



Middle Tennessee Council, Boy Scouts of America

# 2023 Executive Board HANDBOOK

Dear Executive Board Member:

You are an important member of one of the finest youth organizations in America. The Middle Tennessee Council is recognized nationally for its continuing membership outreach, development of new programs, and the quality of its staff and volunteer leadership. Through the Scouting program, local young people are receiving a quality life experience that will help them become contributing, resourceful members of our society.

The role of the Executive Board is to provide leadership and oversight to the Middle Tennessee Scouting programs and the role of the Advisory Board is to provide assistance and develop support for such programs. Each member will have an opportunity to be a participant in some aspect of the Council and share in the satisfaction of achieving the goals and objectives of Scouting. This booklet will provide you with background on Middle Tennessee Scouting. We encourage you to become involved. Your active participation on a Council committee is the strength of our Council.

We appreciate very much the support you are investing in Scouting as a member of the Executive Board of Middle Tennessee Council. We look forward to your leadership, counsel and participation.

Sincerely,

Dr. John Bright Cage  
Council President

Karen Bengtson  
Council Commissioner

Larry Brown  
Scout Executive/CEO

BOY SCOUTS OF AMERICA  
MIDDLE TENNESSEE COUNCIL

# MISSION STATEMENT

The mission of the Middle Tennessee Council, Boy Scouts of America is to prepare young people to make ethical and moral choices over their lifetime by instilling in them the values of the Scout Oath and Law.

## SCOUT OATH

On my honor I will do my best  
To do my duty to God and my  
country  
And to obey the Scout Law;  
To help other people at all  
times;  
To keep myself physically  
strong,  
Mentally awake, and morally  
straight.

## SCOUT LAW

*A SCOUT IS:*

Trustworthy  
Loyal  
Helpful  
Friendly  
Courteous  
Kind  
Obedient  
Cheerful  
Thrifty  
Brave  
Clean  
Reverent

Middle Tennessee Council  
Boy Scouts of America  
Expectations of Board Members

1. Attend board meetings (usually four per year).
2. Attend Council events when possible, (banquets, Eagle banquets, board kick-off, etc.).
3. Participate on one or more Council committees. Committees, depending on their function, meet as often as quarterly or in some cases, only once a year.
4. Personal financial support as well as influence and work in our Council's financial campaigns.
5. Influence to persuade other institutions/organizations to charter Cub Packs, Scout Troops, Venture Crews, Explorer Posts and STEM Labs.
6. Participate to a degree of interest in Scouting programs and activities selected and determined by individual member.
7. The term of office is one year starting January 1 of each year.

Middle Tennessee Council, Boy Scouts of America  
2023 Executive Board Directory

Important Information

Council Address and Phone Number:  
3414 Hillsboro Pike  
Nashville, Tennessee 37215  
615-383-9724

Website:  
[www.mtcbsa.org](http://www.mtcbsa.org)

Website social media:

Website: [www.mtcbsa.org](http://www.mtcbsa.org)  
Facebook: <https://www.facebook.com/MTCBSA>  
Twitter: <https://twitter.com/mtcbsa>  
Youtube: <https://www.youtube.com/user/MTCBoyScouts>  
Flickr: <https://www.flickr.com/photos/mtcbsa>  
Blog: <https://mtcbsa.wordpress.com/2016/08/09/celebrating-our-scouts/>

Scout Shop Addresses

Phone #'s, and Contacts:  
3414 Hillsboro Pike  
Nashville, TN 37215  
615-383-0753  
Joe Priester-Manager  
[JPriester@mtcbsa.org](mailto:JPriester@mtcbsa.org)

Clarksville Scout Shop  
1860 Wilma Rudolph Blvd.  
Clarksville, TN 37040  
Shop 931-230-0930  
Alicia Clark

Scout Executive/CEO:  
Larry Brown  
Office – 615-383-9701  
Cell – 865-686-2028  
[LBrown@mtcbsa.org](mailto:LBrown@mtcbsa.org)

Executive Assistant:  
Merilee Doughten-Scott  
Office-615-463-6310  
Cell – 615-372-4906  
[mjscott@mtcbsa.org](mailto:mjscott@mtcbsa.org)

Scout Camps, Address, Phone #, contact:

Boxwell Reservation  
1260 Creighton Lane  
Lebanon, TN 37087  
615-997-5624  
David & Kathy Bauer  
865-466-7422  
[dbauer@mtcbsa.org](mailto:dbauer@mtcbsa.org)

