



**Virginia Headwaters Council**  
**EXECUTIVE BOARD MEETING**  
**Thursday, March 16, 2023**  
**Council Service Center**  
**7:00-8:30 PM**

Presiding: Steve Hammond, Council President

**Attend in-person at the Council Service Center or join by Zoom:**  
<https://us02web.zoom.us/j/87344498349?pwd=d0w2anBJZmdmU3EzelFuTzFOY2JlZz09>

**AGENDA**

- |   |                         |
|---|-------------------------|
| I. Opening  |                         |
| • Welcome   | Steve Hammond           |
| • Invocation  | Roger Burke             |
| II. State of the Council                                    | Mike White              |
| • Membership Report   | Audrey Storm            |
| • Special Events Report                                     | Cindy Zollman           |
| • Summer Camp Report  | Jay Fox                 |
| • Board FOS Participation                                   | Tom Greenwood           |
| • Treasurer's Report  | Matt Phillippi          |
| III. Approval of February Meeting Minutes & Financials      | Steve Hammond           |
| IV. Reports   |                         |
| • Commissioner  | Roger Burke             |
| • Monticello District                                       | Ed Murphy               |
| • Mountain Valley District                                  | Dr. Lawrence Whitehurst |
| • Endowment   | Larry Mellinger         |
| ○ Proposal: update Endowment Fund signatories with Vanguard |                         |
| • 2023 FOS Luncheon   | Sue Hart                |
| • Friends of Scouting                                       | Sue Hart                |
| • Sale of Council Office & Funds Distribution               | Steve Hammond           |
| V. Camp Shenandoah proposal                                 | Jamie Craig             |
| VI. Business  |                         |
| • Disposal of Timeshare                                     | Steve Hammond           |
| VII. Closing Remarks  |                         |
| • Acting Scout Executive                                    | Sue Hart                |
| • Council President   | Steve Hammond           |

**Upcoming:**

- FOS Luncheon: May 28, 2023 @ 12pm (UVA Alumni Hall)
- Executive Committee Meeting: April 20, 2023 @ 7pm (Council Service Center)



**Virginia Headwaters Council**  
**State of the Council Report**  
**March 16, 2023**

**GREEN** = metric at or exceeds monthly target  
**YELLOW** = metric slightly below monthly target  
**RED** = metric well below monthly target

<p><b><u>YOUTH MEMBERSHIP</u></b></p> <p><b>1,665</b> (February 2023)</p> <p>2023 goal: 1,913 Previous Month: 1,690</p>	<p><b><u>FOS</u></b></p> <p><b>\$46,195</b> (February 2023)</p> <p>2023 goal: \$110,000 Previous Month: \$28,528</p>	<p><b><u>SPECIAL EVENTS</u></b></p> <p><b>\$0</b> (February 2023)</p> <p>2023 goal: \$171,500 Previous Month: \$0</p>
<p><b><u>CAMP ATTENDANCE</u></b></p> <p><b>607</b> (February 2023)</p> <p>2023 goal: 920 Previous Month: 337</p>	<p><b><u>POPCORN &amp; PEANUTS</u></b></p> <p><b>\$0</b> (February 2023)</p> <p>2023 goal: \$140,000 Previous Month: \$0</p>	<p><b><u>BOARD FOS PLEDGES</u></b></p> <p><b>58.5%</b> (February 2023)</p> <p>2023 goal: 100% Previous Month: 39%</p>
<p><b><u>INCOME (YTD)</u></b></p> <p><b>\$80,954</b> (February 2023)</p> <p>2023 goal: \$918,100 Previous Month: \$41,027</p>	<p><b><u>EXPENSES (YTD)</u></b></p> <p><b>\$62,130</b> (February 2023)</p> <p>2023 goal: \$904,565 Previous Month: \$30,648</p>	<p><b><u>SURPLUS/DEFICIT</u></b></p> <p><b>\$18,824</b> (February 2023)</p> <p>2023 goal: \$0 Previous Month: \$10,378</p>
<p><b><u>Cash on Hand (General Account)</u></b></p> <p><b>\$45,948</b> (February 2023)</p> <p>Previous Month: \$28,449</p>	<p><b><u>Endowment Fund Balance</u></b></p> <p><b>\$880,557</b> (February 2023)</p> <p>Previous Month: N/A</p>	<p><b><u>Line of Credit Balance</u></b></p> <p><b>\$646,000</b> (February 2023)</p> <p>Previous Month: \$646,000</p>

March 9, 2023  
Membership VP Report  
Audrey Storm (alk1@cornell.edu)

The Committee met at the end of January to transition from Brian to Audrey as Vice President for Membership and share our goal for this year of 200 new Scouts with a focus on Cubs. We discussed the pros and cons of adding new units versus growing existing units. Additional challenges were acknowledged, including school access, church charters, leadership, and scholarships.

Much of February was spent meeting and greeting at Klondike, Roundtable, the DEI committee, and more. Monthly meetings will resume in March and occur on the 4th Wednesday of the month moving forward.

We are anxiously awaiting recharter results to truly understand the total recruitment needed to make up for lost units and Scouts. We are happy to report that two new units have been chartered thus far in the Mountain Valley District. The Monticello District has been in conversations with two potential Packs.

The DEI committee has taken on two new projects: review of the campership and financial aid forms to be less demeaning to applicants and to modify the existing shower houses at Camp Shenandoah to provide privacy and dignity for everyone. They are currently pursuing gifts-in-kind and partnerships with a local non-profit to provide construction services for the bathroom updates.

