

Board of Directors Meeting Minutes
At the Council Conference Room
5:30 pm, May 27, 2025

The meeting was called to order at 5:30 pm by Steve Odenkirk, Council President. A quorum was present.

Attendance:

Board members attending: Jeff Brunet, Becky Chambers, Mark Ellson, Dan Ferguson, Melissa Hernandez, Tom Kittle, Jonathan Lang, Clint Liechty, Steve Odenkirk, Pedie Pena, Fred Petersen, Juanita Portz, Erin Russ, George Soltero, Bob Sommerfeld, Joel Stoltz, Lisa Wylie

Excused: George Marquez, John Will, Joe Winfield

Not Present: Gary Abrams, David Alvarez, Ryan George, Jerry King, Kevin Kinghorn, William Mills, Bill Perkins, Andrew Riemann, David Scott, Jim Tarleton, Antonio Zapata

Staff Present: Shannon Roberts, Mike Korcheck, Katie Robinson

Summary of Action:

1. **Welcome:** President Odenkirk welcomed the Board members to the meeting.
2. **Membership Report: Wylie notes that:**
 - a. We have our first 20 join night sign-ups scheduled and are excited about the impact this will have on our recruitment efforts.
 - b. Ethan was able to secure a free hour at Dave & Busters for a back-to-school recruitment party. What we're going to do is host a back-to-school recruitment party for all the units and we will award a pack or two that one hour of free time. We're going to award it on a point system, so whoever has the most points will win the hour of free time. And the points are not based on how many kids they recruit, because that's not an equitable way to do it as our units in Marana & Vail could recruit a lot more kids than our Packs in Douglas & Sierra Vista. We'll award points for scheduling an earlier join night, or updating your "Be a Scout" pin, and the status of your unit leader training.
 - c. Kids are still crossing over from fifth grade, Arrow of Light into Scouts BSA. Last week, we had about half the kids complete their crossover. Every day there are more dropping from Cub Scouts, and added to Scouts BSA, so with that said, the number of Cub Scouts is slowly going down. You'll see in the chart that we're not even close to 50% of registered kids in Cub Scouts. If we have more kids in the older youth program than we do in Cub Scouts, that does not bode well for the future. So we need to hit Cub Scout recruiting hard!
 - d. We need to recruit 225 Cub Scout to get to zero percent growth, but that is only if we don't lose any. We will lose some, so we need to focus on getting as many Cubs into the program as possible.
 - e. Roberts noted that we have access to more schools, due to his and the DE's efforts. This is a long-term effort but should start bearing fruit this fall.
 - f. October 1st is the next "How to Run a Den" workshop. We want to schedule the Dave & Busters event prior to this to help with marketing the workshop.
3. **Treasurer's Report** – John Will, Treasurer, was not able to attend. Odenkirk reported that through April, Council actuals compared to the budget are \$60k behind that plan.
 - a. As promised to the Board, this will require a budget adjustment. Finance Committee believes it is important to maintain current operations through the Summer Camp season and recommended an

updated budget for July through December not later than June 10th. This update would be presented to the Board as soon as possible after that.

- b. Odenkirk noted that talks continue with Pima County regarding a sale of Double V. The Letter of Intent specified a purchase price of \$4 million. There is interest from the County in making this happen and the timing of payments is not determined. This sale could give Council several years to turn the financial and membership situations around.
- c. Odenkirk discussed the possibility of redesignating our donor restricted funds into available funds for operations. This would take a lot of research and contacting donors or their heirs to see if they would allow us to do that. He has an individual in mind to assist us with that task.
- d. Roberts stated that he is in talks with other councils about job sharing. **FOR EXAMPLE**, the Michigan Crossroads Council might be able to take on our registrar function for an annual fee. This could free up our current registrar to fill a DE position and save us the cost of hiring another full time DE. We have an excellent Marketing Specialist, and she could do the marketing for another Council that doesn't have that capacity for a fee that would be paid to us. **Remember these are examples only of possible job-sharing duties.**
- e. Roberts stated that since the Council overdrew the endowment funds by about \$40k last year, we needed to repay those funds. We have moved \$40k from operations to the Endowment account at NBAZ. We will move \$42,449 from this account to our operations account as the budgeted endowment draw in accordance with our annual spend plan.
- f. There was a motion to approve the Treasurer's Report. **Moved by Russ, seconded by Wylie. Approved unanimously.**
- g. There was a motion to approve the May 20, 2025 Finance Committee meeting minutes (with a change to say Michigan Crossroads Council instead of Michigan Propero Council) and the end of April financials. **Moved by Wylie, seconded by Ellson. Approved unanimously.**

4. Commissioner's Report – Stoltz reported that Council's Youth Protection Training was at 99.57% but while this is above the National average, we really should be at 100%. We are also above the National average for Youth Retention and Female diversity, but we lag in Market Share and Ethnic diversity. Our operations liquidity ratio is 1.05 and above the National average, but we need to get on an upward revenue trend to maintain this.

