

Board of Directors Meeting Minutes
At the Council Conference Room
6:00 pm, March 25, 2025

The meeting was called to order at 6:03 pm by Steve Odenkirk, Council President. A quorum was present.

Attendance:

Board members attending: Gary Abrams, Jeff Brunet, Becky Chambers, Mark Ellson, Jack Erickson, Dan Ferguson, Ryan George, Payson Horsinka, Jerry King, Tom Kittle, Jonathan Lang, Clint Liechty, George Marquez, Steve Odenkirk, Pedie Pena, Fred Petersen, Juanita Portz, Don Riegger, Erin Russ, Bob Sommerfeld, George Soltero, Jim Tarleton, John Will, Lisa Wylie, Antonio Zapata.

Excused: Bill Perkins, Joel Stoltz, Joe Winfield, Kathy Winger, Zachary Wissell

Not Present: David Alvarez, Jean DiMaria, Jon Harned, Melissa Hernandez, Kevin Kinghorn, Liz Knepp, William Mills, Andrew Riemann, Brett Rustand, David Scott, Rob Samuelson,

Staff Present: Shannon Roberts, Mike Korcheck, Ethan Crisp, Arlene Mateo, Katie Robinson

Summary of Action:

1. **Welcome:** President Odenkirk welcomed the Board members to the meeting.
2. **Election of New Officers:** As a follow-up from the Annual Meeting, Odenkirk presented the slate of Officers for consideration.

Executive Committee or Council Officers for 2025-2026

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.)

Steve Odenkirk, President

Joel Stolz, Commissioner

John Will, Treasurer

Jeff Brunet, Vice President, Program

Tom Kittle, Vice President, Properties

David Alvarez, Vice President, Communication

Fred Petersen, Vice President, People and Process

OPEN, Vice President, Development

Lisa Wylie, Vice President, Membership

Don Riegger, Immediate Past President

Shannon Roberts, PhD, Scout Executive/Secretary

Odenkirk asked for a motion to approve this slate of Officers for the next year. Wylie so moved and Tarleton seconded. **The Council Officers for 2025-2026 was approved unanimously.**

3. Membership Report: Wylie reported that,

- a. March looks really positive with a nearly 38% growth. But she is concerned because our retention rate for Cub Scouts is below 40%, so we're trying to figure out why we are experiencing this large growth at the beginning of the year. This may be because National extended the Unit Charter renewal period until the end of March, so we may not see our customary drop-off until April. The new annual registration period may also be impacting the numbers.
- b. We have 21 packs in total. And in the report, I celebrated the top 10. We have some really robust units; anywhere from 63 to 31 kids. I like them at that higher number, because the more kids you have, the more families you have, the more adults you have for volunteering, because each pack has to run the same number of activities.
- c. We only have four packs now that are boy only. We're allowing packs to make that choice, and I noticed from last year at this time now that several of the packs that were boy only have moved to family packs. So, I'm really happy about that of the four boy packs, one of them is a rather robust with over 20 kids, and the other three are in single digits. So, I suspect those packs will eventually merge with another pack.
- d. The final thing I wanted to mention is that the National Council has gotten a grant from the Lily Foundation. National is going to distribute funds based off of an application process to councils. Once approved, the Council would hire a "Unit Growth Executive". This person would act as a district executive but be focused solely on recruiting new Scouts and forming new units. National will fund that position at 75% for two years and then 50% for the next two years. There are new membership metrics we have to meet, but we feel that we have lots of untapped potential, so we are confident that we can succeed. And it would be really nice to get another district executive, because it is the paid professionals that go to the school every single day, and they make sure that the units actually have a recruitment plan and a recruiting night. Because these parents are in the units, they would prefer to spend time with their child and deliver the program.
- e. Pena asked if the Packs do anything special during Spring Break or other school holidays. Wylie noted that Packs operate in a way that works for their Pack. The Council is trying new events that help keep the Youth engaged in a FUN activity. We just conducted a Skate Night and had over 50 youth participate.

4. Treasurer's Report – John Will, the newly elected Treasurer, reported that through February, Council actuals compared to the 2025 Executive Committee approved budget are just \$5k behind that plan.

- a. Council is in a stronger cash position due to the Scout Office building sale; however, this impacts our 2025 expenses as an \$8k monthly rent expense not present last year will be incurred this year. We use some of the excess proceeds from the building sale to purchase a 3-month CD to make the best use of idle but necessary cash reserves.
- b. Making / exceeding our income forecasts and closely managing expenses is critical this year.
- c. We are reviewing all income streams and projects monthly to ensure we are meeting our budgeting targets and will highlight adjustments area quickly to be sure we don't fall behind the plan. This is a different approach to reviewing our monthly operating financials.
- d. As a board, we need to advocate for and contribute within our means to FOS. This was a revenue stream last year where we fell significantly short of budget. Please also support our Good Scout Lunch on May 2nd.
- e. Of course, if you have additional ideas to generate revenue, all ideas are welcome. Please get with Shannon.
- f. Sommerfeld had a question about the results of the Eagle Recognition Dinner from the Finance Committee meeting minutes. He read the statement "The overall results were about \$15k short of budget" as we lost \$15k on the event. Will clarified that we actually netted a positive \$2,600 but we were hoping to make about \$17.5k on the event, hence the \$15k short of budget.