## **Camping Committee Report – Fox, 3-16-23**

1. Registrations: Currently at approximately 700 with an expectation of 100 +/- Cubs and Webs. We anticipate a final count of 850-950 participants.
2. Week 1 and 3 are closed; ample space in Weeks 2 and 4.
3. Cub/Web camp planning is underway. This summer represents an extension from past year. Kudos to Tracey Stakem for her leadership with this camp element.
4. Staffing is looking good but still need to fill Program Director (21y/o), Health Officer, and Dining Hall Steward.
5. The dining hall contract with Kandle is ready to be signed. Kudos to Dan Dreelin for spearheading this.
6. Cindy Zollman, Trading Post Director is actively working on inventory preparation.
7. The Property Committee and the Order of the Arrow have set three Beaver Day's for camp preparation.
8. Camp Leadership (Fox, Echols, Echols) is currently shifting to more detail orientation for camp ramp up including staff training and organization.
9. Major items to address: NCAP/Declaration of Readiness (Chris Axford, lead, May 15 due date); Staff apparel (T shirts etc.); Staff housing; Staff training; program material needs.

**Summary:** While much progress has been made, there are still many elements of preparation for camp to address before opening day. Thus far we are on schedule and are optimistic on all fronts, including ultimate registration numbers and hence budget outcomes.

# Virginia Headwaters Council Treasurer's Report

## Executive Board Meeting March 16, 2023

### Key Figures Year to Date as of 28 February 2023:

- **Cash on Hand:** \$45,948.13
- **Net Operating Support & Revenue (Revenues - Expenses):** \$18,824
- **Budget Variance (Actual - Budget):** \$77,298; 132.19% of budgeted deficit.
  - **Support & Revenues:** \$40,479; 100.01% in excess of budget.
  - **Expenses:** \$(36,819); 37.21% less than budgeted.
- **Outstanding Debt:** \$756,837
  - **Notes Payable:** \$646,000
  - **Long-term Mortgage:** \$110,837

### Notes on February 2023 Financials

- A. FOS is off to a great start and we need to keep up that momentum. Net FOS is at \$49,301 as of end of February.
- B. Revenue for both the recognition dinner and the Klondike Derby exceeded the budgeted expectations by about \$1,400 for each event, more outstanding momentum. Program fee revenue is also ahead of expectations as of February, though that may slow.
- C. Half of the expense variance is savings on budgeted personnel expenses. ~\$18,000.
- D. Some of these other expense savings will be catching up as bill payments are made now that Jitasa is online.

Overall, we have some great momentum as we start 2023. We need to keep it up. We still have a lot of units that we need to make FOS visits for, we need to reach out to the wider community, plus we have special events on the schedule. We need to bring this energy to everything we are doing this year.

Attached: January and February 2023 Statements of Financial Position and Statements of Operations.

Respectfully Submitted,

Matt Phillippi  
VAHC Treasurer

**Comparative Statement of Budgeted Operations - Unrestricted -  
Period Ending: January 31, 2023**

Operating Fund	Current Period			Year to Date			Current Year
	Budget	Actual	Last Year	Budget	Actual	Last Year	Budget
<b>Support and revenue</b>							
Direct support:							
Net direct mail							
Friends of Scouting:							
FOS contributions	9,000	28,538	6,651	9,000	28,538	6,651	110,000
Net assets released FOS	-	6,956	-	-	6,956	-	-
Provision uncoll FOS	(600)	(2,485)	(422)	(600)	(2,485)	(422)	(7,700)
Net Friends of Scouting	8,400	33,009	6,229	8,400	33,009	6,229	102,300
Net project sales							
Special events:							
Special event contributions	-	-	-	-	-	-	156,000
Spec event fees collected	-	-	-	-	-	-	10,000
Spec event cost direct benefit	-	-	-	-	-	-	(31,850)
Net special events	-	-	-	-	-	-	134,150
Legacies and bequests:							
Legacies and bequests contrib	-	-	-	-	-	-	3,000
Net legacies and bequests	-	-	-	-	-	-	3,000
Net foundations and trusts							
Other direct:							
Other direct contributions	625	-	-	625	-	-	7,500
Net other direct contributions	625	-	-	625	-	-	7,500
<b>Total direct support</b>	<b>9,025</b>	<b>33,009</b>	<b>6,229</b>	<b>9,025</b>	<b>33,009</b>	<b>6,229</b>	<b>246,950</b>
Indirect support:							
Net associated organizations							
United Way:							
United Way contributions	200	-	-	200	-	-	2,000
Net United Way	200	-	-	200	-	-	2,000
Net unassociated organizations							
Net other indirect contributions							
Government fees and grants:							
Government fees grants gross	625	-	-	625	-	-	7,500
Government grants and fees	625	-	-	625	-	-	7,500
<b>Total indirect support</b>	<b>825</b>	<b>-</b>	<b>-</b>	<b>825</b>	<b>-</b>	<b>-</b>	<b>9,500</b>
Revenue:							
Sales of supplies - net:							
Sale of supplies gross	6,250	3,696	2,224	6,250	3,696	2,224	25,000
Sale of supplies cost of goods	(4,063)	(2,402)	(2,200)	(4,063)	(2,402)	(2,200)	(16,250)
Net sale of scouting supplies	2,188	1,294	24	2,188	1,294	24	8,750
Product sales:							
Product sales	-	-	3,015	-	-	3,015	140,000
Product sales cost of goods	-	-	-	-	-	-	(63,000)
Product sales unit commissions	-	-	-	-	-	-	(56,000)
Net product sales	-	-	3,015	-	-	3,015	21,000
Investment:							
Investment income current	-	-	10	-	-	10	30,000
Total investment income	-	-	10	-	-	10	30,000
Total realized invest gain/loss							
Total unrealized invest gain/loss							
Camping:							
Camp revenues	-	35	883	-	35	883	492,550
Camp trading post sales	-	-	-	-	-	-	51,000
Camp TP cost of goods sold	-	-	-	-	-	-	(28,050)
Camp refunds and discounts	-	-	(435)	-	-	(435)	(1,500)
Net camping revenue	-	35	448	-	35	448	514,000
Activities:							
Activity revenues	-	10	890	-	10	890	32,800