- a. We're going to undertake a program that was presented at our territory meeting, and it's called RED: Recruit Every Day. It's being used in a couple of councils in the territory, and I have guidelines and everything for commissioners and units. The councils that are using it find it very successful. So that'll be in conjunction with what Wylie and her membership committee are doing.
- b. Stoltz noted that with his serious medical procedure on the horizon, we have identified Rebecca Lester as our Council Commissioner Elect. Stoltz will be out for about six months and Rebecca would assume his duties during that time, and will likely be the next Council Commissioner when his term is up.

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

- a. Presented the results of a membership survey, including responses from adults affiliated with Cub Scouts, Scouts BSA, and district volunteers.
 - i. Program satisfaction is rated as good or excellent by many, but some issues like limited support and communication problems are noted. Recruitment and retention, parent engagement, and fundraising are identified as top challenges for units. Preferred communication methods include email, newsletters, social media, and in-person events.
 - ii. Discussed camp usage and improvement requests, such as upgrading aquatic facilities and repairing Adirondacks. Camp ratings are generally average, with suggestions for more specialty camps and aquatics. Fundraising and FOS participation are topics of interest. The need for better training and support for recruiting and volunteering is emphasized.

- iii. Highlighted the importance of position-specific training and the need for more in-person workshops. New leader orientation and outdoor skills training are requested by users. The most requested topics for council and district training include recruitment, retention, and membership. The need for better training accessibility and engagement is discussed.
- b. The council needs 2,658 Scouts to be able to balance the budget, but we currently sit at 1,308. The importance of a strong recruitment plan for Cub Scouts is emphasized. The need for community support, donors, and board members is highlighted.
- c. Outlined various successful programming activities, including the pinewood derby and the Cochise Spring Camporee, and upcoming events like Cub Scout weekend and community camp. The Legends Ball is scheduled for September 27. The importance of driving the mission and securing sponsors is stressed. Properties updates include the completion of ADA restrooms and ongoing work on platforms and sidewalks.
- d. Discussed the creation of a new Catalina Council CSP (Council Shoulder Patch) and the winning patch design from Troop 444. The importance of youth involvement in the design process was emphasized. The need for inclusive and collaborative council activities was highlighted. The upcoming calendar of events is reviewed, including the Council Commissioner Cabinet meeting, Cub weekend, and the executive board retreat.
- e. Explained the new national directive and stand-down on range safety, requiring review and acknowledgment of safety manuals prior to conducting any further range and target activities. The restriction on third-party use of ranges is discussed, with a charge for staffing associated with non-Scout events. The impact of the directive on unit activities and the need for trained range safety officers is highlighted.

6. Discussion Items –

- a. Brunet provided the update from the Programs Committee.
 - i. Provided an update on advancements, including Eagle Scout board of reviews and project approvals.
 - ii. The importance of community merit badge opportunities and the need for additional merit badge counselors at camp is emphasized.
 - iii. Highlighted the success of training programs, including wilderness first aid certification and upcoming training opportunities.
 - iv. Discussed the need for board members and staff to participate in Wood Badge training and the potential impact on the council's operations is discussed.
 - v. See the report for additional information.
- b. Kittle shared a couple of things from the Properties Committee.
 - i. Provided an update on the council's properties, including the focus on Camp Lawton and water storage tanks.
 - ii. He noted the importance of additional resources for maintaining and improving camp facilities and the potential impact on the council's operations was emphasized.
 - iii. 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.

8. Administrative Matters –

- a. Approval of March 25, 2025 Board of Director minutes and the April 22, 2025 Executive Committee meeting minutes **was unanimous**.
- b. Approval of a Resolution update the financial account and check signers was **moved by Lang and seconded by Russ. Approved unanimously**.

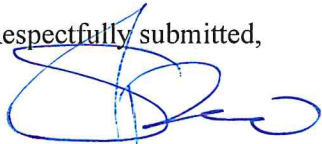
9. **Consent items** – previous information sent for review.
- a. FOS Report
 - b. Grant Report (not provided)

10. **Highlights & Upcoming events:**

May 28	Council Commissioner Cabinet Meeting
May 29	Papago Lodge founded in 1953
May 30-June 1	Cub Weekend – Camp Lawton
May 31	***EXECUTIVE BOARD RETREAT***
June 3	Camp Lawton named in 1921
June 7	Fishing Day – Parker Canyon Lake
June 11 – 14	Outdoor Community Camp – Camp Lawton
June 12	Council Roundtable
June 15-21	Scouts BSA Camp Week 1 – Camp Lawton
June 17	Cochise District Roundtable
June 22-28	Scouts BSA Camp Week 2 – Camp Lawton
June 24	Council Executive Committee Meeting
July TBD	Council Executive Board Meeting

11. **Adjourned** at 7:33 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
June 24, 5:30 to 7:00 pm at the Council Conference Room