Executive Board Minutes Transatlantic Council October 20, 2012

Attendance:

Paul Ostling Carlos Lopez **Brad Corson** John Scott Don Brown Gene Behrends Sandra Wilson Bill Kavanaugh Mark Schissler Vince Cozzone John Messerschmidt **Bob Schloesser** Shel Dick Bill Heiges Joe Marton Jo Anne Baker Patrick Giles Mark Gryll

Mike Walton

Commissioners:

Marsha Brown James Beatty

Staff:

Ivonne Santana Pete Maskovich Tony Dvorak

Motions:

- 1. Made by Patrick Giles and second by Shel Dick to approve minutes of May 12, 2012 Executive Board Meeting. Motion passed.
- 2. Made by Patrick Giles and second by Joe Marton to approve the 2011 Audit Report. Motion passed.
- 3. Made by John Messerschmidt and second by Patrick Giles to approve the transfer of a \$150,000 Certificate of Deposit to Endowment Fund #3. Motion passed.
- 4. Made by Bob Schloesser and second by John Scott to approve the September financial report. Motion passed.
- 5. Made by Patrick Giles and second by Bob Schloesser to approve the 2013 Council Budget. Motion passed.

Mark Schissler opened the meeting at 10:10 am. Invocation was by John Scott. Self-introductions were made.

A Board Retreat was held in August at Camp Bayern. We were fortunate to have Bob Mazzuca join us for the day. As he visited with different troops Bob challenged individual scouts, especially Life Scouts, to work hard to attain the rank of Eagle. He challenged TAC to build better and better programs for youth.

In his comments, Vince Cozzone, Scout Executive, announced we will be receiving a grant from MWR of \$577,000 along with \$15,000 for Learning for Life and \$5,000 for summer camp staff for 2013. These funds are always based on membership and can change from year-to-year. Currently TAC is at Gold status on the Journey to Excellence (JTE) scorecard. Our Financial operations are at silver while our membership is at gold, growth is silver and retention is bronze. In Program, our Cub Scout Advancement is up, our Boy Scout advancement is gold and community service is silver. Both our Cub Scout camping attendance and Boy Scout camping attendance need improvement. Unit service is at

silver and District Committee members at bronze. Currently there are no staff vacancies and all our people have attended Professional Development Level 1 (PDL-1). Plans are being made for a Venturing camp at a sea base in Turkey. Estimated cost is \$700 not including airfare. Troops from Turkey will also be invited. Normandy 2014 is starting to take shape. An estimated 3000 people will be in attendance including 500 from the U.S. and UK Scouting Association.

According to Patrick Giles the Major Gifts campaign is progressing. Contracting with Hartsook was a good idea. It demonstrated we are serious with our campaign. Bob Mazzuca probably would not be supporting us without the Hartsook contract. Currently Bob is working on eight prospects for us. Our major selling points are Normandy and supporting U.S. military families. Matt Been from Hartsook will present a progress report at the January 26, 2013 Executive Board Meeting. The Development Committee will meet in London on November 13. Brad Corson reported a case statement with goals and objectives was developed over the summer. Focus groups and interviews with strategic donors will be conducted in London, Washington, Kansas City and Houston.

Pete Maskovich, District Director, presented the 2012 Camp Report. Overall attendance was up 1% but Camp Bayern was down 22% and Freedom was down 13%. Major changes proposed for 2013 will be replacing the Bayern Camp Director with someone currently on TAC staff; better control of the budget; improving Trading Post and better job of promoting camps to our membership. Increasing Dining Hall fees at Bayern is also an option.

In the Finance Report, Paul Ostling announced Hugh Klei has resigned as Council Treasurer. He is being replaced by Shawn Frost of Athens. Shawn is a CPA serving as the Central European Director for Ernst and Young Accounting. Our Finance report shows travel, rent, and compensation is down about \$66,000 but our revenue is also short. The staff is working on reconciling camp budgets earlier so we don't have a wild swing as we did in 2011. While our FOS presentation is up 30% we are currently at \$234,000 towards a goal of \$255,000. Barbarossa and Charlemagne have achieved their goals while Rhiengold is up by more than \$10,000. Mayflower is down a little. The Combined Federal Campaign (CFC) could be a significant factor for our finances. There are 11,677 federal employees currently involved in scouting. The Bowl-a-thon has proven to be a great fundraiser for our units as well as popcorn. Last year units earned \$35,000 in popcorn while TAC earned \$8,000. TAC will need to raise a minimum of \$15,000 during the 2012 sale in order to continue in 2013. Using strictly online sales might be more efficient. We will evaluate next year. A question was raised regarding an increase of \$87,000 increase of the Supplies expenses. Most of the overage was needed equipment upgrades at Bayern and Cub Resident Camp. Another factor was unanticipated expenses at the High Adventure programs. Another question regarded the increases in other Expenses. An increase in credit card and online payments mean additional expenses.

