

**ANNUAL BUSINESS MEETING**

**Saturday March 14, 2026, 10:00AM**

**Plymouth Place**

**315 N. La Grange Rd.**

**La Grange Park, IL 60526**

**AGENDA**

|  |                     |
|--|---------------------|
| <b>Call to Order</b>   | Dr. Marlon Mitchell |
| <b>Welcome, Introductions and Opening Remarks</b>  | Dr. Marlon Mitchell |
| <ul style="list-style-type: none"><li>• Pledge of Allegiance</li><li>• Scout Oath</li><li>• Scout Law</li><li>• Outdoor Code</li></ul> |                     |
| <b>Safety Moment</b>   | Bertha Guzman       |
| <b>Declaration of Quorum</b>   | Dr. Marlon Mitchell |
| <b>March 8, 2025 Minutes, <b>Motion/Vote</b></b>   | Dr. Marlon Mitchell |
| <b>2025 Financials, <b>Motion/Vote</b></b>   | Brockett McBride    |
| <b>Fundraising Report</b>  | Eric Reuther        |
| <b>Membership Report</b>   | Rick Romani         |
| <b>Commissioner's Report</b>   | Bertha Guzman       |
| <b>Nominating Report, <b>Motion/Vote</b></b>   | Dr. Marlon Mitchell |
| <b>Scout Executive's Remarks</b>   | Jeff Isaac          |
| <b>President's Report</b>  | Dr. Marlon Mitchell |
| <b>Closing Remarks/Adjourn, <b>Motion/Vote</b></b>   | Dr. Marlon Mitchell |

**MINUTES OF  
THE PATHWAY TO ADVENTURE COUNCIL, BOY SCOUTS OF AMERICA, INC.  
ANNUAL MEETING**

**March 8, 2025  
10:00 AM**

**Plymouth Place  
315 N. La Grange Rd.  
La Grange Park, IL 60526**

The following member of the Executive Board participated:

Toni Preckwinkle

The following Officers participated:

|                             |                     |                   |
|-----------------------------|---------------------|-------------------|
| Bertha E. Guzman            | James R. Poueymirou | Eric D. Reuther   |
| Brockett J. McBride (Phone) | Richard D. Romani   | Louis Sandoval    |
|                             |                     | Stephen W. Schwab |

The following Chartered Organization Representatives participated:

|                   |                  |                  |
|-------------------|------------------|------------------|
| John Bell         | David Faulkner   | Brian Mulcrone   |
| Kristie Beveridge | Pamela Galas     | Ellen Nagel      |
| Daniel Blue       | Matthew Gerber   | Jeffrey Nowik    |
| John Boyle        | Jamie Goodwin    | Michael Reiss    |
| Jonathan Chuchla  | Marnetta Harris  | David Williams   |
| Terry Devine      | Brady Jarvis     | Allen Wilson     |
| Thomas Dombai     | Dr. Spencer Long | Gregory Wojcicki |

The following Pathway to Adventure Council staff participated:

|                      |                  |                      |
|----------------------|------------------|----------------------|
| Maureen F. Elroy     | Jeffery L. Isaac | Timothy J. Strudeman |
| Michael A. Hornung   | Carl B. Monk     | David A. Tafur       |
| Amanda L. Huegelmann | Kevin J. Ronayne | Wesley E. Weems      |

**Summary of Actions and Motions**

|  |                              |
|--|------------------------------|
| Approval of March 9, 2024 Annual Meeting Minutes | McBride/Guzman/Approved      |
| Approval of 2024 Financial Report                | Guzman/Preckwinkle/Approved  |
| Approval of Nominating Committee Report          | Preckwinkle/Guzman/Approved  |
| Adjournment                                      | McBride/Preckwinkle/Approved |

Call to order and declaration of quorum

- As of this date, there are 246 registered Chartered Organization Representatives and Council Members-at-Large. A quorum consists of a one-tenth of the membership (25). As 29 members were in attendance, a quorum was present.

President Stephen W. Schwab called the meeting to order at 10:12a.m.

Mr. Schwab welcomed and thanked the members for attending.

The members recited:

- Pledge of Allegiance
- Scout Oath
- Scout Law
- Outdoor Code

Mr. Schwab said:

- The last point of the Scout Law is “Be Reverent”.
  - I ask the Almighty to be with us today and grant that we may come to know and do God’s will.
- The Council has turned the corner away from diminishing numbers in youth membership, volunteers, and financial resources.
- The Reinforcing the Cornerstone Strategic Plan is reviewed frequently and revised based on objective assessments of needs, challenges, and opportunities.
  - The Executive Board meets quarterly, and reviews updated metrics.
  - This year focused on: Membership, Marketing, and Money.
    - Mr. Romani will give an update on Membership.
    - Ms. Guzman will give an update on Marketing and the Council Commissioner role.
    - Mr. McBride will give an update on Money and the Council financials.
- As we head into 2025, the biggest challenge is Money.
  - Membership and Marketing are going well and will impact Money.

### **Safety Moment**

Ms. Guzman reported:

- The consumption of energy drinks by children may lead to serious medical consequences.
  - According to the National Institutes of Health, a 24 oz energy drink may contain as much caffeine as 4-5 cups of coffee.
    - High doses of caffeine, combined with the other additives in energy drinks, are especially a concern for children with underlying health issues or those taking certain medications.
    - High doses of caffeine are worrisome for all Scout-age youth and may cause serious side effects.
      - Energy drinks have been known to disturb the heart’s natural rhythm, raise blood pressure, and increase the risk of sudden death.
        - They are linked to reductions in brain blood flow, seizures, and behavioral disorders.
        - They cause anxiety, insomnia, stomach upset, muscle twitching, restlessness, and headaches.
        - A single serving may contain more sugar than is recommended for an entire day.
          - Those extra calories can add up fast and may contribute to obesity in youth.
  - Sports drinks are not the same as energy drinks.
    - Sports drinks are a combination of carbohydrates, minerals, and electrolytes and do not contain caffeine.

- They are intended to replenish water and electrolytes lost through sweating during intense exercise and can be safely used by youth in limited amounts for hydration.
    - Due to potential health risks, energy drinks are to be discouraged at all Scouting events.
- There are 98 Safety Moments that can be found at: <https://www.scouting.org/health-and-safety/safety-moments>.

### **Declaration of Quorum**

Mr. Schwab reported:

- Each year the Council conducts the Annual Meeting for the purpose of:
  - Receiving the financial reports of the Council.
  - Electing Council Members-At-Large to serve on the Executive Board.
  - Electing Council Members-At-Large.
  - Electing members as Representatives to the National Council.
  - Electing Associate and Honorary Members.
- All newly elected members will assume office immediately following the Annual Meeting.
- In accordance with the by-laws of the Council, the following active members of the corporation are eligible to vote and are entitled to one vote:
  - Registered Chartered Organization Representatives currently officially representing chartered organizations.
  - Registered, duly elected Council Members-At-Large.

