mmccabe@northernstarbsa.org](mailto:mmccabe@northernstarbsa.org) or 651-254-9138. Camp staff applications can be downloaded at <http://www.camptomahawk.org/files/StaffApplication.pdf>.



## Holiday Alumni Reunion Review

Where was the party on December 29? At the Alumni Holiday Reunion! Around 100 former and current Council camp staff met at Patrick McGovern's Pub in St. Paul to reconnect with old friends and to make a few new ones. All decades of Tomahawk were represented, as were all camps and all types of positions. With hors d'oeuvres provided into the night, we proved that the camp spirit runs strong. The Alumni Association was well-represented, with several of our Life-time Charter Members in attendance. Thanks to all who could attend for making it an outstanding show of fellowship and support for Tomahawk.

## Think You're Cool? You Are!

Tomahawk camp staff are cool. Tell us how cool you are, so we can publish it here. We want to know about your adventures in life, and how Tomahawk and the Boy Scouts may have influenced these events. Anything from big outdoor trips to an interesting career path to insightful day-to-day events to notable things we haven't ever considered spark our fancy. If you would like us to consider an idea, an article, or would like to be profiled, please contact Mark McCabe at [mmccabe@northernstabsa.org](mailto:mmccabe@northernstabsa.org) or at 651-254-9138.



Say, what are you up to on Thursday, July 20th?

**ALUMNI DAY AT TSR, HECK YEAH!**

# Register Now to be a Tomahawk Alumni Association Member!

<p><b>Tomahawk Alumni Association</b>                  393 Marshall Avenue                  Saint Paul MN 55102-1717                  651-224-1891  <a href="http://www.camptomahawk.org">www.camptomahawk.org</a></p> <p>Phone Numbers: (H) _____                  (W) _____</p> <p>Years/Positions at TSR:                  Years _____                  Positions: _____                  _____                  _____                  _____</p> <p>Name _____                  Company: _____                  Street: _____                  City: _____                  State: _____ Zip: _____                  Email: _____</p>	<p style="text-align: center;"><b>Tomahawk Alumni Association</b></p> <p><b>Membership Levels</b></p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr> <th></th> <th>Individual</th> <th>Family</th> </tr> </thead> <tbody> <tr> <td>Annual Student</td> <td>\$5.00</td> <td>-</td> </tr> <tr> <td>Annual</td> <td>\$15.00</td> <td>\$25.00</td> </tr> <tr> <td>3 Year</td> <td>\$40.00</td> <td>\$60.00</td> </tr> </tbody> </table> <p>Payment: \$ _____</p> <p>Date: _____</p> <p><b>I prefer to pay:</b>                  Cash _____ Check No. _____ Credit Card _____</p> <p style="text-align: center;"><i>Please make checks payable to:</i>  <b>Northern Star Council / BSA</b></p> <p><b>Please charge my credit card:</b>                  Type of Card: Visa _____ MasterCard _____                  Account No. _____                  Expires: Month _____/Year _____</p> <p><b>Signature (Required):</b> _____</p>		Individual	Family	Annual Student	\$5.00	-	Annual	\$15.00	\$25.00	3 Year	\$40.00	\$60.00	<p><b>Thank You                  for Supporting                  Your Camp Alumni                  Association!!</b></p>  <p><b>Mail To:                  Mark McCabe                  393 Marshall Ave.                  St. Paul, MN 55105</b></p>
	Individual	Family												
Annual Student	\$5.00	-												
Annual	\$15.00	\$25.00												
3 Year	\$40.00	\$60.00												