**Comparative Statement of Budgeted Operations - Unrestricted -  
Period Ending: January 31, 2023**

Operating Fund	Current Period			Year to Date			Current Year
	Budget	Actual	Last Year	Budget	Actual	Last Year	Budget
Activity trading post sales	-	-	-	-	-	-	500
Activity TP cost of goods	-	-	(303)	-	-	(303)	(300)
Net activity revenue	-	10	587	-	10	587	33,000
Other revenue	4,575	6,679	3,814	4,575	6,679	3,814	54,900
<b>Total revenue</b>	<b>6,763</b>	<b>8,018</b>	<b>7,898</b>	<b>6,763</b>	<b>8,018</b>	<b>7,898</b>	<b>661,650</b>
<b>Total support and revenue</b>	<b>16,613</b>	<b>41,027</b>	<b>14,127</b>	<b>16,613</b>	<b>41,027</b>	<b>14,127</b>	<b>918,100</b>
<b>Expenses</b>							
Employee compensation:							
Salaries	18,546	16,613	34,400	18,546	16,613	34,400	288,550
Employee benefits	6,678	4,097	8,075	6,678	4,097	8,075	80,135
Payroll taxes	2,658	1,203	2,837	2,658	1,203	2,837	34,500
Employee related	-	-	2,156	-	-	2,156	2,500
Total employee compensation	27,882	21,913	47,469	27,882	21,913	47,469	405,685
Other Expenses:							
Professional fees	8,250	1,806	3,831	8,250	1,806	3,831	99,000
Program and other supplies	104	-	(152)	104	-	(152)	201,750
Telephone and communications	733	271	1,880	733	271	1,880	8,800
Postage and shipping	267	(2)	711	267	(2)	711	5,300
Occupancy	975	-	1,206	975	-	1,206	27,800
Rental and maintenance of equi	383	354	354	383	354	354	13,000
Publication and media	267	-	-	267	-	-	7,650
Travel	2,254	488	2,999	2,254	488	2,999	32,900
Conferences and meeting	-	-	-	-	-	-	2,000
Recognition and awards	375	-	3,107	375	-	3,107	19,950
Interest	2,167	2,878	1,651	2,167	2,878	1,651	26,000
Insurance	1,417	1,332	1,277	1,417	1,332	1,277	20,000
Other	458	1,608	4,045	458	1,608	4,045	19,730
National charter and serv fees	1,250	-	3,280	1,250	-	3,280	15,000
Total other expenses	18,900	8,736	24,189	18,900	8,736	24,189	498,880
<b>Total expenses</b>	<b>46,782</b>	<b>30,648</b>	<b>71,658</b>	<b>46,782</b>	<b>30,648</b>	<b>71,658</b>	<b>904,565</b>
<b>Surplus (deficit) UR revenue/expense</b>	<b>(30,170)</b>	<b>10,378</b>	<b>(57,532)</b>	<b>(30,170)</b>	<b>10,378</b>	<b>(57,532)</b>	<b>13,535</b>

## Net assets summary

<b>Unrestricted net assets - beginning of year</b>				<b>(599,797)</b>	<b>(630,287)</b>	
Change in net assets from operations	(30,170)	10,378	(57,532)	(30,170)	10,378	(57,532)
Adjustments to net assets	-	-	-	-	-	-
Transfers between funds	-	(1,300)	(1,247)	-	(1,300)	(1,247)
<b>Change in unrestricted net assets</b>	<b>(30,170)</b>	<b>9,078</b>	<b>(58,779)</b>	<b>(30,170)</b>	<b>9,078</b>	<b>(58,779)</b>
<b>Unrestricted net assets - end of period</b>				<b>(590,719)</b>	<b>(689,066)</b>	

----- End of Statement -----

**Statement of Financial Position -  
Period Ending: January 31, 2023**

	Operating Fund		Capital Fund		Endowment Fund		Total of All Funds	
	2023	2022	2023	2022	2023	2022	2023	2022
<b>Current assets:</b>								
Cash	185,970	156,815	(83,446)	5,425	2,668	3,668	105,192	165,908
Accounts and notes receivable	1,844	17,182	3,119	158	-	-	4,963	17,340
Contributions receivable	20,120	11,634	549	549	-	-	20,669	12,183
Inventory	94,881	122,629	-	26,069	-	-	94,881	148,698
Deferred activity expense	-	96	-	-	-	-	-	96
Deferred special event expense	-	16	-	-	-	-	-	16
Prepaid expenses	7,029	11,353	-	-	65,037	65,037	72,066	76,389
<b>Total current assets</b>	<b>309,844</b>	<b>319,725</b>	<b>(79,778)</b>	<b>32,201</b>	<b>67,704</b>	<b>68,704</b>	<b>297,770</b>	<b>420,630</b>
<b>Noncurrent assets:</b>								
Contributions receivable	-	1,658	-	-	-	-	-	1,658
Land, buildings and equipment	-	-	890,534	953,933	-	-	890,534	953,933
Long-term investments	(1,000)	(1,000)	-	-	949,520	1,422,552	948,520	1,421,552
Other noncurrent assets	-	-	-	-	2,754,853	2,754,853	2,754,853	2,754,853
<b>Total noncurrent assets</b>	<b>(1,000)</b>	<b>658</b>	<b>890,534</b>	<b>953,933</b>	<b>3,704,373</b>	<b>4,177,406</b>	<b>4,593,907</b>	<b>5,131,997</b>
<b>Total assets</b>	<b>308,844</b>	<b>320,383</b>	<b>810,756</b>	<b>986,134</b>	<b>3,772,078</b>	<b>4,246,110</b>	<b>4,891,678</b>	<b>5,552,627</b>
<b>Current liabilities:</b>								
Accounts payable	46,244	1,196	-	-	-	-	46,244	1,196
Accrued expenses	14,598	8,351	-	31,960	-	-	14,598	40,311
Taxes and benefits withheld	2,117	(624)	-	-	-	-	2,117	(624)
Custodial accounts	121,593	130,829	-	-	-	-	121,593	130,829
Notes and mortgage payable	646,000	556,000	-	0	-	-	646,000	556,000
Deferred activity revenue	5,656	750	-	-	-	-	5,656	750
Deferred camp revenue	2,102	2,142	-	-	-	-	2,102	2,142
Deferred special event revenue	5,500	5,000	-	-	-	-	5,500	5,000
Other current liabilities	-	(2)	-	-	-	-	-	(2)
<b>Total current liabilities</b>	<b>843,811</b>	<b>703,643</b>	<b>-</b>	<b>31,960</b>	<b>-</b>	<b>-</b>	<b>843,811</b>	<b>735,603</b>
<b>Noncurrent liabilities:</b>								
Long-term indebtedness	-	252,626	-	-	-	-	-	252,626
Long-term mortgage	-	-	111,752	122,618	-	-	111,752	122,618
<b>Total noncurrent liabilities</b>	<b>-</b>	<b>252,626</b>	<b>111,752</b>	<b>122,618</b>	<b>-</b>	<b>-</b>	<b>111,752</b>	<b>375,244</b>
<b>Total liabilities</b>	<b>843,811</b>	<b>956,269</b>	<b>111,752</b>	<b>154,579</b>	<b>-</b>	<b>-</b>	<b>955,562</b>	<b>1,110,847</b>
<b>Net assets:</b>								
Without donor restrictions	(590,719)	(689,066)	355,718	523,269	(97,410)	(97,410)	(332,410)	(263,207)
With donor restrictions	55,752	53,181	343,286	308,286	3,869,487	4,343,520	4,268,526	4,704,986
<b>Total net assets</b>	<b>(534,967)</b>	<b>(635,886)</b>	<b>699,004</b>	<b>831,555</b>	<b>3,772,078</b>	<b>4,246,110</b>	<b>3,936,115</b>	<b>4,441,780</b>
<b>Total liabilities and net assets</b>	<b>308,844</b>	<b>320,383</b>	<b>810,756</b>	<b>986,134</b>	<b>3,772,078</b>	<b>4,246,110</b>	<b>4,891,678</b>	<b>5,552,627</b>