Latimer Reservation  
334 Plantation Road  
Spencer, TN 38585  
423-881-5376  
Mark Smith – Ranger  
[Mark.Smith@Scouting.org](mailto:Mark.Smith@Scouting.org)

Grimes Canoe Base  
767 Boy Scout Road  
Linden, TN 37096  
931-589-5150  
Kevin Treadwell – Ranger  
[KTreadwell@mtcbsa.org](mailto:KTreadwell@mtcbsa.org)

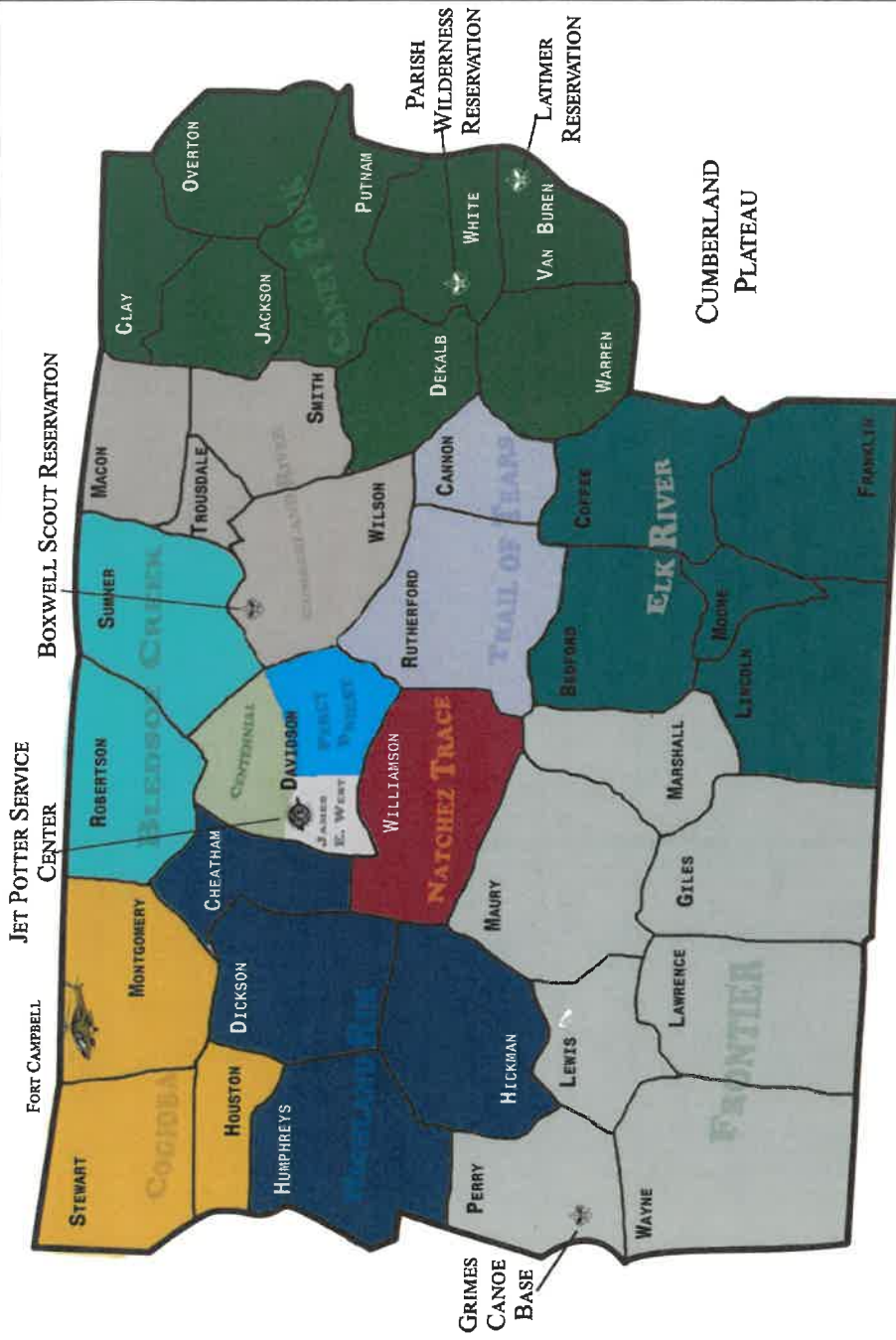
Parish Reservation  
400 Tubb Lane  
Walling, TN 38587  
931-657-2000  
Rick Moore