- g. There was a motion to approve the Treasurer's Report and the March 18, 2025 Finance Committee meeting minutes and the end of February financials. **Moved by Russ, seconded by Brunet. Approved unanimously.**

5. Commissioner's Report – Stoltz was not able to attend the meeting and the Commissioner's report was not provided.

6. Scout Executive/CEO Report: Roberts relayed the following:

- a. We played a video of *Good Morning America* celebrating Scouting America's 115th Birthday.
- b. Our Eagle Recognition Dinner on February 8th was a huge success. The 253 attendees fully recognized 56 new Eagle and Summit Scouts
- c. The February 22nd Cub Scout Rodeo Roundup was a success with 64 participants.
- d. We are nearly complete with our first iteration of the after-school program at Keeling Elementary School. Katie Robinson led a fantastic program for 31 new Cub Scouts over 7 meetings so far. And there are more schools that are interested in getting involved with this program.
- e. To tag onto the membership report, we began the year with 1,623 Scouts. Our recruiting goal for 2025 is 626 new Scouts. This number factors in normal attrition and should ensure that we meet our end-of-year goal of 1,800 Scouts.
- f. There are many major District and Council programs coming up. The first is the Cochise Spring Camporee on April 11-13th. Next is the Council Summer Camp programs.
- g. Our Council Volunteer Awards Banquet is on April 5th and we'd love to have every Board Member attend. The Good Scout Luncheon follows closely on its heels. Please put a calendar reminder for the Legends Ball of Tucson scheduled for Saturday, September 27th.
- h. Our FOS goal for this year is to raise \$152k. Your support is integral.
- i. As you know, Mrs. Judie Ellison donated another \$200,000. We are working with her on a utilization plan for those funds.
- j. I just attended the Thrive Conference this past weekend in Las Vegas, There were 70 councils invited and these are councils that are at risk councils. We are a council that is required to submit a performance improvement plan to National as we are a red council. The purpose of this conference was to come away with merger conversations or collaboration conversations. We are not at the point of merger. but we are at the point we're having collaborative conversations with other councils to talk about shared services. That means, for instance, another council needs development director or marketing specialist, and they don't have one, and we do. We talk about how we can share that staff to support both Council and split the costs. There's a lot of different things that we can do to kind of reduce our overhead. We talk about utilizing camps. There are councils that don't have camps that avoid using our camps, but we're talking about, how do we monetize our camps to our benefit and help them as well? So that's what we're talking about, collaborative conversations, but we will be coming forth after I get the key three to talk about what our council improvement plans needs to be. It must be submitted to national by April 25.
- k. We are nearly complete with the Camp Lawton Adult Shower House renovation; just some minor things left to do. There is a lot of work to be done in the Ranger House, and MaryLou is getting that done as she is able.

7. Discussion Items –

- a. Brunet provided the update.
 - i. The Pinewood Derby was a huge success. Thank you to the volunteers who made this happen.
 - ii. We also had a booth at the recent Marana Rotary Tour de Cookie. Hundreds of "Be a Scout" branded cookies were handed out!
 - iii. We are working on getting enough shooting sports folks to offer a Cub shooting day. Please help us get the word out.

- iv. Mike Jones is working earnestly to gain sponsors for our Merit Badge program.
 - v. See the report for additional information.
 - b. Kittle shared a couple of things from the Properties Committee.
 - i. The Adult Shower House project is in the home stretch. Just minor things to complete before we wrap it up. We're continuing to work on an ADA compliant path to/from the Dining Hall to the facility.
 - ii. As Summer Camp season is closing in, we need to conduct the self-assessment of Camp soon. We are hoping to complete this by the end of April, so we can complete the Declaration of Readiness by May 15th.
 - iii. The storage container behind the Council office is now fully insulated. There is a cooling unit and lighting installed as well.
 - iv. See the report for additional information.
 - c. The Marketing/Communications Report was not available as this month's meeting was postponed. Roberts is planning to reinvigorate the Committee soon. Council is working on wrapping up and publishing the next version of the quarterly "magazine."
8. **Administrative Matters –**
- a. Approval of January 28, 2025 Board of Director minutes and the February 25, 2025 Executive Committee meeting minutes was moved by Abrams with a second by Russ. **They were approved unanimously.**
 - b. The Annual Resolutions were presented to the Board. Approval of the document was moved by Wylie and seconded by Brunet. **Approved unanimously.**
 - c. Approval of a Resolution Authorizing the 2024 Excess Expenditures was moved by Abrams and seconded by Russ. **Approved unanimously.**
 - d. Approval of a Resolution to Renew the Forest Service Lease for Camp Lawton was moved by Chambers and seconded by Sommerfeld. **Approved unanimously.**
 - e. Approval of a Resolution to Formally Recognize Audrone Tarleton's Exemplary Service was moved by Lang and seconded by Brunet. **Approved unanimously.**
9. **Consent items –** previous information sent for review.
- a. FOS Report

10. Highlights & Upcoming events:

March 26	Council Commissioner Cabinet Meeting
March 28-29	Leave No Trace Level 1 Instructor Course & Rancho Santa Cruz
April 4-6	NRA Instructor/Basic Shotgun Shooting Course
April 5	Council Volunteer Awards Banquet
April 6	AZ Fish & Game Fishing Clinic, Rose Canyon Lake
April 9	Ignite Your Membership, Council Office & Sierra Vista Police Department
April 11-13	Cochise District Spring Camporee, Arizona Arts Academy
April 15	Double V Scout Ranch Founded in 1970
April 15	Cochise District Roundtable
April 17-19	Level I / II Climbing Course, Dragoon Mountains
April 23	Council Commissioner Cabinet Meeting
April 25-27	OA Spring Induction, Camp Lawton
April 26-27	Wilderness First Aid Training, The Gregory School
April 22	Council Executive Committee Meeting
May 27	Council Executive Board Meeting

11. Adjourned at 7:40 pm. All approved the motion to adjourn.

Respectfully submitted,

Shannon Roberts
Scout Executive/Secretary

Steve Odenkirk
Council President

**Our next meeting will be:
Executive Committee Meeting
April 22, 5:30 to 7:00 pm at the Council Conference Room**