### **Approval of Minutes**

Mr. Schwab asked for a motion to approve the minutes of the March 9, 2024, Annual Meeting. Mr. McBride moved to approve the March 9, 2024, Annual Meeting minutes. Ms. Guzman seconded the motion, and it was unanimously approved.

### **President's Report**

Mr. Schwab reported:

- The March 1, 2025 Youth Recognition event was a significant moment to celebrate the Council's 355 Eagles.
  - Approximately 75 Eagles were present and was the most diverse Eagle class to date.
- When the Council was formed in 2016, Inclusive Diversity was made the cornerstone of our foundation.
  - We adapted Scouting to our community.
  - Our vision and commitment were correct and remain so today.
- Please review the 2024 Annual Report to see all the wonderful things that are being done for the youth in our communities.
- The Council continues to adapt.
- The Statement of Commitment to a Culture of Belonging is featured on the Council website.
  - Scouting is apolitical.
    - We do not get caught up in arguments such as what is DE&I, and should we have it?
    - We are beyond that.
      - The Scout Oath and Scout Law are not political.
      - Offering Scouting to everyone is not political.

- The rule of law is rooted in our oldest civilizations and our longest standing religious creeds and traditions.
- We do not mock it and look at it as something to get around – we adhere to it.
  - Our commitment to our Culture of Belonging is no more baseless than the American Declaration of Independence and is no weaker than our U.S. Constitution.
- It takes more than a strategic plan and a public statement of commitment to make Scouting work.
  - It takes people who bring their talents, enthusiasm, resources, backs, hands, great ideas, friendly smiles, and their commitment and persistence to obtain the goals in the strategic plan and the ideals in our commitment to be a culture of belonging.

### **President's Awards**

Mr. Schwab said:

- The President's Award is not a national award but was created to recognize outstanding service within the Council.
  - The recipients of this year's award are:
    - 2024 Day Camp Staff for achieving 178% of their attendance goal for 2024.
    - PTAC Executive Assistant and HR Manager, Maureen Elroy for her dedication to the Council.
    - Executive Board Member County Board President Toni Preckwinkle for her selfless commitment to youth as a teacher and the longest serving PTAC Executive Board member.
      - President Preckwinkle has been instrumental in helping the Council secure Memos of Understanding with the Forest Preserves of Cook County and Chicago Park District.

President Preckwinkle said:

- The Council has been blessed with Mr. Schwab's leadership and his leadership was missed when he was not the Council President.
  - Thank you, Stephen, for the time, energy, and love you have put into Scouting.

### **Membership Report**

Mr. Romani reported:

- There were 13,645 registered youth in 2024, resulting in .3% membership growth.
- Six of the twelve districts had positive year-end growth.
- 3,299 new youth were recruited.
- Over the last two years, there have been more Cub Scouts than older youth.
- 21 new units were started in 2024 and the Council had 453 units by the end of 2024.
- Retention stands at 67%.
- Female diversity is at 19%.
- Growth in Cub Scouts includes growth in Lions, Tigers, and Webelos.
- There were 188 packs in 2024; five less than in 2023.
- Average growth for Scoutreach over the past four years was at 17.6%.
- 2025 is trending positive for the first three months.
  - Membership is up 15.27% over March 2024.
- The Membership Strategic Plan goals are:
  - Youth growth:

- Minimum goal of +1.
- Target goal of 1%.
- Stretch goal of 15,000 additional youth.
- Need to recruit 3,932 youth to achieve +1% growth.
  - This encompasses the month-to-month losses due to the changes in the Membership Renewal process.
- Unit growth:
  - Increase packs to +1 for all districts based on their 2024 packs.
  - Overall Stretch goal is +1 increase for all unit types from 2024.
- Enhance Membership & Unit Renewal Retention Guide.
  - Allows identification of youth and adult members in the lapse period.
    - They can be contacted to re-register prior to dropping from the system.
- Utilize the new Unit Metric Tool, Commissioner Connection Guides along with District Dashboards and updated Unit Dashboards.
- Ms. Susan J. Simmons is the new Council Chair and Assistant Council Commissioner for New Member Coordinators to help units with recruitment and retention.
- Identifying key challenges and opportunities of the Strategic Plan is ongoing.

### **Commissioner's Report**

Ms. Guzman reported:

- The Marketing team has set the following goals:
  - Target a marketing campaign to support fundraising initiatives aimed at high net-worth donors.
  - Develop a broad awareness campaign.
  - Culminate a strong membership drive.
- The WGN Daytime Chicago segment which aired on January 10, 2025, featuring President Preckwinkle and Mr. Schwab has met with rave reviews.
  - The segment aired 35 times, providing great visibility to Scouting and the Council.
  - The segment was also shared on LinkedIn and WGN's You Tube channel and e-blasted to all of WGN's contacts.
    - The Council received a lot of positive feedback from the segment.
- On January 17, 2025, NBC 5 Chicago aired a story about Ms. Maggie Ritter of Troop 618 in Oak Lawn becoming the first female in her troop to earn the rank of Eagle Scout.
  - Her Eagle project was converting an old playground into a community garden at Immanuel United Church of Christ in Evergreen Park.
- Additional 15-second Real World promo spots showcasing Council Scouts participating in various activities will be airing in the future.
  - The spots have been shared with leaders to use for recruitment efforts at open houses, on social media sites, or whatever purpose deemed necessary.
- The old Commissioner Tools system contained subjective and long-detailed assessments, and scoring.
- The new Commissioner Tools system went live February 17, 2025, and contains concise and objective metrics:
  - Unit Size.
  - Unit Growth.
  - Position Leader Training.
  - Advancement.
  - Outdoor Activities.
- Unit Connections was also changed.
  - These are guides and conversations starters for commissioners and unit leaders to build relationships, which is the National focus.

- The Commissioner Dashboard has also been updated.

## **2024 Financials**

Mr. McBride reported:

- All comments related to the 2024 Financial Report are derived from the un-audited internal financial statements which are still subject to further review and adjustment by the auditing firm and numbers have been rounded for simplicity.
- Finances are made up of three funds.
  - Fund 1 – Operating Fund: represents the Operations of the Council, Programs, Activities, Camps and Administration and effectively supports day-to-day operations.
  - Fund 2 – Capital Fund: holds Properties and betterments and is primarily comprised of the physical assets of the Council; namely camps and office spaces.
  - Fund 3 – Endowment Fund: made up of two components:
    - Assets without donor restriction.
      - Can be used at discretion.
    - Donor restricted endowment.
      - Funds must be used in accordance with the donor restrictions stipulated.
- Support or income is derived from three main categories:
  - Direct Support, which mostly comes in the form of donations such as Direct Mail, Friends of Scouting, bequests, grants and foundations and trusts, and Special Events.
  - Indirect Support which includes government grants and United Way.
  - Revenue, which is the heart of Scouting, Product Sales such as popcorn, Investment Income from Fund 3, camps, and other activities.
    - Special Events exceeded budgeted revenues by approximately \$250,000.
      - This was attributed to strong results at those events, effective expense management, and by adding a new event in 2024.
    - Friends of Scouting (Invest in Character) was effectively on par with both budget and the prior year.
  - The other primary Direct Support line item, referred to as Net Other Direct Contributions represents the revenue source for combatting the inherent deficit the Council has faced post- bankruptcy litigation.
    - The budget was not met on that line item with \$122,000 in revenues relative to budget of \$1,800,000.
  - Net Camping Revenue exceeded budget by approximately \$75,000, with \$1,800,000 in Net Camping Revenue for 2024, exceeding 2023 Net Camping Revenue by \$246,000, demonstrating a very strong year for camp attendance.
  - Total Revenue was ahead of 2023 by 8%.
    - We continue to not make monthly Endowment Fund withdrawals but base the endowment withdrawals on 5% of Unrestricted Revenue in all funds.
    - It is likely there will be a need to continue to draw upon the Endowment in the coming year unless new revenue sources can be identified and have stronger fundraising results.
- 2024 Fund Operational Overview:
  - Fund 1 – Operating Fund
    - Net deficit of Revenues versus Expenses of \$984,000 which is \$425,000 favorable to the 2023 deficit of \$1,409,000.
    - Total Revenues were \$5,594,000.
    - Total Expenses were \$6,577,000.
    - Expenses is comprised of Compensation and Benefits and Other Expense.