**PLEASE NOTE:  
THE INFORMATION INCLUDED  
IN THIS DIRECTORY IS FOR  
THE PERSONAL USE OF  
MIDDLE TENNESSEE COUNCIL  
BOARD MEMBERS ONLY**

# Middle Tennessee Council



# Boy Scouts of America



## SERVICE AREA 1

- Bledsoe Creek - serving Robertson and Sumner Counties
- Caney Fork - serving Clay, DeKalb, Jackson, Overton, Putnam, Van Buren, Warren and White Counties
- Centennial - serving North, Northeast Davidson County and Downtown Nashville
- Cumberland River - serving Macon, Smith, Trousdale, Wilson Counties
- James E. West - serving Southwest Davidson County
- Percy Priest - serving East and Southeast Davidson County

## SERVICE AREA 2

- Cogitoba - serving Houston, Montgomery and Stewart Counties and Fort Campbell, KY
- Elk River - serving Bedford, Coffee, Franklin, Lincoln and Moore Counties
- Frontier - serving Giles, Lawrence, Lewis, Marshall, Maury, Perry and Wayne Counties
- Highland Rim - serving Cheatham, Dickson, Hickman and Humphreys Counties
- Natchez Trace - serving Williamson County
- Trail of Tears - serving Cannon and Rutherford Counties

**STEM** - serving Middle Tennessee Council



# 2022 PRIDE POINTS AND SERVICES

MIDDLE TENNESSEE COUNCIL

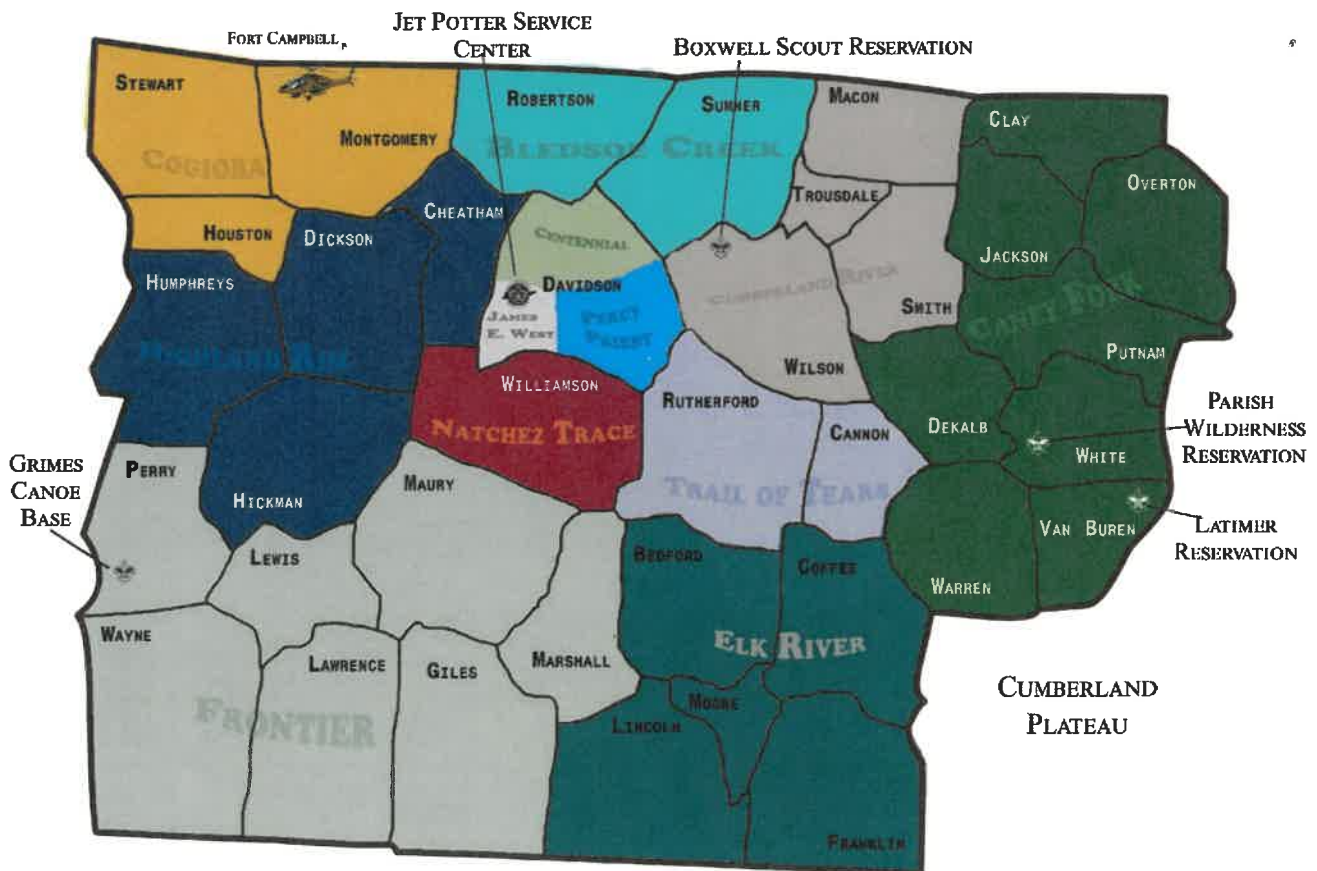
The mission of the **Middle Tennessee Council, Boy Scouts of America (MTC, BSA)** is to prepare young people to make ethical and moral choices over their lifetimes by instilling in them the values found in the Scout Oath & Law.

