

**Minutes of the Council Executive Committee****February 15<sup>th</sup>, 2022**

The meeting was opened at 5:07pm on Zoom by Kathy Winger, Council President. A quorum was present.

**Present:** Robert Bernheim, Roger Dahlgran, Jeff Hotchkiss, Jonathan Lang, Steve Odenkirk, Don Riegger and Kathy Winger.

**Staff:** Dustin Shoemake

**Summary of Action:**

1. **Executive Committee minutes** for December 14<sup>th</sup>, 2021, were reviewed. Dahlgran moved, Lang seconded, **approved**. There was not a Board of Directors meeting in January.

2. **December Treasurer's report and financials** were presented by Council Treasurer Riegger.

**Overview**

- Operating net income for the Catalina Council is at a surplus YTD of \$3,000.
- December FOS revenue and collections supported total revenue of \$60,000, just short of budget, December expenses at \$76,000 were at budget.
- FY 2021: Revenue was \$780,600, only \$7,400 off budget.
- FY 2021: Expenses totaled \$777,400, UNDER BUDGET by \$155,300.

**Financial Snapshot & Trends**

- Overall, the council is following normal BSA business cycle trends.
- The Council accrued bankruptcy settlement of \$1,080,000 in FYE 2021.
- Despite the accrual, Entity value only fell from \$3,764,000 to \$3,037,000.

**Financial Ratios**

- The council has seen an increase in liquidity and decrease in debt ratios over the past year.
- Cash ratio at 2.81 months is good, near 3.0 goal.
- Operating Net Assets decreased by \$137,000 from (\$254,600) to (\$117,500)

Odenkirk moved, Dahlgran seconded, **approved**.

**Finance Committee recommendations: Approval of 2022 Budgets**

- Operations: Concurred with Exec Comm approval of Balanced Budget for 2022
- Capital: Budgeted surplus of \$26,000 with revenue of \$168,422 and expenses \$142,300.-
- Endowment Budget of \$27,400, revenue of \$30,000 offset by \$2,600 expense

Lang moved, Bernheim seconded. **Approved.**

**3. Resolution Approvals:**

- a. Approval of 2022 Compensation and Benefits Committee  
Dahlgran moved, Odenkirk seconded. **Approved.**
- b. Approval of 2022 Council Performance Goals  
Lang moved, Bernheim seconded. **Approved.**

**4. Reports & Updates**

- a. **Key 4 Board calls** – President Winger reported on results of calls to board members asking for 2022 commitment and interests.
  - b. **Unit Recharter & YPT follow-up** – Commissioner Lang reviewed slow recharter progress and updated YPT letter warning those not up to date of pending dropped status.
  - c. **Development** – SE Hotchkiss reported that we exceeded our January 25% benchmark for Friends of Scouting, good progress with the Good Scout Luncheon and the solicitation of a grant through the Marshall foundation.
  - d. **Program & Membership** – VP of Operations Dahlgran reported on the development of a 2022-2023 calendar.
  - e. **Properties** – VP of Properties Odenkirk reported on progress of maintenance improvement committee and plans for the upcoming workday at Camp Lawton.
  - f. **National Bankruptcy:** - VP of Administration Robert Bernheim updated the committee on its status, another Adhoc call is scheduled for tomorrow.
5. **SE Minute:** SE Hotchkiss thanked the committee for their efforts and the good results we achieved in 2021 despite dealing with the Covid pandemic and National Bankruptcy. He looked forward to our first live meeting in over a year next month.

**6. Closing:**

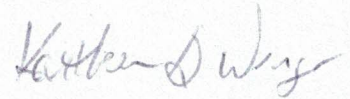
The meeting was closed at 6:26PM

Respectfully submitted,

Approved,



Jeffrey S. Hotchkiss  
Scout Executive



Kathy Winger  
Council President

Next Board of Directors meeting immediately following the Annual meeting on March 15<sup>th</sup>, 2022

**Resolution**

2022

- 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.

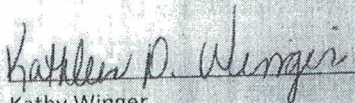
The council president will appoint each year a compensation and benefits committee whose principle responsibilities is to review the performance of the Scout executive and to recommend for approval to the executive board annual salary and benefit recommendations for full-time council level employees.

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 February 15<sup>th</sup>, 2022

  
Kathy Winger

Council President

  
Jeffrey S Hotchkiss

Scout Executive/Secretary

## Recommended Council Performance Standards

The standards will identify threshold values the council must meet. Councils which do not meet these standards will be subject to an improvement process.

In 2021 the council performance standards committee identified and recommended following items to measure:

- Youth Safety – 98% Youth Protection Training
- Youth Market Share – 2%
- Youth Retention – 62%
- Financial Sustainability – minimum of three months of cash liquidity for operations
- Youth Ethnic and Gender Diversity – 10% of membership is female; membership reflects community's youth of color percentage

### *Catalina Council 2022 Goals*

- Youth Safety – **100% Youth Protection Training** – Goal 100%
  - 12/31/20 – 100%
  - 12/31/21 – **92.5%**
- Youth Market Share (178,861 available youth) – Goal 1.3% or 2238 youth enrolled
  - 12/31/20 – 1.2% density or market share
  - 12/31/21 – **1.04%** market share or 1,865 youth enrolled
- Youth Retention – Goal 65%
  - 12/31/20 – 52% youth retention
  - 12/31/21 – **60%** youth retention
- Financial Sustainability – Goal operations cash liquidity ratio of 1.00
  - 12/31/20 - .59% liquidity ratio
  - 12/31/21 - **.75%** liquidity ratio
- Youth Ethnic and Gender Diversity reflects community's youth of color percentage – Goal Increase to 15% female youth membership, 32% diverse membership.
  - 12/31/20 – 8.5% of membership is female; membership is 23% diverse
  - 12/31/21 – **12.0%** female, **27.0%** diverse