- Compensation is the primary expenditure, and it was \$425,000 favorable to budget and demonstrates the staff's ability to operate well despite position vacancies.
    - Total Expenses were \$417,000 under budget and \$602,000 above 2023, partially driven by the higher expenses related to the National Jamboree.
      - Working Capital (Net Assets) surplus of \$268,000.
        - Surplus \$1,280,000 in 2023.
      - Year-End Cash of \$565,000.
        - 2023 Cash was \$1,900,000.
      - Year-End Total Liabilities were \$1,000,000.
        - 2023 Year-End Total Liabilities were \$1,300,000.
      - The Council continues to have no bank debt.
  - Fund 2 – Capital Fund
    - Total Net Assets of \$8,900,000.
    - \$7,111,000 Cash.
      - 2023 Net Assets of \$8,800,000.
      - 2023 Cash of \$1,300,000.
  - Fund 3 – Endowment Fund
    - Endowment (donor restricted) has \$10,900,000 in 2024 compared to \$10,800,000 in 2023.
    - In total Fund 3 has \$9,700,000 compared to \$9,850,000 in 2023.
  - All Funds
    - Cash in 2024 was \$1,300,000 and \$3,300,000 in 2023.
    - Net Assets without donor restrictions of \$7,800,000 and \$9,000,000 in 2023.
    - Net Assets with donor restrictions of \$11,000,000 and \$10,900,000 in 2023.
    - Total Net Assets of \$18,900,000 compared to \$19,900,000 in 2023.
- The challenging work done by the professional staff to get the Council in stronger financial position post-bankruptcy and back on a normal track is to be applauded.
  - Their dedication to Scouting and the Scout truly is their passion.
- In this constantly changing world, a plan needs to be put into place to build a financially sustainable model for the Council.
- It is imperative that all those involved with the Council help identify additional revenue sources for ensuring strong financial results and minimizing the need to draw on the Endowment Fund, particularly as it relates to revenue for Net Other Direct Contributions.
- The Council will continue to reach out to volunteers and charter organizations for their time, talents and, yes, their treasury.
- The Scout is the most important asset in Scouting.
  - The Council owes it to the Scout to be able to provide the best programming and facilities possible to help develop future leaders with skills, character, ethics, and values.

Mr. Schwab said:

- The Council staff has been doing more with less people in 2024.
  - Under Mr. Isaac's excellent leadership, the staff continues to work with all of you to deliver the promise of Scouting.
- As a family of Scouting, we need to formulate a strategy to wipe out the deficit.
- A consultant has been interviewed to facilitate conducting a Capital Campaign.
  - The Executive Board and all volunteers will need to assist in this effort.

Mr. Reiss asked:

- Can the Statement of Financial position for all three funds be provided to him?
- When was the last time the budget was balanced?
- Is there a concern the Council will run out of Cash?

Mr. Schwab replied:

- The Statement of Financial position will be provided to Mr. Reiss.
- It has been a long time since the budget was balanced.
  - Reducing the deficit is an ongoing process and requires:
    - A Capital Campaign.
    - Individual contributions.
    - Keeping control of Expenses.
    - Getting all Council members, including youth, to support the efforts.
      - It is our collective responsibility.
  - Mr. Romani is supporting membership growth.
  - General Fink and others are doing an excellent job with marketing efforts.
    - Other marketing opportunities such as the WGN interview and the story about Ms. Maggie Ritter of Troop 618, will be forthcoming.
- The Council is not in peril of running out of Cash.
  - A healthy Operating Reserve is maintained.
    - A transfer of \$400,000 was recently completed from one fund to another.
    - We transferred our Endowment Assets from BSAAM (Boy Scouts of America Asset Management) to be invested locally at CIBC Bank USA.
    - The Council banking relationship has been moved from Bank of America, N.A. to Wintrust Bank, N.A.
      - We have gained interest.
      - Wintrust Bank, N.A. has also contributed to Council endeavors.

Dr. Long inquired:

- What safeguards are in place to ensure the budget deficit does not continue to grow?

Mr. McBride said:

- It is critical to identify additional revenue sources to offset the deficit.
- As staff vacancies occurred the Council managed to reduce Expenses to make up for the deficit.
- Investment Income has been reduced due to the pay-out from the Endowment Fund to the Chapter 11 bankruptcy.
- The Council has succeeded in most areas other than Other Direct Support.
- Strategies are being formulated for high-net-worth donor engagement and additional events.

Dr. Long said:

- I have increased my personal contribution to the Council, and I am encouraging everyone to do the same.

Mr. Gerber asked:

- What does the Other Direct Support line consist of?

Mr. Isaac responded:

- The Other Direct Support line represents funds to be raised.
  - Investment Income has diminished due to paying approximately \$7,200,000 from the Endowment Fund to the Settlement Trust of the Chapter 11 bankruptcy.
    - A \$2,200,000 budget deficit resulted from the payment.
      - The \$2,200,000 budget deficit has been reduced to \$980,000 over the past two years.
        - The 2025 goal is to eliminate the remaining budget deficit.

Mr. Schwab said:

- The challenge is to increase funding by at least 10%.
  - Not everyone can increase their contribution by 10%, but please consider contributing more.
    - This is the cost of a quality program that changes lives, influences our families and communities, and ultimately provide for the future leadership of our nation.

Mr. Schwab asked for a motion to approve the 2024 Financial Report. Ms. Guzman moved to approve the 2024 Financial Report. President Preckwinkle seconded the motion, and it was unanimously approved.

### **Nominating Committee Report**

Mr. Sandoval reported:

- All recommendations received in writing from active members of the Council at least 30 days prior to this meeting were considered by the Nominating Committee in the preparation of the report.
- The nominees for Council Members-At-Large, Advisory Council, Executive Committee and Officers, Representatives to the National Council, and Associate Board are listed on the report.