Accompanying schedules are an integral part of this financial statement.



**Statement of Financial Position -  
Period Ending: January 31, 2023**

	Operating Fund		Capital Fund		Endowment Fund		Total of All Funds	
	2023	2022	2023	2022	2023	2022	2023	2022
<b>Standard schedules</b>								
<b>Schedule 1: Contributions Receivable Current</b>								
Contributions Receivable-Past Years	7,362	51,756	549	(5,000)	-	-	7,911	46,756
Allowance for Uncollectible-Past Years	(5,186)	(9,069)	-	-	-	-	(5,186)	(9,069)
Contributions Receivable-Current Year	20,429	(12,231)	-	5,549	-	-	20,429	(6,681)
Discounted Contributions Receivable	-	-	-	-	-	-	-	-
Allowance for Uncollectible-Current	(2,485)	(18,822)	-	-	-	-	(2,485)	(18,822)
<b>Net Contributions Receivable Current</b>	<b>20,120</b>	<b>11,634</b>	<b>549</b>	<b>549</b>	<b>-</b>	<b>-</b>	<b>20,669</b>	<b>12,183</b>
<b>Schedule 2: Contributions Receivable Non-Current</b>								
Contributions Receivable - Non-Current	-	1,658	-	-	-	-	-	1,658
Discounted Contributions Receivable	-	-	-	-	-	-	-	-
Allowance for Uncollectible Non-Current	-	-	-	-	-	-	-	-
<b>Net Contributions Receivable Non-Current</b>	<b>-</b>	<b>1,658</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>1,658</b>
<b>Schedule 3: Land, Buildings &amp; Equipment</b>								
Land, Buildings & Equipment-Non Camp	-	-	191,541	191,541	-	-	191,541	191,541
Accumulated Depreciation-Non Camp	-	-	(158,031)	(154,436)	-	-	(158,031)	(154,436)
Land, Buildings & Equipment-Camps	-	-	2,259,625	2,259,625	-	-	2,259,625	2,259,625
Accumulated Depreciation-Camps	-	-	(1,458,877)	(1,399,074)	-	-	(1,458,877)	(1,399,074)
Construction in Progress	-	-	56,276	56,276	-	-	56,276	56,276
ROU assets-finance leases net	-	-	-	-	-	-	-	-
<b>Land, Buildings &amp; Equipment</b>	<b>-</b>	<b>-</b>	<b>890,534</b>	<b>953,933</b>	<b>-</b>	<b>-</b>	<b>890,534</b>	<b>953,933</b>
<b>Schedule 4: Custodial Accounts</b>								
National Fees & Subscriptions	(104,443)	(110,081)	-	-	-	-	(104,443)	(110,081)
Unit Deposits	141,545	169,495	-	-	-	-	141,545	169,495
Order of the Arrow and NESA	30,697	45,165	-	-	-	-	30,697	45,165
Other Custodial Accounts	53,794	26,251	-	-	-	-	53,794	26,251
<b>Total Custodial Accounts</b>	<b>121,593</b>	<b>130,829</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>121,593</b>	<b>130,829</b>
<b>Schedule 5: Unrestricted Net Assets Designated</b>								
Total Board Designated Net Assets								
Non-Designated Net Assets	(590,719)	(689,066)	355,718	523,269	(97,410)	(97,410)	(332,410)	(263,207)
<b>Total Unrestricted Net Assets</b>	<b>(590,719)</b>	<b>(689,066)</b>	<b>355,718</b>	<b>523,269</b>	<b>(97,410)</b>	<b>(97,410)</b>	<b>(332,410)</b>	<b>(263,207)</b>