Vince Cozzone presented the 2013 Budget. It is based on normal operations although the budget could change if we hire a consultant for the next stage of the Major Gifts campaign. Activity income and expenses will increase due to the Jamboree. Employee expenses will decrease because we have one less position and we no longer pay Housing expenses. Occupancy will increase due to the amount estimated for the estimated rental of facilities we use although there is no actual transfer of funds. More is in the budget for Travel expenses because we want to send more volunteers out to do training, not just staff. An in depth discussion was held concerning the process the staff uses to anticipate costs. There is a concern among some members of the Board the staff needs to spend more time planning to spend funds before those costs occur. In the end, an Ad Hoc Committee lead by John Messerschmidt

will work with Vince to study the process. The Ad Hoc Committee will make recommendations at a future meeting of the Executive Board.

John Messerschmidt, VP of Administration, shared with the group ideas to strengthen our Executive Board. Several factors need to be considered. Are we using committees effectively? Are we making decisions that are most effective and identifying the most important things that deserve Board focus? Should we have a different Board make-up and organization to increase participation? When and how should we conduct Board orientation and training? Current needs include using IT to allow more participation from Board members from around the world. It is critical each Board member makes a financial commitment to increase the amount of funds raised through FOS. Comment included conducting an informal gathering the night before a Board meeting to create bond among members.

Edelweiss, Rheingold and Charlemagne presented District Reports. Edelweiss is expecting immediate drawdowns in Schweinfurt and Bamberg. The Grafenfoehr area will soon start decreasing forces. Rheingold is following up on Advancements. Mannheim troops have closed but Heidelberg will recharter in 2013. Charlemagne has attained their FOS goal and anticipating having an increase in membership. Most of the Alpine camp staff was made up of Charlemagne scouters.

New VP of Membership, Bill Heiges, reported he now is on the email list for Area 6 which means he is receiving regular reports from the Northeast Region. Showing an increase in membership in 2012 will be a challenge but currently TAC is up 50 Tigers, up 30 Cub Scouts, and up 68 Boy Scouts. There has been a good reception by the units for membership incentives. Troops can earn patrol equipment by recruiting new youth and packs can earn pinewood derby cars and Bobcat badges.

Sandra Wilson, Training Chairman, reported the theme for the 2013 Scouters Annual Conference is "I-fit". Lynn Sears is serving as the chairman. The committee is updating the Trained Leader list. Monthly webinar theme for September was Online Advancements and October was Online Rechartering.

Order of the Arrow Lodge Advisor, Carlos Lopez, shared that current membership numbers 409 people. It has been a good year with 50 participants registered for the National Leadership Seminar to be held in November at Camp Freedom. A Lodge Winter Banquet is tentatively planned for February 9, 2013.

According to Gene Behrends, two new activities for Venture Crew members will be conducted in the next few months. In November a shooting competition will be held as part of the mini-Conference. The annual Venture Adventure Weekend will be held March 1-3, 2013 with the theme "Unlocking the keys to the City" in Florence, Italy.

In the absence of VP Program, Mike Kaiserauer, Mike Walton stressed the critical need for staff members at the National Jamboree in July, 2013.

In his final comments, Vince Cozzone expressed appreciation to Jo Anne Baker for serving as the scoutmaster of the 2012 Woodbadge course. In light of the recent Ineligible Volunteer List publicity Vince stressed that the BSA has always done its best for protecting youth in the program. The professional staff has had an almost complete turnover since the beginning of the year but has done a fabulous job keeping TAC moving forward. He also commended the Executive Board for starting to become more involved in setting the direction of the Council.

Meeting adjourned at 2:15 p.m.