

MINUTES
EXECUTIVE BOARD MEETING
December 15, 2020
Zoom Videoconference

Executive Board Attendance

Greg Allen	Jack Freiburg	Bill Paxton
Rick Atwood	Dennis Gorman	Doug Peters
Brent Babyak	Barbara Holthaus	Patrick Rogers
Rick Buller	Greg Humphrey	Joshua Schier
Donna Buss	Keith Klusmeyer	Ben Schmidgall
Jason Costigan	Gina Lanning	Jadon Schrecke
Mark Crooks	Karen Mayville	Nathan Smith
Robert Dickson	John McKillip	Jeff Spear
John T. Dozier	James Mehaffy	Christine Tracy
Will Duryea	Kevin Mineart	Marcel Wagner

Other Attendance

Ryan Barnes	Ricci Dula	Rosanna Voss
	Bruce Moechnig	

Excused Absence

Lois Campbell	Tej Ghosh	Jeff Terry
	Dennis Stewart	

Council President Brent Babyak welcomed everyone and called the meeting to order at 5:32 p.m. A quorum was declared.

Action Items:

- ◆ MOTION (by Keith Klusmeyer, seconded by Greg Humphrey) TO APPROVE OCTOBER 20, 2020 EXECUTIVE BOARD MINUTES AS PRESENTED. Motion carried.
- ◆ MOTION (by Rick Buller, seconded by Keith Klusmeyer) TO ACCEPT THE NOVEMBER 17, 2020 EXECUTIVE COMMITTEE MINUTES AS PRESENTED. Motion carried.
- ◆ MOTION (by Marcel Wagner, seconded by John McKillip) TO APPROVE THE TREASURER'S REPORT AS PRESENTED. Motion carried.
- ◆ MOTION (by Jeff Spear, seconded by Dennis Gorman) TO APPROVE THE 2021 BUDGET AS PRESENTED. Motion carried.
- ◆ MOTION (by Dennis Gorman, seconded by Keith Klusmeyer) TO APPROVE COUNCIL STAFF BONUSES IN THE AMOUNTS OF \$300 PER FULL-TIME STAFF MEMBER. Motion carried.
- ◆ MOTION (by Jason Costigan, seconded by Kent Embree) TO ACCEPT VICE PRESIDENT REPORTS AS PRESENTED. Motion carried.

Report Items:

- ◆ Nominating Committee Updates (Kevin Mineart): The Nominating Committee has been making good progress. The Executive Committee is set. A couple new board members have committed with a few more possible.

- ◆ Treasurer’s Report (Jason Costigan):
 - Statement of Financial Position – Cash is lower. \$116,000 other deferred revenue is reflected by popcorn. Total assets are up. Long-term investments are up year-over-year.
 - Statement of Operations – November revenue came in at \$182,000. Direct support was down this month due to net special events being down but keep in mind Direct Support is above budget year-to-date due to Foundations and Trusts being up. Indirect support is on target both in November and year-to-date. These are items such as United Way contributions. Other revenue is slightly down to budget but much higher than previous months. This is being driven by the \$152,000 PPP loan forgiveness. November expenses came in at \$63,000. Salaries are under budget. Almost every bucket in “other expenses” came in under budget. Staff is doing a nice job controlling travel expense. Program supplies also being managed well as this was well under budget. This put us at a \$119,000 surplus for the month of November and we are sitting at \$35,000 deficit for the year.
- ◆ 2021 Budget (Jason Costigan): We are projecting that 2020 will end at a \$92,000 deficit. We are projecting that unrestricted net assets at the end of 2020 will be north of \$280,000. As COVID-19 continues to surge, we budgeted 2021 to also end at a deficit of \$60,000.
 - Revenue –
 - Total Direct Support is budgeted down \$13,000 from projected 2020. Foundations and Trusts and Legacies and Bequests that were up in 2020 will not repeat in 2021, so we budgeted those down by \$103,000. Friends of Scouting is budgeted up \$18,000 from projected year-end 2020; this is due to new plans from the FOS team. Special Events is budgeted up \$63,000 as we anticipate some of these events can be held in 2021.
 - United Way is budgeted down \$14,000.
 - Other Total Revenue is budgeted up \$267,000 from projected year-end 2020. The largest bucket is returning the camping revenue back closer to what we experienced in 2019. Budgeting an uptick in sale or supplies in the scout office and product sales as we believe those will rebound slightly but not yet back to 2019 numbers.
 - Total Support and Revenue coming in at \$1.061 million, This is up 29% from projected year-end 2020 but still down 13% when compared to 2019.
 - Expenses –
 - Salaries are increased by \$89,000. Some of this is due to increase in minimum wage. Plans are even in place to delay some of the rehiring. This is still down \$28,000 from 2019. Included in this number is staff for summer camp.
 - Total other expenses are budgeted up \$119,000 from 2020 projected. As the special events, camping, activities increase it will increase the expense side for these events. Total other expenses 2021 budget would still be down \$42,000 when compared to 2019.
 - Total expenses coming in at \$1.121 million. This is up 29% from projected year-end 2020 but still down 6% when compared to 2019.
 - Overall –
 - Total Support and Revenue coming in at \$1.061 million. Total Expenses coming in at \$1.121 million. This is \$60,000 deficit.
 - We challenged in the areas we felt might see a rebound from 2020 but did not go as aggressive as what we saw in 2019.
 - Should some of the revenue not come in due to COVID-19, the council has an excellent track record of managing expenses.
 - If we do end 2021 with a \$60,000 deficit, it would leave the council with \$220,000 still in unrestricted net assets.
- ◆ Council Staff Bonus (Brent Babyak/Will Duryea): Brent asked any staff in attendance to please step out of the rooms while the Board discussed year-end bonuses for the staff. Dennis Gorman made a