Mr. Chuchla asked:

- Is the notation on the Nominating Committee Report regarding the Incoming President – “Search Process in Progress & To Be Elected by the Executive Board” within the by-laws?

Mr. Sandoval replied:

- The by-laws allow the Executive Board to elect its Officers.
  - The Nominating Committee approved a candidate for President.
    - The individual withdrew their name very recently due to professional obligations.
  - The two remaining options after the individual withdrew were:
    - Cancel or postpone the Annual Meeting.
    - Proceed with the Annual Meeting, approve the majority of the Officers, and allow the Executive Board to continue the process of electing a President.

Mr. Schwab said:

- The by-laws state the Executive Board elects its Officers.

- An appendix to the by-laws has procedures for elections at the Annual Meeting and we added the Officers to the slate to be presented for confirmation purposes.
  - Ultimately, it is the Executive Board's responsibility to determine its leadership.

Mr. Chuchla asked:

- If the Nominating Committee Report was not approved, what would be the next procedure under the by-laws?

Mr. Schwab said:

- The by-laws state if a portion of the Nominating Committee report is rejected, the Annual Meeting would be suspended immediately and reconvened no more than 60 days from today.
  - Voting the slate down would reject everything.

Mr. Long said:

- A helpful way to think about the situation would be if there were a resignation of an Executive Board member between Annual Meetings, the Executive Board can elect a replacement member.

Mr. Sandoval asked for a motion to approve the Nominating Committee Report. President Preckwinkle moved to approve the Report of the Nominating Committee for the Year 2025-2026 as an entire slate. Ms. Guzman seconded the motion, and it was unanimously approved.

### **Scout Executive's Remarks**

Mr. Isaac reported:

- The Executive Board is dynamic.
- It takes a village to raise a child, and it takes a village to run a Council.
  - We need to ensure we are telling the positive Scouting story so people will like us.
    - The Council had one of the largest number of victims at 3,000+ and \$7,200,000 was paid to the Settlement Trust.
    - Having difficult conversations about Scouting's past and how the organization has made Scouting the safest youth program in the country has garnered new fundraising partners and membership.
  - Introduce us to your network and tell people you meet that we are a worthwhile organization.
    - Mr. Cohn and Ms. Fruhauf were at an event and met the CEO of the Sanfilippo Foundation, who we had been pursuing for a few years and asked him for his business card so I could contact him.
      - The CEO was so impressed with our organization and programming he had never heard of such as Exploring units for Customs and Border Patrol and FBI, STEM programming for Gary, Indiana, schools, that he is donating the space at the Sanfilippo Estate to us for a fundraising event in July and sending notification of the event to 10,000 of their donors.
        - The goal is to raise \$300,000.
    - The Sentinels are a group who have influence in their communities and have been recruited to assist in raising funds to secure the Council's future.
      - Mr. James P. Honan, Mr. William D. Seith, and others have agreed to serve.

- A \$2,000,000 naming opportunity for the La Grange Service Center is being pursued.
- It is up to us to make sure the youth of this Council have the best quality programming in the country.
- Mr. Schwab has been with the Council since its inception.
  - His law firm has provided pro bono legal services in forming the Council, writing its by-laws, and being a legal resource for many matters.
  - He was in the Bear patrol of his 2004 Wood Badge course and we would like to present him with a bear head walking stick as a token of our appreciation for his leadership, support, and the lasting impact he has had on the Council.

### **Closing Remarks and Adjournment**

Mr. Schwab said:

- The incoming President will be elected from the current Executive Board membership.
- Mr. Sandoval will be the incoming President in the future.
- Ms. Leahy will formally be elected as the Program VP at the next Executive Board meeting.
  - She and her husband have served as co-chairs for the Tall Grass District's Special Needs in Scouting initiative.
- The \$7,200,000 the Council paid to the Settlement Trust for the 3,000+ victims is a good thing because it is the right thing to do.
- We have recommitted ourselves to the movement and recognized individuals today who have put forth extraordinary efforts for the good of the movement.
  - The seasoned, committed, and well-trained Council staff support us in all our endeavors.
- Thank you to our Executive Board, Officers, Executive Committee, District Chairs, who are represented on the Executive Board by Mr. Poueymirou, District Committee members, unit leaders, and all of you.
  - It takes a village to make Scouting happen and it needs to happen in a family of people who are committed to one another and to something higher than themselves.
- The 250<sup>th</sup> anniversary of the signing of the Declaration of Independence will occur in 483 days on July 4, 2026.
- I am challenging everyone in the Council to make the Council financially independent in the next 483 days.
- Thank you again for everything that you have done and will do for Scouting in Pathway to Adventure Council.
- Please make sure your Youth Protection Training is maintained.
- May God bless the United States of America, our Council, and all of us.

Mr. McBride moved to adjourn the meeting. President Preckwinkle seconded the motion, and it was unanimously approved.

The meeting was adjourned at 11:24a.m.

