

**Minutes of the Annual Meeting  
March 16<sup>th</sup>, 2021**

The meeting was opened at 6:04PM via Zoom by Kathy Winger, Council President. A quorum was present. We also noted the recent passing of former Council President, Ellen Kirton.

**Attendance:**

**Members at Large:** Robert Bernheim, Frank Bouchard, Becky Chambers, Joyce Contrades, Joe Daniszewski, Bill Dickinson, Jean DiMaria, David Gibeault, Kevin Kinghorn, Jonathan Lang, Clint Liechty, John Mead, William Mills, Terry Newman, Steve Odenkirk, Ryan Owens, Don Riegger Jr, Doug Rivard, Erin Russ, Brett Rustand, Lou Salute, Robert Sommerfeld, Joe Winfield, Kathy Winger and Frank Youdelman.

**Chartered Organization Representative:** Chuck Chambers, Jack Erickson Jr., and Garret Hicks

**Staff Present:** Jeff Hotchkiss, Dan Rowland and Tracey Smalling

**Reports & Action items:**

1. **The minutes of the January 2020** annual meeting were reviewed. Youdelman moved, Newman seconded, **approved.**
2. **Report of the Nominating Committee and election.** Co-Chairs Frank Bouchard explained the process and work of the Nominating Committee. He then presented the following slates for a vote:

**Council Members at Large 2021**

Number of chartered organization representatives: 52 as of 3/12/21

Therefore, the maximum number of council members at large to be nominated is 51

Alboy, Sam\*  
Bernheim, Robert  
Bouchard, Frank\*  
Chambers, Becky  
Clements, Jack  
Contrades, Joyce  
Dahlgran, Roger  
Daniszewski, Joe  
Dickinson, Bill  
DiMaria, Jean  
Gardner, Matt  
**Gibeault, David**  
Jacobson, Arnie\*  
**Jaeger, Todd**  
Kinghorn, Kevin  
Lang, Jonathan

Liechty, Clint  
Lowell, Tom  
**Madsen, Scott**  
McKeehan, Dave  
Mead, John  
Mills, William  
Nelson, Bill  
Newman, Terry  
Odenkirk, Steve  
Owens, Ryan  
**Pallack, Greg**  
Riegger, Don Jr.  
Rivard, Doug  
**Ruboyanes, Jim**  
Russ, Erin  
Rustand, Brett\*

Salute, Lou  
Sommerfeld, Rob  
Tarleton, Jim  
Tillman, Doug  
Travers, Chip

**Winfield, Joseph**  
Winger, Kathy  
Wright, Doug  
**Wylie, Lisa**  
Youdelman, Frank

\*Served as President of the Catalina Council, BSA  
**Bold** denotes new to position.

Bouchard moved; Youdelman seconded. **Approved**

### **Board of Directors 2021**

Our bylaws call for no fewer than 25 nor more than 50

Alboy, Sam\*  
Bernheim, Robert  
Bouchard, Frank\*  
Chambers, Becky  
Clements, Jack  
Contrades, Joyce (district chair)  
Dahlgran, Roger  
Daniszewski, Joe  
Dickinson, Bill  
DiMaria, Jean  
**Gibeault, David**  
**Jaeger, Todd**  
Kinghorn, Kevin  
Lang, Jonathan  
Liechty, Clint

Lowell, Tom  
Mead, John  
Mills, William  
Odenkirk, Steve  
Owens, Gabe (youth member)  
Owens, Ryan (district chair)  
Riegger, Don Jr.  
Rustand, Brett\*  
Sommerfeld, Bob  
Tarleton, Jim  
Tillman, Doug  
**Winfield, Joseph**  
Winger, Kathy  
Youdelman, Frank

\*Served as President of the Catalina Council, BSA  
**Bold** denotes new to position.

Bouchard moved; Youdelman seconded. **Approved.**

### Council Advisory Board 2021

Broadbent, Steve  
 Draper, Rob  
 Durnan, Greg  
 Eto, Bryan  
 Harris, Tim  
 Herring, Kevin  
**Jacobson, Arnie\***  
 Johnson, Charlie  
 Katsel, Julie  
 Klein, Dr. Jim  
 Lovejoy, Bucky  
 Nance, Matt

**Nelson, Bill**  
**McKeehan, Dave**  
 Orr, Ethan  
 Peate, Dr. Wayne  
 Ruboyianes, Jim  
**Salute, Lou** (Chair)  
 Rob Samuelson  
 Smith, Scott  
 Stewart, Howard  
**Travers, Chip**  
 Wilkinson, Eb  
**Wright, Doug**

\*Served as President of the Catalina Council, BSA  
**Bold** denotes new to position.

Bouchard moved; Youdelman seconded. **Approved**

### National Council Representatives for 2021

(are the Council President & Council Commissioner per National bylaws & our current membership)

Frank Bouchard then updated the group on the Officer recommendations.

### Executive Committee or Council Officers for 2021

Recommended by the Nominating Committee, approved by the President and voted on by the Council Board at its first meeting after the Annual meeting. (Allowed up to six Vice-Presidents.)