MTC, BSA is responsible for ensuring the success of Scouting programs in 37 Tennessee counties and Fort Campbell, Kentucky. The Middle Tennessee Council ended 2022 with 12,681 youth and 6,201 adult volunteer leaders. There were 388 different Scouting units serving youth throughout the Council.

The MTC, BSA offers five viable and unique Scouting programs for youth ages 5-21:

- ◆ **Cub Scouting** - coeducational, grades Kindergarten through 5 or ages 5-10 years (**8,926 youth**)
- ◆ **Scouts BSA** - youth in grades 6 through 12 or ages 11-18 years in single gender units (**3,424 youth**)
- ◆ **STEM Scouts** - coeducational, grades 3 through 12 or ages 8-18 years (**77 youth**)
- ◆ **Venturing** - coeducational, between ages 14 and 21 (**96 youth**)
- ◆ **Exploring** - coeducational, between ages 14 and 21 (**158 youth**)

Each of these programs use proven and tested methods of youth development with a foundation of leadership, community service, self-reliance and a duty to God and Country.



# 2022 PRIDE POINTS AND SERVICES

**Scouting Has a Positive Impact on the Youth of Tennessee:** In 2022, MTC, BSA served **12,681** youth in Middle Tennessee. **MTC volunteers and staff recruited 5,414 new Scouts and their families in 2022.** Of the 248 Councils nationwide, the MTC is ranked as the 13<sup>th</sup> largest Council in the Country.

**Scouting Programs are Neighborhood Centered Led by Trained Adult Volunteer Mentors:** **388** Cub Scout Packs, Scouts BSA Troops, STEM Scout Labs, Explorer Posts and Venture Crews are chartered to churches and community organizations. **6,201 Youth Protection Trained adult volunteers** serve as leaders and positive role models for Scouts. Every volunteer leader must be **youth protection trained.**

**Eagle Scout, the Highest Rank in Scouting:** **291** MTC, BSA Scouts BSA earned the prestigious Eagle rank in 2022. Annually, seven in every 100 Scouts BSA in the MTC, BSA earn this rank, beating the National average of 4%. Cub Scouts and Scouts BSA earned **7,890 Rank Advancements.**

**The MTC Owns Four Camp Reservations:** MTC, BSA owns and operates four camping facilities. Each camp provides a different outdoor experience, but all offer opportunities for Scouts and families to explore, learn, have fun, and make memories that will last a lifetime. The camps are **Parish Reservation** at Rock Island, **Grimes Canoe Base** on the Buffalo River, **Boxwell Scout Reservation** on Old Hickory Lake, and **Latimer Reservation** on the Cumberland Plateau.

**Council Camping Programs:** **9,747** Scouts participated in programs at one of the Council's four camps. Scouts earned **10,182 Merit Badges** as they learned skills, sports, crafts, science, trades, business, and explored future careers that reflect their budding interests.

**Boxwell Reservation Capital Campaign:** A campaign is underway with a goal of \$14.5 million. To date, over \$6.9 million has been raised. Several priority projects have been completed, or are being completed, including a new Skilled Trades Center, six new shower houses, a new 110<sup>th</sup> Anniversary Veterans Gateway, significant renovations to the Craig Dining Hall and a new "world class" shotgun range. A new Leadership Center and Dining Hall to replace the old Stahlman Dining Hall and a new Family and Staff Lodge will be built once fundraising for those projects is completed. The Capital Campaign was put on hold in 2020, due to the BSA Chapter 11 Bankruptcy.