End of Standard Schedules

----- End of Statement -----

**Comparative Statement of Budgeted Operations - Unrestricted -  
Period Ending: February 28, 2023**

Operating Fund	Current Period			Year to Date			Current Year
	Budget	Actual	Last Year	Budget	Actual	Last Year	Budget
<b>Support and revenue</b>							
Direct support:							
Net direct mail							
Friends of Scouting:							
FOS contributions	11,000	17,657	10,878	20,000	46,195	17,529	110,000
Net assets released FOS	-	-	-	-	6,956	-	-
Provision uncoll FOS	(850)	(1,365)	(761)	(1,450)	(3,850)	(1,183)	(7,700)
Net Friends of Scouting	10,150	16,292	10,117	18,550	49,301	16,346	102,300
Net project sales							
Special events:							
Special event contributions	-	-	-	-	-	-	156,000
Spec event fees collected	-	-	-	-	-	-	10,000
Spec event cost direct benefit	-	-	-	-	-	-	(31,850)
Net special events	-	-	-	-	-	-	134,150
Legacies and bequests:							
Legacies and bequests contrib	-	-	-	-	-	-	3,000
Net legacies and bequests	-	-	-	-	-	-	3,000
Net foundations and trusts							
Other direct:							
Other direct contributions	625	593	-	1,250	593	-	7,500
Net other direct contributions	625	593	-	1,250	593	-	7,500
<b>Total direct support</b>	<b>10,775</b>	<b>16,885</b>	<b>10,117</b>	<b>19,800</b>	<b>49,894</b>	<b>16,346</b>	<b>246,950</b>
Indirect support:							
Net associated organizations							
United Way:							
United Way contributions	200	109	-	400	109	-	2,000
Net United Way	200	109	-	400	109	-	2,000
Net unassociated organizations							
Net other indirect contributions							
Government fees and grants:							
Government fees grants gross	625	-	-	1,250	-	-	7,500
Government grants and fees	625	-	-	1,250	-	-	7,500
<b>Total indirect support</b>	<b>825</b>	<b>109</b>	<b>-</b>	<b>1,650</b>	<b>109</b>	<b>-</b>	<b>9,500</b>
Revenue:							
Sales of supplies - net:							
Sale of supplies gross	6,250	6,161	7,012	12,500	9,858	9,237	25,000
Sale of supplies cost of goods	(4,063)	(4,005)	(4,254)	(8,125)	(6,407)	(6,454)	(16,250)
Net sale of scouting supplies	2,188	2,156	2,759	4,375	3,451	2,783	8,750
Product sales:							
Product sales	-	-	-	-	-	3,015	140,000
Product sales cost of goods	-	-	(2,696)	-	-	(2,696)	(63,000)
Product sales unit commissions	-	-	(1,663)	-	-	(1,663)	(56,000)
Net product sales	-	-	(4,359)	-	-	(1,344)	21,000
Investment:							
Investment income current	-	-	7	-	-	17	30,000
Total investment income	-	-	7	-	-	17	30,000
Total realized invest gain/loss							
Total unrealized invest gain/loss							
Camping:							
Camp revenues	500	170	(583)	500	205	300	492,550
Camp trading post sales	-	-	-	-	-	-	51,000
Camp TP cost of goods sold	-	-	-	-	-	-	(28,050)
Camp refunds and discounts	-	-	-	-	-	(435)	(1,500)
Net camping revenue	500	170	(583)	500	205	(135)	514,000
Activities:							
Activity revenues	5,000	8,785	1,840	5,000	8,795	2,730	32,800

**Comparative Statement of Budgeted Operations - Unrestricted -  
Period Ending: February 28, 2023**

Operating Fund	Current Period			Year to Date			Current Year
	Budget	Actual	Last Year	Budget	Actual	Last Year	Budget
Activity trading post sales	-	-	-	-	-	-	500
Activity TP cost of goods	-	-	-	-	-	(303)	(300)
Net activity revenue	5,000	8,785	1,840	5,000	8,795	2,427	33,000
Other revenue	4,575	11,821	7,030	9,150	18,500	10,844	54,900
<b>Total revenue</b>	<b>12,263</b>	<b>22,932</b>	<b>6,694</b>	<b>19,025</b>	<b>30,950</b>	<b>14,592</b>	<b>661,650</b>
<b>Total support and revenue</b>	<b>23,863</b>	<b>39,927</b>	<b>16,811</b>	<b>40,475</b>	<b>80,954</b>	<b>30,937</b>	<b>918,100</b>
<b>Expenses</b>							
Employee compensation:							
Salaries	18,546	11,712	34,823	37,092	28,325	69,223	288,550
Employee benefits	6,678	2,725	7,053	13,356	6,823	15,128	80,135
Payroll taxes	2,658	1,143	3,969	5,317	2,346	6,806	34,500
Employee related	-	-	-	-	-	2,156	2,500
Total employee compensation	27,882	15,580	45,844	55,764	37,493	93,313	405,685
Other Expenses:							
Professional fees	8,251	4,720	28,092	16,500	6,526	31,923	99,000
Program and other supplies	2,904	-	39	3,008	-	(114)	201,750
Telephone and communications	733	487	641	1,467	758	2,521	8,800
Postage and shipping	267	(46)	571	533	(48)	1,281	5,300
Occupancy	2,124	1,517	626	3,100	1,517	1,832	27,800
Rental and maintenance of equi	1,383	354	761	1,767	709	1,115	13,000
Publication and media	267	309	164	533	309	164	7,650
Travel	2,304	334	2,782	4,558	822	5,781	32,900
Conferences and meeting	-	-	-	-	-	-	2,000
Recognition and awards	625	-	4,093	1,000	-	7,199	19,950
Interest	2,167	2,861	1,651	4,333	5,739	3,301	26,000
Insurance	1,417	1,411	1,328	2,833	2,743	2,605	20,000
Other	593	3,954	1,082	1,052	5,562	5,127	19,730
National charter and serv fees	1,250	-	1,886	2,500	-	5,166	15,000
Total other expenses	24,285	15,901	43,715	43,185	24,637	67,904	498,880
<b>Total expenses</b>	<b>52,167</b>	<b>31,481</b>	<b>89,559</b>	<b>98,949</b>	<b>62,130</b>	<b>161,217</b>	<b>904,565</b>
<b>Surplus (deficit) UR revenue/expense</b>	<b>(28,305)</b>	<b>8,446</b>	<b>(72,748)</b>	<b>(58,474)</b>	<b>18,824</b>	<b>(130,280)</b>	<b>13,535</b>