Kathy Winger  
**Jonathan Lang**  
 Don Riegger

Council President  
 Council Commissioner  
 Treasurer

Robert Bernheim  
 Roger Dahlgran  
**Steve Odenkirk**

Vice President -Administration  
 Vice President – **Operations**  
**Vice-President - Properties**

Brett Rustand

Immediate Past President

Jeffrey Hotchkiss

Scout Executive/Secretary

**Bold** denotes new to position

3. Council Treasurer Riegger presented the **2020 financial report**. We started 2020:
- With our 2019 Restructure Complete: projecting a 2020 Balanced Budget
  - Membership decline – full impact of LDS departure was felt
  - Unexpected National BSA Bankruptcy Filed February 2020
  - Unexpected Global Pandemic Declared by WHO
    - Health restrictions dramatically impact scout programs and fundraising
  - Economic Crisis – impacts membership and giving
  - Unexpected June - Big Horn Fire Threatened Camp and Closed Catalinas for five months

We responded, recovered and reenvisioned how to operate:

**A. RESPOND – Phase One: March – May**

- Office and Scout Shop Closed
- Unit meetings suspended
- Charter organizations and meeting locations closed
- FOS Community and Family Campaign suspended
- Good Scout event postponed
- Immediate Cash Flow impact
  - Nearly immediate revenue loss
  - Limited Internal levers
  - Expense restrictions
    - Close Sierra Vista office, travel, remote work and meetings

**B. Respond – Phase Two: April - July**

- Operations and Program
  - Focus Staff on Unit Engagement and membership retention
  - On-line Scouting Program Shift – “Virtual Scouting”
    - i. Scout in a box
  - Replan Summer Camp – Plans A.....E
  - Covid Camp Model proved to be unworkable
  - Re-evaluate Fundraising
  - Good Scout Event
  - Fall events?
- Optimize available Government Aid
  - PPP1 - \$120,000
  - EIDL Grant - \$9,000
  - Sick Leave Credit - \$3,500
  - EIDL Loan - \$150,000
- Reduction in Force – July 31

**C. Recover – June – December**

- Re-open office and Scout Shop- to a four-day week
- ‘Major Gifts’ Initiative
- Rise in gifts across the platform: FOS, UW, Direct Mail
- Camp – Lawton special Workdays
- Double V – Construction from Builders Alliance workday >\$60,000 Capital Fund benefit
- Units: Virtual to Hybrid
- Event Restructure

- Online Gala
  - Virtual Camporee
  - Virtual Pinewood Derby
  - Online Product Sales
  - Year-end giving push
- D. 2020 budget executive summary:
- December 2020 – Preliminary close – January Board meeting:
    - i. Deficit \$<4,000> for a year-to-date deficit of \$<158,000>
  - Post Close Adjustments:
    - Recognized PPP loan forgiveness of \$120,412 plus accrued interest.
      - i. Loan forgiveness applied for in March 2021
    - Business interruption claim received for 2020 camp: \$24,000.
    - Adjusted vacation, collection reserves, accrued grants, and other year-end reconciliations.
    - Additional adjustments:
      - ii. Employee Retention Credit for 2020 (In process: ~\$40,000)
      - iii. Double V Construction: >\$30,000
      - iv. Value of Pro Bono Legal aid
- E. **Year End 2020 Results: Consolidated estimates:**
- Fund 1 – Operations: ~\$15,000 Surplus
  - Fund 2 – Capital: ~\$50,000 Surplus
  - Fund 3 – Endowment: Mark to Market Gain of ~ 173,000 Surplus
    - Critical Factors to Financial Results
      - i. Expense Management
      - ii. Staff Engagement
      - iii. Gifts Committee effort to Improved Fundraising Q3/Q4
      - iv. Government Aid
      - v. Market Gains
- F. **Re-Vision: 2021/2022 and Beyond:**
- **Decision to invest in growth later half of 2021 and 2022**
    - Use PPP2 for staff headcount – vacant position plus ?
    - More Special Assistance for Units and Individuals
    - Approved deficit budget of \$147,500
    - Received PPP2 Funding of \$120,000
    - Eligible for Employee Retention Credit for 2021 – (indeterminate)
    - Opening of economy should create better event alternatives
    - Pandemic learnings and tools applied
    - Re-establish Family FOS – virtual, hybrid or in person
    - Weekly Camp Programs suspended for 2021
    - Initiative for new camp models
    - Bankruptcy Settlement
    - The Key 3 and multiple committees are evaluating bankruptcy settlement models and considering their impact on council financial positions.
    - Assumption: Settlement is survivable
    - Strategy Project launched – Performance Goals set

Moved by Bouchard seconded by Youdelman with great thanks for all of the work in 2020.

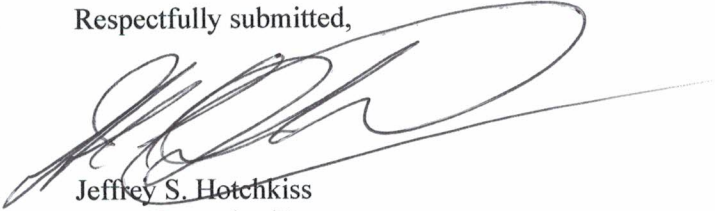
**Approved.**

4. **2020 Reports & Highlights.** Our positive progress in spite of the obstacles was noted. Youdelman moved, Newman seconded, **approved.**

**Scout Executive's minute:** SE Hotchkiss thanked all on their extraordinary work to survive and begin to recover from a very unique 2020. He welcomed the new members aboard and looked forward to a new beginning in 2021.

The meeting closed at 6:56 PM.

Respectfully submitted,



Jeffrey S. Hotchkiss  
Scout Executive/Secretary



Kathy Winger  
Council President