**Scoutreach Initiative:** MTC, BSA's outreach to serve youth of all cultural and socioeconomic backgrounds from inner-city Davidson County. Scoutreach aims to keep at-risk children engaged in programs that add value to their lives by teaching them leadership, self-confidence and life and job skills. The Council invested **\$346,300** towards this initiative serving **617 Scoutreach youth with 251 volunteer adult leaders in 40 different programs or units.** In addition, the Council has provided membership scholarships to **668** youth and adults to make Scouting possible to all current and potential members.

**Service to the Community:** Scouts and leaders recorded **20,067 hours of service** annually in projects at churches, schools, and other local nonprofit organizations. Based on 2022 Independent Sector Volunteer hour value at \$29.95, those service hours translate into a **\$601,007 investment** in local communities. Many of these hours were part of the 291 Eagle Scout service projects completed in 2022.

**Council Budget:** In 2022, the Council had an annual budget of \$6.3 million. 82% of the Council's income was used for program services, 18% for management and fundraising support. The Friends of Scouting (FOS) Campaign in 2022 accounted for 36% of the revenue, Camping and Activities: 21.2%, Scout Shop, Product Sales and other: 26.1%, Special Events and Investment Income: 16% and United Way: .7%.





## POSITIVE IMPACTS THROUGH YOUTH DEVELOPMENT

The Middle Tennessee Council, Boy Scouts of America is responsible for Scouting programs in 37 Middle Tennessee Counties and Fort Campbell, Kentucky. Hundreds of thousands of adults throughout the Middle Tennessee area credit Scouting with having a positive and profound impact on their lives.

As one of 253 Boy Scout Councils nationwide, The Middle Tennessee Council is recognized as one of the very best in developing leadership, values, and life skills for youth.

In 2019, a random survey conducted with 774 parents of Middle Tennessee Council Scouts confirmed the following:

**98.77%**

strongly agreed or agreed that their child's Scouting experience will help them become successful as an adult.

**93.83%**

of Middle Tennessee Council Scout parents believe that Scouting has taught their child interest and skills that they probably wouldn't have learned anywhere else.

**91.36%**

of Middle Tennessee Council Scouts BSA parents believe their child has learned leadership skills by serving in specific roles within their troop.

Working together with over **6,000** youth protection trained volunteers annually, the Middle Tennessee Council **has grown membership 7.2% in 2022.**



***HOW THE BOY SCOUTS OF AMERICA IS ORGANIZED***

THE NATIONAL COUNCIL  
(Chartered by Congress)

FOUR REGIONS

253 LOCAL COUNCILS

***MIDDLE TENNESSEE COUNCIL***

EXECUTIVE COMMITTEE (OFFICERS)

EXECUTIVE BOARD

ADVISORY BOARD

MEMBERS-AT-LARGE

DISTRICT COMMITTEES  
AND DISTRICT COMMISSIONER STAFFS

PACKS, TROOPS, CREWS, POSTS, TEAMS  
AND LEARNING FOR LIFE GROUPS

ADULT VOLUNTEER LEADERS PROVIDING A PROGRAM FOR

YOUTH 6 THROUGH 20 YEARS OF AGE

**NOTE:** *Each District Committee is under the leadership of a volunteer District Chairman who is a member of the Executive Board.*

The ultimate goal is to reach youth with the program of Scouting so that they may grow in character, citizenship and fitness through the educational and training experience provided in the Scout program.

## **TRADITIONAL SCOUTING and LEARNING FOR LIFE**

### ***Traditional Scouting***

The traditional Scouting program is made up of Cub Scouting, Scouts BSA and Venturing. In traditional Scouting programs we use the fun and adventure of the outdoors to attract and maintain young people, yet the real mission of Scouting is to instill ethical values in young people. Following are brief explanations of each:

### **CUB SCOUTING**

Cub Scouting has components for boys and girls in kindergarten through fifth grades (or ages 6 through 10.) Members join a Cub Scout pack and are assigned to a den, usually a neighborhood group of six to eight boys who form a natural play group.

Cub Scout Dens meet weekly. Once a month, all of the dens and family members gather for a pack meeting under the direction of a Cubmaster and Pack Committee (volunteers.). The Committee includes parents of boys in the pack and members of the chartered organization (church or community organization).

A key element of the program is an emphasis on caring, nurturing relationships between boys and their parents, adult leaders and friends. Cub Scouting encourages learning by doing.

