

Board of Directors Meeting Minutes

Tuesday, January 19th, 2021

The meeting was opened at 6:01 PM on Zoom by Kathy Winger, Council President. A quorum was present

Attendance:

Executive Board members attending: Robert Bernheim, Becky Chambers, Jack Clements, Joyce Contrades, Roger Dahlgren, Joe Daniszewski, Bill Dickinson, Jean DiMaria, Jonathan Lang, Clint Liechty, Dave McKeehan, John Mead, William Mills, Steve Odenkirk, Don Riegger Jr, Brett Rustand and Kathy Winger

Excused: Frank Bouchard, Lou Salute, Bob Sommerfeld

Guest: Ryan Owens

Staff: Jeff Hotchkiss, Dan Rowland

Summary of Action:

I. Administrative Matters

- A. Approval of November 17th Executive Committee minutes. Moved by Chambers seconded by Dickinson. **Approved.**
- B. Approval of December 15th Executive Board minutes. Moved by Chambers, seconded by Dickinson. **Approved.**

II. Treasurer's Report -Don Riegger, Council Treasurer, reported

- A. **Approval of December Financials as drafted** - December 2020 closed out on a positive note after a tough year. Year-end giving, boosted by the major gift committee initiative, was favorable across multiple levels: FOS, Foundations, Direct Mail and Scout Reach all made significant contributions to the \$43,000 generated in total support. Corporate Pinewood Derby sponsors continued their support with an additional \$6,000. Product Sales continued to disappoint across the country. Membership levels, unit engagement, and reliance on electronic sales all impacted volumes. December's expenses of \$47,400 remained low due to decreased activity and continued spending limits. December's small deficit of \$4,000 led to a preliminary, unadjusted year-to-date deficit of \$(158,000). This deficit level, in light of projections nearly twice this amount, is testament to the diligent and extensive efforts by management, staff, board and volunteers. Expect significant, but mostly favorable, year-end adjustments pending consultation with our accounting and audit teams. Leading the way may be PPP loan forgiveness exceeding \$120,000. Governmental action at the close of 2020 simplified PPP-1 rules and offers additional opportunity for relief for both 2020 and 2021. The council was able to meet cash needs in December without increasing its internal Line of

Credit (LOC) and the cash balance should be sufficient to cover January recharter costs. Contributions receivable of \$25,500 reflect a relatively strong start to 2021 programs. In December, the Finance and Executive Committees approved a deficit budget of \$147,500 for 2021. The proposed budget maintains reasonable staffing, anticipates moderate scouting and fundraising activity and provides for additional litigation costs. The consensus was that the council needs to invest in 2021 to position it for a solid recovery in 2022. New governmental aid should help mitigate the deficit. Dickinson moved, Dahlgran seconded. **Approved.**

- B. **The 2021 budget** - In December, the Finance and Executive Committees approved a deficit budget of \$147,500 for 2021. The proposed budget maintains reasonable staffing, anticipates moderate scouting and fundraising activity and provides for additional litigation costs. The consensus was that the council needs to invest in 2021 to position it for a solid recovery in 2022. New governmental aid should help mitigate the deficit.

III. Resolutions for Approval

- Approval of Specific Assistance Funds for 2021 (see attached) – Moved by McKeehan, seconded by Lang. **Approved**
- Approval of Compensation & Benefits Committee (see attached) – Moved by Dickinson, seconded by DiMaria. **Approved**
- Approval of new Council Commissioner Jonathan Lang – After expressing great thanks for outgoing Council Commissioner Jim Tarleton it was moved by Dickinson, seconded by Mills. **Approved**
- Approval of new District Chair Ryan Owens in Cochise District – Moved by Riegger, seconded by Contrades. **Approved**

IV. Updates & Reports

- National Bankruptcy - Robert Bernheim, VP of Administration, updated the board. Discussion followed. More action by this board to become part of the settlement will most likely be discussed in a late Springtime frame. SE Hotchkiss updated the Board on their Directors & Officers insurance.
- Friends of Scouting update – SE Hotchkiss thanked the Board for their participation so far raising \$35,200 to date. He encouraged all who haven't to make their pledge for 2021
- New summer camp operation in 2021 – SE Hotchkiss updated the board on our new summer weekend camp plans for Camp Lawton.

V. Highlights & Upcoming events

- 2/8-12 – Council online recognition week where we'll announce our Silver Beaver awardees
- 2/21-27 – Eagle Scout online Recognition week where we'll highlight our recent class of Eagles

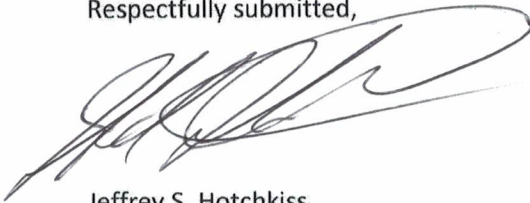
- 2/27 – Socially distanced council workday at Double V

VI. **Scout Executive's minute-** SE Hotchkiss reminded everyone of the success we did have in a truly unique year. He thanked Jim Tarleton for his help with a just submitted Angels Charity grant, and welcomed Jonathan and Ryan into their new leadership positions.

VII. **Adjourned** at 7:45 pm.

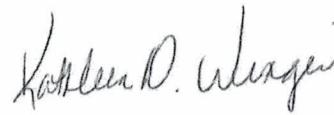
VIII.