## Net assets summary

<b>Unrestricted net assets - beginning of year</b>				<b>(599,797)</b>	<b>(630,287)</b>	
Change in net assets from operations	(28,305)	8,446	(72,748)	(58,474)	18,824	(130,280)
Adjustments to net assets	-	-	-	-	-	-
Transfers between funds	-	(1,300)	20,642	-	(2,600)	19,395
<b>Change in unrestricted net assets</b>	<b>(28,305)</b>	<b>7,145</b>	<b>(52,106)</b>	<b>(58,474)</b>	<b>16,224</b>	<b>(110,885)</b>
<b>Unrestricted net assets - end of period</b>				<b>(583,573)</b>	<b>(741,172)</b>	

----- End of Statement -----

**Statement of Financial Position -  
Period Ending: February 28, 2023**

	Operating Fund		Capital Fund		Endowment Fund		Total of All Funds	
	2023	2022	2023	2022	2023	2022	2023	2022
<b>Current assets:</b>								
Cash	217,113	195,054	(74,304)	(34,446)	4,668	3,668	147,476	164,276
Accounts and notes receivable	-	16,241	-	158	-	-	-	16,399
Contributions receivable	19,015	13,966	549	549	-	-	19,564	14,515
Inventory	90,876	119,598	-	26,069	-	-	90,876	145,667
Deferred activity expense	631	954	-	-	-	-	631	954
Deferred special event expense	754	26	-	-	-	-	754	26
Prepaid expenses	6,638	11,042	-	-	65,037	65,037	71,675	76,078
<b>Total current assets</b>	<b>335,028</b>	<b>356,880</b>	<b>(73,755)</b>	<b>(7,670)</b>	<b>69,704</b>	<b>68,704</b>	<b>330,977</b>	<b>417,915</b>
<b>Noncurrent assets:</b>								
Contributions receivable	-	1,658	-	-	-	-	-	1,658
Land, buildings and equipment	-	-	884,328	947,416	-	-	884,328	947,416
Long-term investments	(1,000)	(1,000)	-	-	949,520	1,422,552	948,520	1,421,552
Other noncurrent assets	-	-	-	-	2,754,853	2,754,853	2,754,853	2,754,853
<b>Total noncurrent assets</b>	<b>(1,000)</b>	<b>658</b>	<b>884,328</b>	<b>947,416</b>	<b>3,704,373</b>	<b>4,177,406</b>	<b>4,587,701</b>	<b>5,125,480</b>
<b>Total assets</b>	<b>334,028</b>	<b>357,539</b>	<b>810,572</b>	<b>939,746</b>	<b>3,774,078</b>	<b>4,246,110</b>	<b>4,918,678</b>	<b>5,543,395</b>
<b>Current liabilities:</b>								
Accounts payable	41,819	27,003	-	-	-	-	41,819	27,003
Accrued expenses	14,598	8,351	-	31,960	-	-	14,598	40,311
Taxes and benefits withheld	3,251	(552)	-	-	-	-	3,251	(552)
Custodial accounts	125,627	134,172	-	-	-	-	125,627	134,172
Notes and mortgage payable	646,000	596,000	-	0	-	-	646,000	596,000
Deferred activity revenue	4,951	1,452	-	-	-	-	4,951	1,452
Deferred camp revenue	6,452	21,381	-	-	-	-	6,452	21,381
Deferred special event revenue	19,150	5,100	-	-	-	-	19,150	5,100
Other current liabilities	-	(2)	-	-	-	-	-	(2)
<b>Total current liabilities</b>	<b>861,849</b>	<b>792,904</b>	<b>-</b>	<b>31,960</b>	<b>-</b>	<b>-</b>	<b>861,849</b>	<b>824,865</b>
<b>Noncurrent liabilities:</b>								
Long-term indebtedness	-	252,626	-	-	-	-	-	252,626
Long-term mortgage	-	-	110,837	121,694	-	-	110,837	121,694
<b>Total noncurrent liabilities</b>	<b>-</b>	<b>252,626</b>	<b>110,837</b>	<b>121,694</b>	<b>-</b>	<b>-</b>	<b>110,837</b>	<b>374,320</b>
<b>Total liabilities</b>	<b>861,849</b>	<b>1,045,530</b>	<b>110,837</b>	<b>153,654</b>	<b>-</b>	<b>-</b>	<b>972,685</b>	<b>1,199,184</b>
<b>Net assets:</b>								
Without donor restrictions	(583,573)	(741,172)	356,450	477,806	(97,410)	(97,410)	(324,533)	(360,776)
With donor restrictions	55,752	53,181	343,286	308,286	3,871,487	4,343,520	4,270,526	4,704,986
<b>Total net assets</b>	<b>(527,821)</b>	<b>(687,992)</b>	<b>699,736</b>	<b>786,092</b>	<b>3,774,078</b>	<b>4,246,110</b>	<b>3,945,992</b>	<b>4,344,211</b>
<b>Total liabilities and net assets</b>	<b>334,028</b>	<b>357,539</b>	<b>810,572</b>	<b>939,746</b>	<b>3,774,078</b>	<b>4,246,110</b>	<b>4,918,678</b>	<b>5,543,395</b>

Accompanying schedules are an integral part of this financial statement.