Respectfully submitted,

Jeffery L. Isaac  
Secretary

**Comparative Statement of Budgeted Operations - Unrestricted -  
Period Ending: December 31, 2025**

| Operating Fund                                   | Year to Date     |                  |                  | Current Year     |
|--|------------------|------------------|------------------|------------------|
|  | Budget           | Actual           | Last Year        | Budget           |
| <b>Support and revenue</b>                       |                  |                  |                  |                  |
| Direct support:                                  |                  |                  |                  |                  |
| Contributions of cash and other financial assets |                  |                  |                  |                  |
| Direct mail:                                     |                  |                  |                  |                  |
| Net direct mail                                  | 35,000           | 13,580           | 27,708           | 35,000           |
| Net Friends of Scouting                          | 315,000          | 247,988          | 296,563          | 315,000          |
| Net project sales                                | 28,800           | 4,669            | 5,887            | 28,800           |
| Net special events                               | 980,750          | 1,201,766        | 1,205,241        | 980,750          |
| Net legacies and bequests                        | -                | 8,114            | 5,843            | -                |
| Net foundations and trusts                       | 760,000          | 506,160          | 564,157          | 760,000          |
| Net other direct contributions                   | 510,000          | 26,816           | 286,570          | 510,000          |
| <b>Total direct support</b>                      | <b>2,629,550</b> | <b>2,009,093</b> | <b>2,391,969</b> | <b>2,629,550</b> |
| <b>Total indirect support</b>                    | <b>-</b>         | <b>780</b>       | <b>975</b>       | <b>-</b>         |
| Revenue:   |                  |                  |                  |                  |
| Net sale of scouting supplies                    | 56,350           | 56,790           | 47,431           | 56,350           |
| Net product sales                                | 567,000          | 549,776          | 530,974          | 567,000          |
| Total investment income                          | 450,000          | 1,739,628        | 483,414          | 450,000          |
| Net camping revenue                              | 1,913,985        | 1,789,549        | 1,823,415        | 1,913,985        |
| Net activity revenue                             | 359,689          | 300,608          | 193,129          | 359,689          |
| Other revenue                                    | 282,004          | 279,250          | 286,785          | 282,004          |
| <b>Total revenue</b>                             | <b>3,629,028</b> | <b>4,715,600</b> | <b>3,365,149</b> | <b>3,629,028</b> |
| <b>Total support and revenue</b>                 | <b>6,258,578</b> | <b>6,725,473</b> | <b>5,758,094</b> | <b>6,258,578</b> |
| <b>Expenses</b>                                  |                  |                  |                  |                  |
| Total employee compensation                      | <b>4,229,245</b> | <b>3,798,282</b> | <b>3,705,892</b> | <b>4,229,245</b> |
| Other Expenses:                                  |                  |                  |                  |                  |
| Professional fees                                | 149,550          | 196,208          | 355,326          | 149,550          |
| Program and other supplies                       | 950,100          | 830,617          | 824,418          | 950,100          |
| Telephone and communications                     | 46,400           | 57,929           | 47,736           | 46,400           |
| Postage and shipping                             | 34,835           | 25,095           | 30,816           | 34,835           |
| Occupancy  | 709,285          | 714,551          | 716,946          | 709,285          |
| Rental and maintenance of equi                   | 147,600          | 161,250          | 152,091          | 147,600          |
| Publication and media                            | 79,000           | 73,553           | 63,735           | 79,000           |
| Travel   | 162,440          | 183,595          | 158,571          | 162,440          |
| Conferences and meeting                          | 55,890           | 65,764           | 49,045           | 55,890           |
| Specific assistance to individ                   | 36,300           | 119,421          | 78,083           | 36,300           |
| Recognition and awards                           | 179,685          | 114,155          | 126,742          | 179,685          |
| Insurance  | 182,900          | 188,363          | 162,106          | 182,900          |
| Other  | 135,285          | 171,344          | 131,806          | 135,285          |
| National charter and serv fees                   | 143,000          | 143,995          | 151,657          | 143,000          |
| <b>Total other expenses</b>                      | <b>3,012,270</b> | <b>3,045,837</b> | <b>3,049,077</b> | <b>3,012,270</b> |
| <b>Total expenses</b>                            | <b>7,241,515</b> | <b>6,844,119</b> | <b>6,754,969</b> | <b>7,241,515</b> |
| <b>Surplus (deficit) UR revenue/expense</b>      | <b>(982,937)</b> | <b>(118,646)</b> | <b>(996,875)</b> | <b>(982,937)</b> |



# **2026 Pathway to Adventure Council Annual Meeting**

## **Membership 2025 Year-end Results + Membership 2026 Retention & Growth Goals**

**March 14, 2026**



# Registered Youth:

- December: 12,321
  - 5.33% decrease compared to 2024
  - 695 youth short of +1 Membership Growth
- New Youth Recruited (2025 vs. 2024)
  - Recruited 3445 new youth <or> +149 (+4.5%) increase
- Gender Diversity: 20% youth are female Scouts
- Retention:
  - Closed 2025 at 61% vs. 66% in 2024
  - Lost 4998 youth in 2025 vs. 3466 in 2024
- Districts with Year-end Growth: Aguila, Prairie Dune & Workforce Development

# Units:

- December: 458
  - +4: 2025 vs. 2024 <or> +1.10% Growth
- 33 new units started in 2025
  - 20 Troops
    - 13 units were Girl Troops
  - 7 Packs
  - 1 Crew
  - 5 Posts / Clubs
- Work with Troops who want to convert to a Family Troop
  - Whether by merging linked Troops or converting standalone Troops

**2026 PTAC  
Annual  
Meeting**

**Final 2025  
Year-end**



**2026 PTAC  
Annual  
Meeting**

**2026 Goals:**

**Membership  
& Unit  
Growth**

- **Youth Membership Growth goals:**
  - Membership (Council & District)
    - **Recruitment:**
      - +1 (3446) – Minimum
      - +7.5% (Stretch)
        - Had a +4.5% increase 2025 vs. 2024
    - **Growth:**
      - +1 (Minimum)
      - 1% (Stretch)
- **Units: Strengthen & Growth**
  - Continue to strengthen our existing units
  - Primary unit growth goal will be to increase our Packs from 2025 Year-end by +1, for each District
  - Our stretch unit growth goal is to have an overall +1 increase for all unit types from 2025 Year-end



**2026 PTAC  
Annual  
Meeting**

**2026  
Retention  
Metrics**

- ***Goal: Improve Membership and Unit Retention through the following Metrics***
  - **Increase the number of Trained Leaders**
  - **Increase the number of New Member Coordinators (NMC) within our units**
  - **Membership Renewal Support**
  - **Improve Advancement within our units**
  - **Increase Unit Size of smaller units**
  - **Improve Council / District Support for our units**