Cub Scouting has nine purposes:

- Positively influence character development and encourage spiritual growth.
- Help boys and girls develop habits and attitudes of good citizenship.
- Encourage good sportsmanship and pride in growing strong in mind and body.
- Improve understanding within the family.
- Strengthen the young person's ability to get along with other boys and respect other people.
- Foster a sense of personal achievement by helping youth develop new interests and skills.
  - \* Show how to be helpful and do one's best.
  - \* Provide fun and exciting new things to do.
  - \* Prepare boys and girls to become Scouts BSA members.

### **SCOUTS BSA**

Scouts BSA encourages boys and girls (ages 11-18) to develop their ethical and leadership skills to the fullest potential. Scouting encourages each youth member to adopt and live by meaningful personal standards as a cornerstone for success in life.

In Scouting, youth learn to develop personal strengths by example and through hands-on experiences. Activities include fitness and leadership training, wilderness adventures and merit badge incentives for youth mastering hobby and career skills. Scouting encourages youth to expand and test their personal initiative, courage and resourcefulness.

Scouts BSA youth learn some of life's more serious lessons while having fun. They learn about important values, such as helping yourself by helping others and honoring the basic rights of others through Scouting's instructional programs, social interactions, outdoor excursions, games, meetings and projects geared to having fun. These active learning experiences include hiking, camping and other outdoor expeditions; competitive individual and team sports activities, and community or religious service projects. Many Scouts BSA first practice basic leadership, self-government and citizenship skills during regular troop meetings and campouts.

Scouting's outdoor program teaches youth basic self-assurance, team work and leadership – life skills they will take with them into adulthood. While every skill Scouting teaches is important, the self-confidence, fun and sense of accomplishment youth get from skill-building activities are even more important. Scouts are introduced to over 130 hobby and career choices through the Merit Badge program.

Scouts BSA troops meet weekly under the leadership of a Scoutmaster and one or more Assistant Scoutmaster(s) (volunteers) and usually have some type of outing once a month. Scout troop meetings are high participatory Scout-led meetings.

## **VENTURING**

Venturing is a youth development program of the Boy Scouts of America for young men and women who are 14 years of age OR 13 years of age and have completed the eighth grade and under 21 years of age.

Venturing's purpose is to provide positive experiences to help young people mature and to prepare them to become responsible and caring adults.

Venturing is based on a unique and dynamic relationship between youth, adult leaders and organizations in their communities. Local community organizations establish a Venturing crew by matching their people and program resources to the interests of young people in our community. The result is a program of exciting and meaningful activities that helps youth pursue their special interest, grow, develop leadership skills and become good citizens.

Venturing crews can specialize in a variety of avocations or hobby interests. **Venturing programs are developed around six experience areas of emphasis.**

### ***Citizenship***

- Develop a better understanding of America's social, economic and governmental systems
- Encourage pride in our America heritage

### ***Leadership***

- Develop leadership skills
- Prepare youth to give leadership and fulfill responsibilities to American society and to the people of the world

### ***Fitness***

- Improve mental, emotional and physical fitness and an appreciation for sports
- Develop ethical decision-making skills

### ***Social***

- Instill stable personal values firmly based on religious concepts
- Develop skill in dealing with all people and encourage a sense of family and community responsibility

### ***Outdoor***

- Develop a degree of self-reliance based on courage, initiative and resourcefulness
- Understand and appreciate the wise use of resources and the protection of our environment

### ***Service***

- Encourage the skill and desire to help others
- Gain a keen respect for the basic rights of others

Venturing crews meet weekly under the leadership of an adult crew leader and assistants (volunteers).

## **EXPLORING**

Exploring provides experiences that prepare young people to become responsible and caring adults. Designed Middle School Clubs and for young men and women ages 14 (and who have completed the eighth grade) through 20, Exploring allows young people to get hands-on experience in a career field of their choice, working with professionals in that field.

For example, Explorer posts organize around such career interests as medicine, law enforcement, engineering, and computer science. Whatever its focus, every Explorer post meets under the leadership of adult advisors (volunteers) who counsel, encourage and help Explorers practice good citizenship and leadership, while they learn new skills.

## **LEARNING FOR LIFE**

This coeducational learning experience encourages students by teaching social and life skills in partnership with local schools. Learning for Life provides classroom-based character and career education experiences to enhance core curriculum in schools.

Learning for Life includes grade-specific lesson plans (K-12) to help students of different ages develop self-esteem, motivation and self-confidence, which will help them face the complexities of our contemporary society. Learning for Life instruction involves adult role models who help students learn social and life skills appropriate to our society. The lessons involve role playing, small group discussions, reflective and moral-dilemma exercises, and others hands-on activities that help students relate their academic studies to the real world. The personal involvement of local business and civic leader in Learning for Life provides valuable links between school and the community.