**Statement of Financial Position -  
Period Ending: February 28, 2023**

	Operating Fund		Capital Fund		Endowment Fund		Total of All Funds	
	2023	2022	2023	2022	2023	2022	2023	2022
<b>Standard schedules</b>								
<b>Schedule 1: Contributions Receivable Current</b>								
Contributions Receivable-Past Years	7,362	51,756	549	(5,000)	-	-	7,911	46,756
Allowance for Uncollectible-Past Years	(5,186)	(9,069)	-	-	-	-	(5,186)	(9,069)
Contributions Receivable-Current Year	20,688	(9,137)	-	5,549	-	-	20,688	(3,588)
Discounted Contributions Receivable	-	-	-	-	-	-	-	-
Allowance for Uncollectible-Current	(3,850)	(19,583)	-	-	-	-	(3,850)	(19,583)
<b>Net Contributions Receivable Current</b>	<b>19,015</b>	<b>13,966</b>	<b>549</b>	<b>549</b>	<b>-</b>	<b>-</b>	<b>19,564</b>	<b>14,515</b>
<b>Schedule 2: Contributions Receivable Non-Current</b>								
Contributions Receivable - Non-Current	-	1,658	-	-	-	-	-	1,658
Discounted Contributions Receivable	-	-	-	-	-	-	-	-
Allowance for Uncollectible Non-Current	-	-	-	-	-	-	-	-
<b>Net Contributions Receivable Non-Current</b>	<b>-</b>	<b>1,658</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>1,658</b>
<b>Schedule 3: Land, Buildings &amp; Equipment</b>								
Land, Buildings & Equipment-Non Camp	-	-	191,541	191,541	-	-	191,541	191,541
Accumulated Depreciation-Non Camp	-	-	(158,362)	(154,814)	-	-	(158,362)	(154,814)
Land, Buildings & Equipment-Camps	-	-	2,259,625	2,259,625	-	-	2,259,625	2,259,625
Accumulated Depreciation-Camps	-	-	(1,464,753)	(1,405,212)	-	-	(1,464,753)	(1,405,212)
Construction in Progress	-	-	56,276	56,276	-	-	56,276	56,276
ROU assets-finance leases net	-	-	-	-	-	-	-	-
<b>Land, Buildings &amp; Equipment</b>	<b>-</b>	<b>-</b>	<b>884,328</b>	<b>947,416</b>	<b>-</b>	<b>-</b>	<b>884,328</b>	<b>947,416</b>
<b>Schedule 4: Custodial Accounts</b>								
National Fees & Subscriptions	(104,898)	(128,586)	-	-	-	-	(104,898)	(128,586)
Unit Deposits	139,194	192,199	-	-	-	-	139,194	192,199
Order of the Arrow and NESA	33,776	41,230	-	-	-	-	33,776	41,230
Other Custodial Accounts	57,556	29,329	-	-	-	-	57,556	29,329
<b>Total Custodial Accounts</b>	<b>125,627</b>	<b>134,172</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>125,627</b>	<b>134,172</b>
<b>Schedule 5: Unrestricted Net Assets Designated</b>								
Total Board Designated Net Assets	-	-	-	-	-	-	-	-
Non-Designated Net Assets	(583,573)	(741,172)	356,450	477,806	(97,410)	(97,410)	(324,533)	(360,776)
<b>Total Unrestricted Net Assets</b>	<b>(583,573)</b>	<b>(741,172)</b>	<b>356,450</b>	<b>477,806</b>	<b>(97,410)</b>	<b>(97,410)</b>	<b>(324,533)</b>	<b>(360,776)</b>

End of Standard Schedules

----- End of Statement -----

**Virginia Headwaters Council, BSA**  
**Executive Committee Meeting Minutes**  
**February 16, 2023 – Zoom**  
**Meeting – 7:00 PM**

Presiding: Steve Hammond, Council President

Present: Larry Mellinger, Cindy Zollman, Tracey Stakem, John Taylor, Marc Monfalcone, Pete Fenlon, Mike White, Rob Moore, Audrey Storm, Ken Young, Roger Burke

Excused:

Staff: Sue Hart

Call to Order: Steve called the meeting to order at 7:00 pm and announced there was a quorum present.

Decisions and Actions:

- No Decisions or actions to report.

Reports and Discussions:

- Fiscal Management report was held off.
  
- Council Business Plan was shared by Mike White
- How we did: finish the year with a smaller deficit and raised more money in FOS than the previous year but did not hit the 15% growth.
- Council did not achieve membership growth.
- Finance milestone is to end the year with a balanced budget and growth in youth.
- Membership goal of 1,913 (+200 over LY) and fundraising \$406,000.
  
- Office Update was given by Steve Hammond
- There is a purchase agreement that a letter of intent was voted on. The buyer has a 30 day inspection period. The realtor has looked over the purchase agreement and thinks it is good. We hope to close on the office by April.
- Thus far Mike, Steve and Sue have looked at 1100 sq ft office space. Two in Waynesboro and one in Staunton.
- T Miller did agree to take a 3% commission over a 6%.
- Roger Burke asked if the Council could still offer the service of selling advancement and it is one of the things that is considered as part of the new office according to Steve.
  
- Membership report was given by Audrey Storm and they shared the following.
- Excited to join the committee.
- DEI is continuing to look at the language in the Scholarships we offer and making edits.
- Even though the Council's overall membership was low the cub numbers were up. Our retention is about average nationwide.
  
- Endowment was given by Larry Mellinger.
- Through January the market was slightly up between 2 to 3.65%. In 2022 our assets were down about 18% or \$200k. We are hoping we reached the floor if January's optimism is good.
- Communicated with BSAAM about interest in moving back from Vanguard.