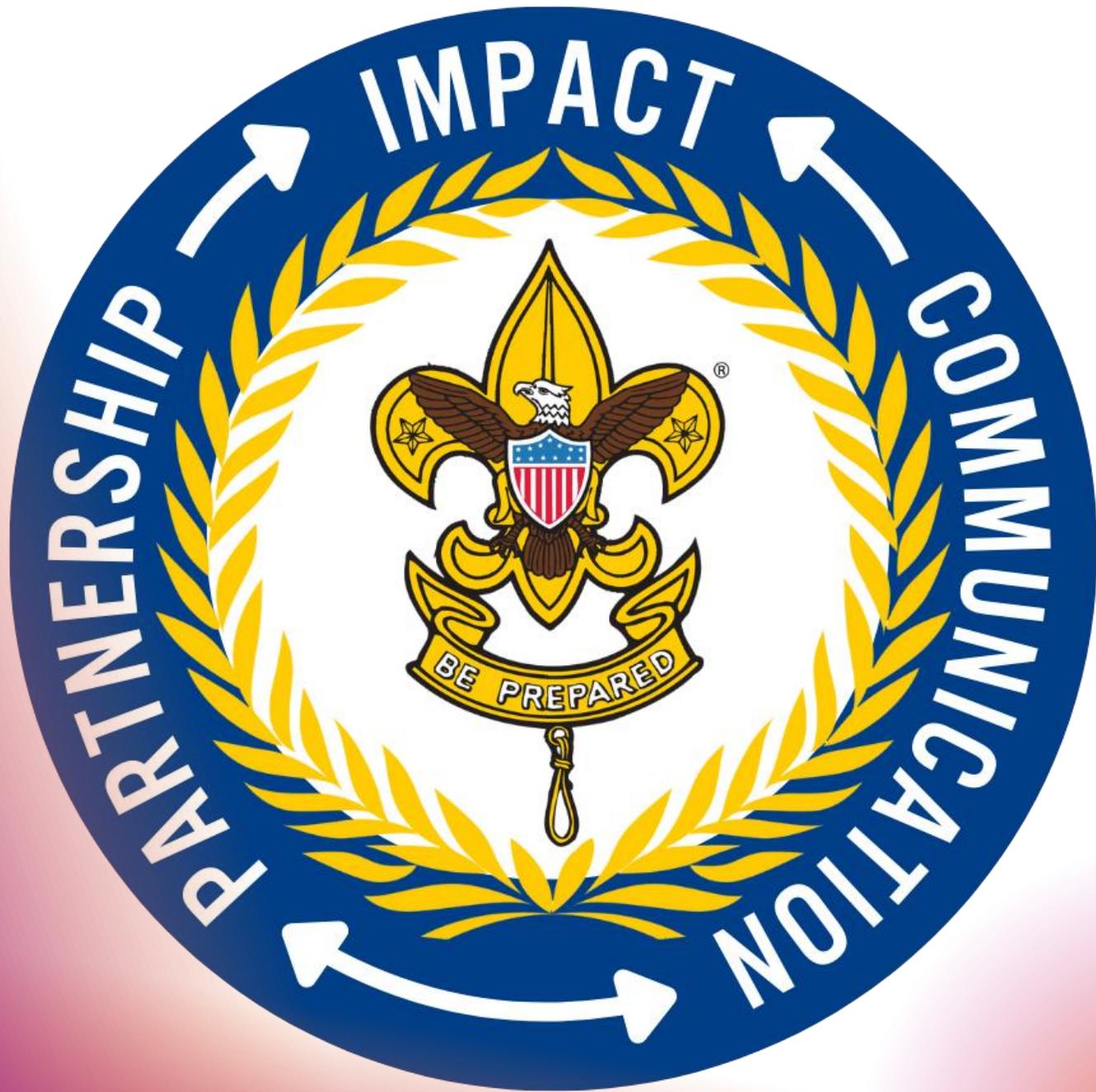


**2026 PTAC  
Annual  
Meeting**

**2026 Council  
Retention  
Goals**

|  | <b>Target</b>   | <b>Stretch</b>  |
|--|---|---|
| <b>Increase # Trained Leaders</b> <ul style="list-style-type: none"> <li>• <b>Primary:</b> Key Unit Leaders</li> <li>• <b>Secondary:</b> Remaining Direct Contact Leaders</li> <li>• <b>Tertiary:</b> All Remaining Leaders</li> </ul> | <ul style="list-style-type: none"> <li>• 60%</li> <li>• 50%</li> <li>• 70%</li> </ul> | <ul style="list-style-type: none"> <li>• 65%</li> <li>• 55%</li> <li>• 75%</li> </ul> |
| <b>Increase the number of New Member Coordinators (NMC) within our units</b>   | Increase the number of trained NMC in each program level by 15%                       | Increase the number of trained NMC in each program level by 25%                       |
| <b>Improve Advancement within our units (units meeting the Advancement of the Unit Metric Tool Indicator threshold)</b>  | 70%   | 80%   |
| <b>Increase Unit Size of smaller units (# of units below the Unit Metric Tool Indicator threshold for Unit Size)</b>   | Reduce the number in each program level by 15%  | Reduce the number in each program level by 25%  |

**NOTE: Retention will be a council goal in 2026 and will roll out as district goals in 2027**



**PTAC Annual Board  
Meeting  
March 14, 2026**

**Bertha Guzman  
Council Commissioner**

| <b>March</b>       | <b>2023</b> | <b>2024</b> | <b>2025</b> | <b>2026</b> |
|--------------------|-------------|-------------|-------------|-------------|
| Youth              | 9502        | 11,110      | 12,830      | 11,815      |
| Units              | 403         | 433         | 451         | 449         |
| Commiss-<br>ioners | 135         | 141         | 151         | 149         |
| YPT/SYT            | 100%        | 99.8%       | 99.7%       | 99.8%       |
| Training           | 54%         | 56.62%      | 54%         | 59.8%       |

**December Top Ten Councils in the following categories:**

**New Youth Recruited**

|      |                        |       |
|------|------------------------|-------|
| # 1  | Sam Houston Area       | 2,737 |
| # 2  | Michigan Crossroads    | 1,298 |
| # 3  | Las Vegas Area         | 902   |
| # 4  | Chief Seattle          | 820   |
| # 5  | Last Frontier          | 811   |
| # 6  | Greater St. Louis Area | 752   |
| # 7  | South Florida          | 725   |
| # 8  | Pathway to Adventure   | 653   |
| # 9  | Circle Ten             | 493   |
| # 10 | Northeast Georgia      | 491   |

**New Units Started**

|     |                             |    |
|-----|-----------------------------|----|
| # 1 | Northeast Georgia           | 15 |
| # 2 | Atlanta Area                | 11 |
| # 2 | Pathway to Adventure        | 11 |
| # 2 | Silicon Valley Monterey Bay | 11 |
| # 3 | Twin Rivers                 | 10 |
| # 3 | Greater St. Louis Area      | 10 |
| # 4 | Greater New York            | 9  |
| # 5 | Natchez Trace               | 8  |
| # 6 | Chief Seattle               | 7  |
| # 6 | Greater Alabama             | 7  |

# Unit Metrics/ Unit Connections/ Commissioner Dashboard Update Views

- We have changed from subjective scoring to objective metrics.
- Metrics can help us to determine units that need help to recruit and retain youth.
- Where the Commissioners might be the best fit to help the unit leaders.
- Unit Connections Guides revolve around informed discussions which build relationships with units and their leaders. Connections help commissioners offer support that meets specific unit needs.
- Objective unit metrics: Key Leaders Trained, Unit Size, Membership Growth, Advancement, Outdoor Activities, and Youth Retention.

Pack 0055 St Raymond Church F

Unit Summary Youth Retention: 75.4%

Unit Metrics

- Training
- Size
- Growth
- Advancements / Leadership
- Outdoor / Super Activity

Pack 0055

Arlington Heights Service Area SA04

Commissioner Tools

- Organization Dashboard
- View Units
- Roundtable
- Profile

UNIT METRICS 3 MONTH TREND 1 YEAR TREND

Overall District Summary

Total Units 100% 179

0-2 Metrics Completed 66% 118

3 Metrics Completed 26% 46

4-5 Metrics Completed 8% 15

| Programs   | Units | Completed Metrics |
|------------|-------|-------------------|
| Cub Scouts | 77    | 56 (73%)          |
| Scouts BSA | 91    | 54 (59%)          |
| Venturing  | 7     | 4 (57%)           |
| Sea Scouts | 4     | 4 (100%)          |

# Commissioner Goals

- Ensure timely entry of unit connections for every unit in Commissioner Tools.
- Connect with Unit Leaders to support and provide resources.
- Support Unit leaders to recruit scouts and leaders and improve unit retention.
- Assist struggling units with program planning and annual calendars.
- Encourage position-specific training, BALOO, IOLS, and Wood Badge.
- Recruit, mentor, and retain quality Unit/ Roundtable/ District/ ACC Commissioners.
- Support attendance at PTAC Commissioner Training and CST 6 Commissioner College.