Learning for Life helps students develop strong personal values and a positive outlook on a complex world. Learning for Life groups meet under the leadership of their classroom teacher. The Council provides curriculum, materials, training, and support to the classroom teacher.

## **STEM SCOUTS**

Based on the Scout Oath and law, STEM Scouts engages boys and girls (3<sup>rd</sup> Grade-12) in hands-on STEM-related activities, including science, technology, engineering, and math. Activities are fun and engaging and include many of the methods employed by other BSA programs

STEM Scouts began as a National BSA Pilot Program in 2012. In the fall of 2019, the BSA National Executive Board adopted STEM Scouts as an official program of the BSA.



Middle Tennessee Council, BSA  
2023 Council Committees

**COMMISSIONER** – A commissioner works directly with one or more of the over 400 MTC units (Packs, Troops, Posts, Crews, Ships, Labs) to support the leaders and Scouts in providing a robust program that achieves the mission of Scouting

**FINANCE COMMITTEE** – The MTC Finance Committee ensure the MTC is financially stable and has the financial support to ensure a high-quality program for the Scouts and volunteer leaders. This committee also helps build the Council’s yearly operational budget.

**DISTRICT OPERATIONS COMMITTEE** – The MTC District Operations Committee is charged with providing support and oversight to the 13 districts in the MTC. The MTC Districts are service areas within the Council that are directed by a district committee that supports the units within the districts. This includes training and support through finance, membership, and program.

**PROGRAM COMMITTEE** – The MTC Program Committee ensures the MTC provides exciting, safe, and high-quality programs that help units achieve the Scouting mission.

**ADMINISTRATION** – The MTC Administration Committee is responsible for building and implementing the Council’s Strategic Plan. This committee also addresses projects related to the administration of the MTC.

**MEMBERSHIP** – The MTC Membership Committee is responsible for building and executing the MTC’s yearly membership plan. This includes recruiting more youth and families to the Scouting programs as well as organizing new Scouting programs where they are needed.

**MARKETING** – The MTC Marketing Committee functions as the principal advisor to the Council Scout Executive on crisis management, public relations and all other forms of marketing.

**SCOUTREACH COMMITTEE** – The MTC Scoutreach Committee works to ensure sustainable Scouting units and programs are offered to disadvantaged youth throughout the Council. This committee also makes an intentional effort to reach out to minority youth and families.

**AUDIT COMMITTEE** – The MTC Audit Committee reviews and approves the Council’s annual financial audit. The committee presents the annual MTC Financial Audit to the Executive Board. The audit committee also addresses any potential audits of Council operations and finances.

**STEM - (Science, Technology, Engineering and Math)** The MTC STEM Committee works to ensure the STEM Scouts program is fulfilling its mission and goals. This committee also provides guidance and support on ways to incorporate STEM in existing traditional Scouting programs.

**PROPERTIES COMMITTEE** – The MTC Properties Committee provides leadership and guidance to the maintenance and development of all Council Properties.

**TRAINING COMMITTEE** – The MTC Training Committees ensures there are robust and well-led training programs for all adults and youth. The committee is also charged with scheduling and securing leadership for all Council level training courses. The Training Committee supports the District Training Committee through communications and updates regarding potential changes and additions to the BSA and Council’s training curriculum.

**ACTIVITIES AND CIVIC SERVICE COMMITTEE** – This committee ensures that the MTC is providing opportunities for exciting activities and service projects for all the Council units.

**ADVANCEMENT COMMITTEE** – The Advancement Committee is responsible for ensuring that Scouts earning their Eagle rank meet the requirements of the award. The committee works to ensure that there are advancement opportunities for Scouts throughout the year

**CAMPING COMMITTEE** – Promote the annual MTC summer camping programs for Cub Scouts, Scouts BSA, Venturing, Exploring STEM Scouts, and Sea Scouts at all MTC camps. The committee supports MTC camp directors in organizing and maintaining strong camping programs at all camps.

**RISK MANAGEMENT COMMITTEE** – The MTC Risk Management Committee’s job is to make sure that camping facilities are safe and meet local and state laws as well as National Policies and Standards. The committee also ensures



that strict youth protection policies are being supported and upheld with all BSA programs.

**FRIENDS OF SCOUTING COMMITTEE** – The Friends of Scouting Committee ensures that the largest income source in the Council’s yearly budget has the leadership and support to meet the budgeted goal.