motion, seconded by Keith Klusmeyer to approve council staff bonuses in the amount of \$300 per full-time staff member.

◆ Fund Development Report (Rick Buller):

- Friends of Scouting – 2020: As of December 3, 2020, we are at 88.8% of our \$173,200 campaign goal. Eagle Valley Community division is over 101% of goal and over \$6,000 ahead of same time last year. Shoquoquon Community division is also over 100%, at 104.2%. We are nearing the end of FOS, but Ryan is keeping the books open for any last-minute donations to the 2020 campaign.
- Deliver the Promise – Rebranding Friends of Scouting for 2021 Campaign: Next year's campaign will focus on how we deliver the promise of Scouting to our youth. We will use the iceberg that was used in the family FOS campaign in 2020 and change the wording to illustrate how we are delivering each point to our Scouts. Look for more to roll out in the coming weeks and months.
- Golf – Are you tougher than a Scout? – Camp Point: This annual tournament was held Friday, October 2, 2020 at Camp Point, IL. Final numbers are not yet known, but we should net about \$6,100.
- Golf – New tournament – Fort Madison: We started another golf outing in the northern part of the Council to try to generate additional revenue. That event was Friday, October 9th at Sheaffer Golf Course near Fort Madison, IA. Our net appears to be about \$3,346. We are looking to hold this event in May next year.
- Phantom Trivia Night: In prior months, we reported ideas for this virtual event. The ideas came together, and the letter and questions were mailed out earlier in December. Thank you, J. David, for bringing this idea to action!
- 2021 FOS Board Campaign: Every December we ask board members to give their FOS donation for the upcoming year. If you can increase what you did last year, or whatever you can give will be greatly appreciated. Pledge cards can be received by contacting Rick Buller or Ryan Barnes. Oftentimes other funders look to see the percentage of board giving when reviewing our grant requests.

◆ Vice President Reports

- Enterprise (Keith Klusmeyer):
 - Camp Eastman Properties committee did not meet this month.
 - Saukenauk committee did not meet this month as well.
 - We are still working on the shower/bathroom for the dining hall. We are currently waiting for a resolution on the change of a sub-contractor for the brick work. The new sub-contractor's price was more than the original sub-contractor's price and that price was forwarded to us. We feel that we had a signed contract for the price and that this is the contractor's responsibility, as we did not make any changes to the overall scope of the work. We are still waiting for details as of this report.
 - We held a chainsaw safety class on the first weekend of November. We trained 16 individuals from both camps so that they may help with cutting up firewood with the Rangers. We are looking at holding another class later this winter. Because of National changing the requirements for chainsaw safety, all individuals who have taken the old course are no longer allowed to operate a chainsaw on camp property until they take this new course. It is about a 12-hour course.
 - Council Properties Committee
 - We are currently waiting for the survey that was sent out to the council's units. Once we have those surveys, the council's properties committee will sit down and review to get items lined out for a council-wide meeting at

Camp Eastman to update our Envision project workbook. As we discussed when we first did the Envision 2020 project, we said that this would be a living document and updated often. We would like to have a meeting like what we did with the original document sometime in January. This way, we can have an updated document before the Annual Meeting in February.