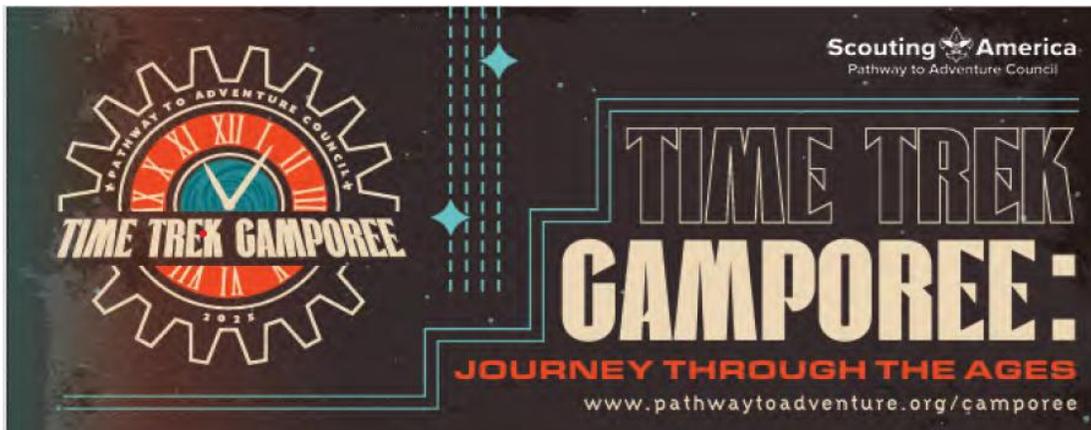


*Be The Heart  
Build Relationships  
Change Lives*

# PTAC Program & Committees

- Family Camp at Betz
- Owasippe Camping
- World Scout Moot Portugal for 18-25 year olds
- Council Camporee—Time Trek
- National Jamboree—July 2026
- World Jamboree—Poland 2027

- International Scouting—Tokyo Area Council
- Special Needs—Harp Twins Fund
- Advancement—Stem MB at Purdue NW



# PATHWAY TO ADVENTURE COUNCIL, BOY SCOUTS OF AMERICA

Report of the Nominating Committee

March 14, 2026

## **NEW MEMBERS OR MEMBERS WHO ARE CHANGING POSITIONS ARE LISTED IN BOLD**

**FOR ELECTION AS COUNCIL MEMBERS-AT-LARGE AND THEN TO THE EXECUTIVE BOARD** (in addition to the Scout Executive. Officers-Executive Committee listed separately below)

Dr. David A. Ansell  
Baron R. H. Bridgford, II  
General Alex B. Fink  
David B. Gieselman

Matthew Harvey  
**Kenyatta K. Matheny**  
Dr. William K. Payne  
Stephen W. Schwab

## **FOR ELECTION AS ADVISORY COUNCIL MEMBERS**

Brad L. Epstein  
Donald P. Harris

James E. Loeppert  
Catherine L. Readling  
David N. Sheppard

**NOTE:** DISTRICT CHAIRMEN TAKE OFFICE AS MEMBERS OF THE ADVISORY COUNCIL UPON THEIR BEING APPROVED BY THE EXECUTIVE BOARD

**FOR ELECTION AS COUNCIL MEMBERS-AT-LARGE, EXECUTIVE BOARD MEMBERS, EXECUTIVE COMMITTEE MEMBERS, AND (SUBJECT TO CONFIRMATION BY THE EXECUTIVE BOARD) OFFICERS OF THE COUNCIL FOR THE YEAR 2026 -2027** (in addition to the Scout Executive)

PRESIDENT  
COUNCIL COMMISSIONER  
TREASURER  
EXECUTIVE VICE PRESIDENT  
VICE PRESIDENTS:

District Operations  
Fund Development  
Legal  
Membership  
Program

Dr. Marlon R. Mitchell  
**James P. Honan**  
Brockett J. McBride  
Lou Sandoval

James R. Poueymirou  
Eric D. Reuther  
Melesa A. Freerks  
Richard D. Romani  
Colleen M. Leahy

## **FOR ELECTION AS REPRESENTATIVES TO THE NATIONAL COUNCIL**

James S. Bicak

Susan J. Simmons

**NOTE:** THE COUNCIL PRESIDENT AND COUNCIL COMMISSIONER ARE AUTOMATICALLY REPRESENTATIVES TO THE NATIONAL COUNCIL DURING THEIR TERMS IN OFFICE

**FOR ELECTION AS ASSOCIATE BOARD MEMBERS**

Chad Avery  
Sean Fleming  
Adam Glover

Kevin Kelley  
Scott C. Willis  
Kristopher Zahrobsky

**REPORT APPROVED BY THE 2026-2027 COUNCIL NOMINATING COMMITTEE**

Dr. William K. Payne, Chair  
David B. Gieselman

Eric D. Reuther  
Dr. Marlon R. Mitchell, ex  
officio

## NOMINEE BIO/INFORMATION

March 14, 2026

**Executive Board**

**Dr. David A. Ansell** – Professor of Internal Medicine and Senior Vice President/Associate Provost for Community Health Equity at Rush University Medical Center.

**Baron R. H. Bridgford, II** – President and Executive Committee member of Bridgford Foods Corporation; Executive Board.

**General Alex B. Fink** – Retired US Army Major General; Executive Board; Eagle Scout; served as Cubmaster, Assistant Scoutmaster, and Scoutmaster; Bronze Pelican Emblem recipient.

**David B. Gieselman** – Vice President of Sales at BlueCross and BlueShield of Illinois; National Labor Office Executive Committee Vice-Chair; Eagle Scout.

**Matthew Harvey** – Executive Managing Director and Head of Direct Lending, PGIM Private Capital; Eagle Scout; Order of the Arrow Member.

**Kenyatta K. Matheny** – Chief Investment Officer of EquiTrust.

**Dr. William K. Payne** – Orthopedic surgeon; Chief Executive Officer of myowndocor, a telehealth platform offering culturally competent virtual care, programs, and services through providers, nonprofits, and churches; Executive Board.

**Stephen W. Schwab** – Senior Counsel, DLA Piper LLP (US); former Council President, Honorary Member; served as Northeast Illinois Council VP, Legal, Den Leader, Scoutmaster; Silver Beaver; Whitney M. Young Jr. Service Award; District Award of Merit; NESA Scoutmaster Award; Wood Badge (Bear); Northeast Illinois Council President's Awards; Order of the Arrow Brotherhood Member; 2023 Jamboree Assistant Commissioner.

**Advisory Council Members**

**Dr. Brad L. Epstein** – Obstetrics & Gynecology, Suburban Women's Health Specialists; Advisory Council; served as Northwest Suburban Council VP, Capital; Endowment Committee, International Committee, Unit Commissioner, Cubmaster, Venturing Crew Advisor, Committee Member, District Member-at-Large, Merit Badge Counselor; Eagle Scout; Distinguished Eagle, Scout National Eagle Scout Association Board of Regents, National Eagle Scout Association Legacy Fellow, Silver Antelope, Silver Beaver, Heritage Society Member, 1910 Society Member, Second Century Society Fellow, World Baden-Powell Fellow, International Scouter's Award, BSA National STEM Advisory Committee, BSA Scouting Alumni and Friends Millennial Task Force Chair, BSA National Foundation President's Leadership Council, Central Region Alumnus of the Year Award, James E. West Fellowship Award, Council Alumnus of the Year Award, Distinguished Commissioner Service Award, District Award of Merit, Venture Advisor Award of Merit.