Respectfully submitted,



Jeffrey S. Hotchkiss
Scout Executive

Approved,



Kathy Winger
Council President

Our next meeting in conjunction with our Annual Business meeting

Via zoom

March 16th, 2021 at 6pm

BOARD RESOLUTION
Specific Assistance Funds for 2021

The goal of the executive board of the Catalina Council is to extend the Scouting and Learning for Life programs to all youth and families within our boundaries regardless of their ability to pay the costs of participation. One way our council dedicates itself to reaching that goal is by providing council operating funds for this purpose in its annual budget as part of the Specific Assistance to Individuals line item.

Specific assistance funding may be used for, but is not limited to:

- Payment of annual registration fees and/or Boys' Life subscriptions for youth and/or adults
- Summer camp scholarships
- Activity/training scholarships for youth and/or adults
- Uniform assistance for youth and/or adults
- Purchase of program materials

The Scout executive will be responsible to give specific approval any time these funds are expended. Furthermore, the council will establish an outreach committee to provide program oversight and to review quarterly reports of all assistance expenditures. An executive summary of assistance funds expended will be provided to the council's active membership as a part of the annual business meeting.

Approved on January 19th, 2021



Kathy Winger
Council President



Jeff Hotchkiss
Scout Executive/Secretary

Resolution

2021

- Compensation and Benefits Committee –

Whereas, The Catalina Council, Boy Scouts of America’s objective is to provide a reasonable and competitive executive compensation plan which is consistent with market-based compensation practices of the Boy Scouts of America for like-classification of councils. The original letter of employment will provide the basis for all compensation and benefits for the staff member and/or executive.


The council president will appoint each year a compensation and benefits committee whose principle responsibilities is to review the performance of the Scout executive and to recommend for approval to the executive board annual salary and benefit recommendations for full-time council level employees.

The executive board and compensation and benefits committee are charged with ensuring the compensation policy follows the practices and guidelines issued by the Boy Scouts of America National Council and procedures satisfy the IRS Intermediate Sanctions requirements.

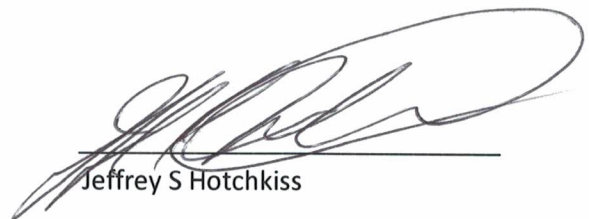
Therefore, be it resolved the Catalina Council, Boy Scouts of America Inc. authorizes the Council president to appoint a chairman of the Compensation and Benefits Committee and no less than two other representatives to serve on the committee. Members of the committee would be:

- Brett Rustand – Chair
- Don Riegger
- Jonathan Lang
- Kathy Winger

This resolution adopted and recorded on January 19th, 2021


Kathy Winger

Council President


Jeffrey S Hotchkiss

Scout Executive/Secretary

For approval as a Council Commissioner

Jonathan Lang


Jonathan is a mining engineer by education and profession. He received his Bachelor of Science degree from the Colorado School of Mines in 1974. After a career with US Borax and Exxon Minerals he became a Senior Mining Engineer with Independent Mining Consultants in Tucson. He is just now easing into semi-retired.

Jonathan's career as an adult scouter spans 32 years and many positions. He has served as both a Cubmaster and Scoutmaster, as well as in various District and Council positions. Most recently he has served as Assistant Council Commissioner.

Jonathan is a member in good standing at Christ the King Episcopal church. There he has served as Junior Warden, Vestry member, on various ministries, and is currently the chair of the church's endowment fund committee.

Jonathan is an Eagle Scout as is his son. He is an avid hunter both with bow and arrow and with firearms. His only hobbies through the years have been Scouting and hunting. He has been married to his wife Cathy for 45 years and has a daughter and a son. Cathy and Jonathan have two grandchildren by their daughter.

The undersigned certified that this resolution was duly adopted by the council executive board:



Kathy Winger
Council President



Jeff Hotchkiss
Scout Executive/Secretary



Date

For approval as District Chair – Bylaws, Article IV, section 2

(District Chair elected by district and approved by executive board, Article VIII, Section 3)

Ryan Owens to serve as the Cochise District Chair

(and by approval to serve on the Council Board representing the District)

Ryan Owens veteran, a father, and a native of South Carolina.


He has served the Army as an Enlisted Soldier, a Warrant Officer, and a contractor, for almost thirty years, support Military Intelligence here and abroad.

He has three children and one grandchild. Both of my sons were scouts; one achieved the Life Scout Rank and the other achieved Eagle Scout. I've been married to my wife, Leisa, twenty years.

He has served as a den leader, scoutmaster, and OA Chapter Advisor. He has attended Developing Youth Leadership Conference, earned his wood badge beads, and has been awarded the District Award of Merit.

He appreciates the opportunity to serve as the Cochise District Chair. He promises to "Do My Best" to serve the youth and adult volunteers of Cochise District and help deliver a great program

The undersigned certified that this resolution was duly adopted by the council executive board:



Kathy Winger
Council President

1/19/21
Date


Jeff Hotchkiss
Scout Executive/Secretary