- Program (Jim Mehaffy):
 - 2021 Summer Camp
 - All troops that were scheduled for the first week at Camp Eastman have been notified of the probable cancellation of that week of summer camp. Everyone understood and has either moved to another week or will get back to us about which week of camp to move to after they confer with their troop.
 - Summer camp staff is currently being hired. Scouts BSA/Webelos Camp Director will be J. David Gilbert. Cub Camp Director will be Heather Huebner with Keely Kangas.
 - We do expect to have summer camp in 2021. However, there are several areas of camp that will see dramatic to subtle changes to maintain the safety of our Scouts, scouters, and staff.
 - Merit Badges
 - We will continue to offer merit badges online as we move into 2021. 2020 has taught us that we can successfully offer merit badges online, hybrid (combination of online and in-person), and in-person day small group events.
 - One goal in 2021 is to shore up our merit badge counselors. Registered merit badge counselors need to be qualified to teach the merit badge they are teaching and must be a registered/trained merit badge counselor.
 - Program Events
 - Polar Bear has prepared in-person one day event. If an in-person event is not possible, the committee has also planned a virtual event.
 - Yukon committee has felt that Cub Scouts do not do well with virtual events. They have two dates on the calendar. One at its normal last Saturday in January with a postponement date in April.
 - Council Dinner date has been pushed back to allow in-person participation. Please take the opportunity to nominate a deserving volunteer for the Silver Beaver Award.
 - Pandemic Restrictions
 - As a Council, we should always err on the side of caution and either comply to current state guidelines to prevent the spread of COVID-19 or set guidelines that are more restrictive than the state guidelines. No matter how bad we want to keep “outing in scouting”, the safety of our Scouts, volunteers, and our professional staff must come first. We will continue to provide online opportunities to keep Scouts involved. We have taken steps forward and backwards throughout 2020, but we promise you, there is a light at the end of the tunnel.
- ◆ 2021 Meeting Dates (Brent Babyak): Brent referred everyone to review the 2021 meeting dates listed under the Upcoming Events portion of the agenda.
- ◆ Additional Reports
 - Order of the Arrow Chief (Jadon Schreacke): The Lodge offered two dates for a virtual Brotherhood event on December 5 and December 12. Winter Banquet will be held on December 19 at 6:30 p.m. as a virtual event. There will be awards and recognitions, as well as activities (such as trivia, scavenger hunt, and 50/50 reaction game), and merchandise will be sold with the new online store.

- ◆ Council Commissioner Remarks (Ben Schmidgall): This has been a challenging year. We will probably lose a few units due to COVID-19 through the rechartering process. Units that can meet in person are doing better than those meeting online. Membership has been better than some. Hopefully with the new year, we can turn the corner. Part of National's restructuring is reorganizing regions and areas. Instead of 30+ areas, there will only be about 20 areas. Focus is on councils that need help in certain areas.
- ◆ Scout Executive Remarks (Ricci Dula): Ricci reviewed information he has received about the National Bankruptcy. We plan to have camps this year. Ricci is proud of the team this year. Our budget is favorable to what it could have been. He appreciates the staff and volunteer who have stepped up. He expressed his sincere gratitude and thanked the board for approving the bonuses.
- ◆ Council President Remarks (Brent Babyak): Brent stated he couldn't be prouder of the group and how everyone has worked together. He hopes and prays everyone and their families find the time to get together and enjoy their time together. He thanked everyone for all they do, their families, Scouting, and each other. He wished everyone a wonderful holiday.

Meeting declared adjourned at 6:35 p.m.

Respectfully submitted,



Ricci Dula
Scout Executive

Attest: 
Brent Babyak, Council President

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