- Friends of Scouting was shared by Sue Hart
- The FOS luncheon is March 28<sup>th</sup>, 2023 at UVA Alumni Hall at 11:30am. Seminole Trail committed with \$5k. Currently at \$28k confirmed but almost \$40k that typically supports in the past. There is still more work to be done.
- FOS presentations taking place but need more work needs to be done.
- Cindy shared the following updates on Special Events: Clay Shoot is scheduled for May 12<sup>th</sup> at Shenandale. Work needs to be done on Casino Night. Looking to find another location for the Auction. Mountain Valley has two golf tournaments, one the 29<sup>th</sup> of April in Covington and the other in Lexington in September.
- Cindy shared a reminder about the Council Honors event.
- A Commissioner update from Roger and shared the following:
- Matt and Michelle are taking stock of the commissioners serving their districts as they wrap up charter renewal.
- Closing comments by the following:
- Sue Hart: Thanked everyone for their time, patience, and support.
- Steve Hammond: There is a lot going on and there needs more to happen. Jay Fox is running how camp is going this year and usually that is a professional. Audrey is running membership, not necessarily a professional. Volunteers are doing more in this Council then they traditionally have done in the past. Looking forward to seeing everyone on Saturday. Finally, if anyone any influence on units at camp we need them to register for camp.
- Meeting adjourned at 8:06 PM

Respectfully Submitted,

Sue Hart  
Assistant Scout Executive

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

Approved: \_\_\_\_\_  
Steve Hammond, President

Date: \_\_\_\_\_

## March 2023 – Friends of Scouting Report

### Friends of Scouting:

It is a priority to have each unit conduct a FOS presentation. Currently we have just over 53% of presentations scheduled. In order to succeed in FOS this year we need 100% participation.

Our Council President is making a commitment to pass out vest this year to anyone that gives \$1k or more. An order for these will go in shortly.

### March 17, 2022 Family FOS:

	DATES	%	Viable UNITS	FAMILY GOAL	PRES COMPL'D	Worked Prospects	REPORTED	Reporting vs. Goal
Monticello	22	43%	51	\$36,000	16	83	\$18,583	52%
Southern	7	78%	9	\$9,000	5	20	\$3,490	39%
Valley	7	35%	20	\$16,000	3	2	\$1,224	8%
Massanutten	11	58%	19	\$14,000	4	7	\$4,720	34%
<b>DISTRICT TOTALS</b>	<b>47</b>		<b>99</b>	<b>\$75,000</b>	<b>28</b>	<b>112</b>	<b>\$28,017</b>	<b>37%</b>
Executive Board	0			\$50,000	0	6	\$7,306	15%
<b>COUNCIL TOTALS</b>	<b>47</b>	<b>47%</b>	<b>99</b>	<b>\$125,000</b>	<b>28</b>	<b>118</b>	<b>\$35,323</b>	<b>28%</b>

### March 16, 2023 Family FOS:

	DATES	%	Viable UNITS	FAMILY GOAL	PRES COMPL'D	Worked Prospects	REPORTED	Reporting vs. Goal
Monticello	29	91%	32	\$40,000	15	72	\$20,773	52%
Mountian Valley	12	26%	46	\$35,000	9	29	\$12,042	34%
<b>DISTRICT TOTALS</b>	<b>41</b>		<b>78</b>	<b>\$75,000</b>	<b>24</b>	<b>101</b>	<b>\$32,815</b>	<b>44%</b>
Executive Board	1			\$25,000	1	15	\$16,645	67%
<b>COUNCIL TOTALS</b>	<b>41</b>	<b>53%</b>	<b>78</b>	<b>\$100,000</b>	<b>25</b>	<b>116</b>	<b>\$49,460</b>	<b>49%</b>



# Virginia Headwaters Council

## Program Report

### March 2023

#### **Youth Activities:**

- Shenandoah Fest planning is underway by the OA. This event is planned for April 15th.
- Aviation Day will be held on April 22 at the Gordonsville Airport.
- Merit Badge Day at Blue Ridge Community College will be held on April 22.
- Cub Resident Camp planning is going well. Registration will go live sometime this week.

#### **Adult Activities:**

- BALOO, IOLS, WFA and CPR training will take place at Camp Shenandoah March 31st thru April 2nd
- Wood Badge Staff Orientation will be held on March 25th. Trainer's Edge will also be offered in the afternoon on this day. As of March 13th, ten participants have signed up for the course.

I am working on getting our events on the NST 12 Calendar so that other Councils in our territory will be aware of our events.

Looking ahead to the fall, the Cub Activity Committee is working on a fall event at Camp Shenandoah. Apple Harvest planning is underway.

Respectfully Submitted,

Tracey Stakem  
VP of Program

## Properties report March, 16th 2023

### New Business –

- Proposed shower house renovations to property committee. Project led by Audrey Storm and Anne Blair. The committee unanimously decided to pursue grants and other charitable organizations for funding. Applications to building goodness have been submitted. Awaiting next steps.
- \$20,000 grant from UVA – Property committee was made aware of the grant in the past few weeks. Money is ear-marked for upgrades to the Admin/Health Lodge at C.S. Decisions need to be made on how best to utilize the funds.
- Old gray GMC and old white cargo van have been sold. Each generating more than anticipated. Committee has agreed to keep the Maroon Ford and both White pick up trucks at camp. Ranger is working to get these road-worthy.
- Concrete tanks at pit toilets at Wallenborn and Stewart are being problematic. Each has filled after a very recent pumping. Ranger has dug some test bore holes to gauge ground water table and other run-off. No solution to these problem tanks yet.
- Jason Stiteler has worked on and submitted all relevant paperwork to the State to get information on the dam at C.S. After reviewing the info Jason will contact DCR to inquire on current available grants and will report back to board on paths forward.
- John Lindegren has been instrumental in coordinating and scheduling upcoming Beaver Days at Camp Shenandoah. The list of to-do's is ever-changing. Thank you to Bill and John for working on this.
- Backhoe tire has been problematic and needs to be replaced. Ranger is working to get that done this week.

### Ongoing Business –

- Septic line between welding and dining hall is broken and needs to be repaired prior to Summer camp.
- Spring Box on the mountain needs to be upgraded prior to next Winter.