**Donald P. Harris** – Manager, Sargent & Lundy; Advisory Council; Chair, National STEM in Scouting Committee; served as Northwest Suburban Council VP, Properties, Advisory Council member, Assistant Council Commissioner, Assistant District Commissioner, Committee Member, Assistant Scoutmaster, District Member-at-Large, Supernova Mentor, Merit Badge Counselor; Eagle Scout; NESA Outstanding Eagle Scout;

Silver Beaver; James E. West Fellowship Award; Distinguished Commissioner Award; District Award of Merit; Founder's Award; Alumnus of the Year Award; Scouter's Key; Order of the Arrow Vigil Honor Member.

**James E. Loeppert** – Retired; Advisory Council, Chartered Organization Representative, Conference Scouting Coordinator, United Methodist Church, Faith Relations Committee, Scouting Coordinator, Our Saviour United Methodist Church; served as Assistant Cubmaster, Cubmaster, Assistant Scoutmaster, Merit Badge Counselor; Order of the Arrow Brotherhood Member.

**Catherine L. Readling** – Community Outreach Coordinator, Park District of Oak Park; Advisory Council, former Council VP, Membership; served as Chartered Organization Representative, Den Leader, Committee Chair, Committee Member, District Chair, District Member-at-Large; BSA National Religious Relationships Committee; National Advocate, Scouts for Equality; United Church of Christ (UCC) Scouting Working Group.

**David N. Sheppard** – Managing Director, The Sheppard Group; Trustee, National Boy Scouts of America Foundation, Advisory Council, former Council VP, Development; served as Northwest Suburban Council President; created the Discovery Outpost at Woodfield Mall; Eagle Scout; Silver Beaver; James E. West Fellow; Second Century Society Lifetime; 1910 Society Member; Alumnus of the Year Award; Order of the Arrow Vigil Honor Member.

### **Officers**

**James P. Honan (Council Commissioner)** – Retired President, Protectoseal Company; former President, Des Plaines Valley Council; past Central Region Area 7 Vice President of Membership; served as Voyageur Trace District Chairman; currently serves on PTAC Conservation Committee, Duke of Edinburgh Award Committee, Portage Creek District Nominating Committee; Silver Beaver; Wood Badge; District Award of Merit.

**Brockett J. McBride (Treasurer)** – Senior Manager, PricewaterhouseCoopers LLP; Treasurer; former Associate Board member; Eagle Scout.

**Dr. Marlon R. Mitchell** – Founder and President, Gary East Side Community Development Corporation and the Institute of Leadership and Performance Improvement; Executive Board; long-time Scouting advocate, donating time, talent, and funds to various Scouting projects and activities, especially STEM.

**Lou Sandoval (Executive VP)** – President/Managing Partner Halo Advisory Group, Inc.; former Pathway to Adventure Council Commissioner; recipient of the Whitney Young Service Award; Silver Beaver Award; Commissioner's Arrowhead Honor; Scouters Training Award; Scouter's Key; Scouter's Award of Merit; William D. Boyce Award; Arrow of Light Award; and Order of the Arrow member.

**Colleen M. Leahy (VP, Program)** – Project Coordinator for ComSolutions Inc.; served as Cub Scout Den Leader; Assistant Scoutmaster; Committee Chair for a girls' unit; Crew Advisor for a Venturing Crew; Explorer Post Advisor; Council Advancement Committee; Co-Chair of the Special Needs Committee; District Training Chair; Council Activities and Civic Service Chair; Unit Commissioner; Assistant Council Commissioner for the West Area; recipient of Special Needs Scouting Service Award; the Torch of Gold Award; Silver Beaver; Order of the Arrow Vigil Honor Member of the Order of the Arrow.

**James R. Poueymirou (VP, District Operations/Unit Service)** – Consumer Loan Underwriter, Wells Fargo Home Mortgage; VP, District Operations/Unit Service; served as Cubmaster, Assistant Scoutmaster, Unit Commissioner, Assistant Council Commissioner; Silver Beaver; Order of the Arrow Vigil Honor Member; Eagle Scout.

**Eric D. Reuther (VP, Fund Development)** – Managing Director, CIBC Capital Markets; served as Den Leader, Committee Chair, Committee Member, District Member-at-Large; Eagle Scout.

**Richard D. Romani (VP, Membership)** – Retired, CVS Health; VP, Membership; served as Northwest Suburban Council Commissioner, VP, Membership, District Commissioner, Unit Commissioner, Webelos Den Leader, Cubmaster, Committee Member, Merit Badge Counselor; Eagle Scout; Distinguished Eagle Scout; Silver Beaver; Order of the Arrow Vigil Honor Member.

### **Representatives to the National Council**

**James S. Bicak** – Retired Vice President, Mount Sinai Hospital; former Council VP of Properties; Committee Chair, Troop 16 in Oak Park; served as Den Leader, Cubmaster, Scoutmaster, and Merit Badge Counselor; Eagle Scout.

**Susan J. Simmons** – Manager, home care agency; National Service Territory 6 Commissioner; Trailblazer District Commissioner; former National Commissioner Service Team, Council Commissioner, Northwest Suburban Council and Pathway to Adventure Council; served as Central Region Area 8 Commissioner, Northwest Suburban Council VP of District Operations and VP of Communications, Den Leader, Committee Member, Committee Chair, Venturing Crew Associate Advisor, Assistant Scoutmaster, District Chair; Silver Antelope; Silver Beaver; James E. West Fellow; Order of the Arrow Vigil Honor Member; Distinguished Commissioner.

### **Associate Board Members**

**Chad Avery** – Business Development, Ferguson Industrial Packaging Division; Eagle Scout.

**Sean Fleming** – Tax Senior Manager, Plante Moran; Eagle Scout.

**Adam Glover** – Data professional expanding multiple industries including private, non-profit, start-up, and academic; Order of the Arrow member; Eagle Scout.

**Kevin Kelley** – Corporate counsel, National Insurance Association; former chair, National Eagle Scout Association for Pathway to Adventure Council; Eagle Scout.

**Scott C. Willis** – Partner, Lockton Companies LLC.; Member of the Construction Industry Dinner Committee; Eagle Scout.

**Kristopher J. Zahrobsky** – Fire and life safety industry; former VP of Program; Council Advancement and Recognition Chair; National Venturing Alumni Chair; served as Chair, National Venturing Program Development Task Force, National Venturing Committee Vice-Chair, National Venturing Advisor, Central Region Venturing President, Central Region Venturing Chair and Advisor, Central Region Executive Board Member, Central Region Vice-President of Program; Eagle Scout; NESAs Outstanding Eagle Scout; Silver Antelope; Silver Beaver; Exploring Gold Award; Venturing Silver Award; Council, Region, and National Venturing Leadership Awards; James E. West Fellow; Order of the Arrow Vigil Honor Member.