**ENDOWMENT COMMITTEE** – The Endowment Committee gives leadership and support to growing the Council’s endowment fund. The committee is also responsible for the annual Heritage Society Dinner that recognizes donors to the MTC Endowment.

**STRATEGIC PLAN COMMITTEE** – The Strategic Plan Committee is charged with developing and implementing a strategic plan for the MTC that focuses on strategic goals and plans that will accomplish the mission of the Council.

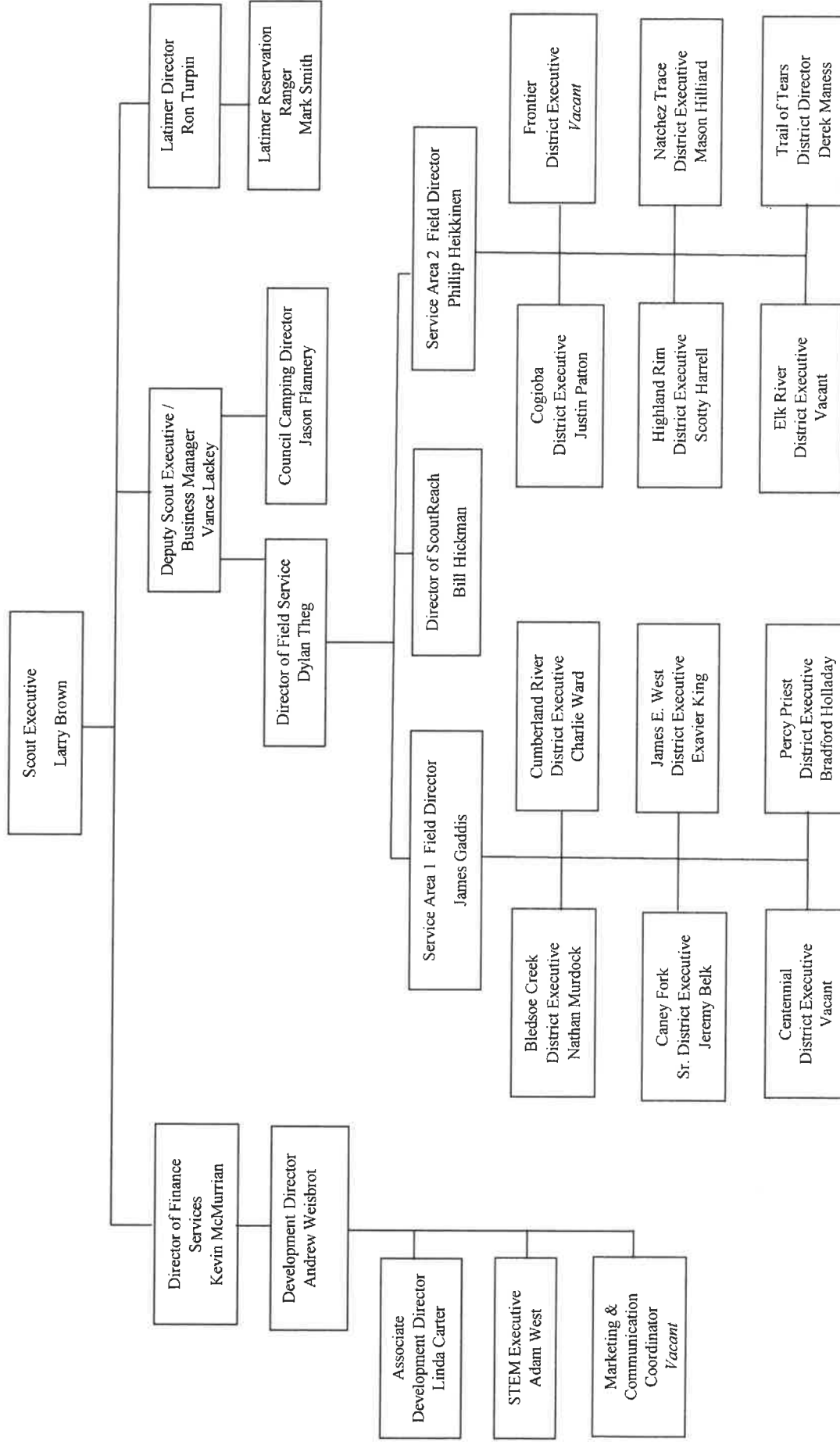
**EXPLORING COMMITTEE** – The MTC Exploring Committee provides leadership and support to the Council’s Exploring Posts and Council Exploring Programs. The committee also works to organizing new Explorer Posts throughout the Council.

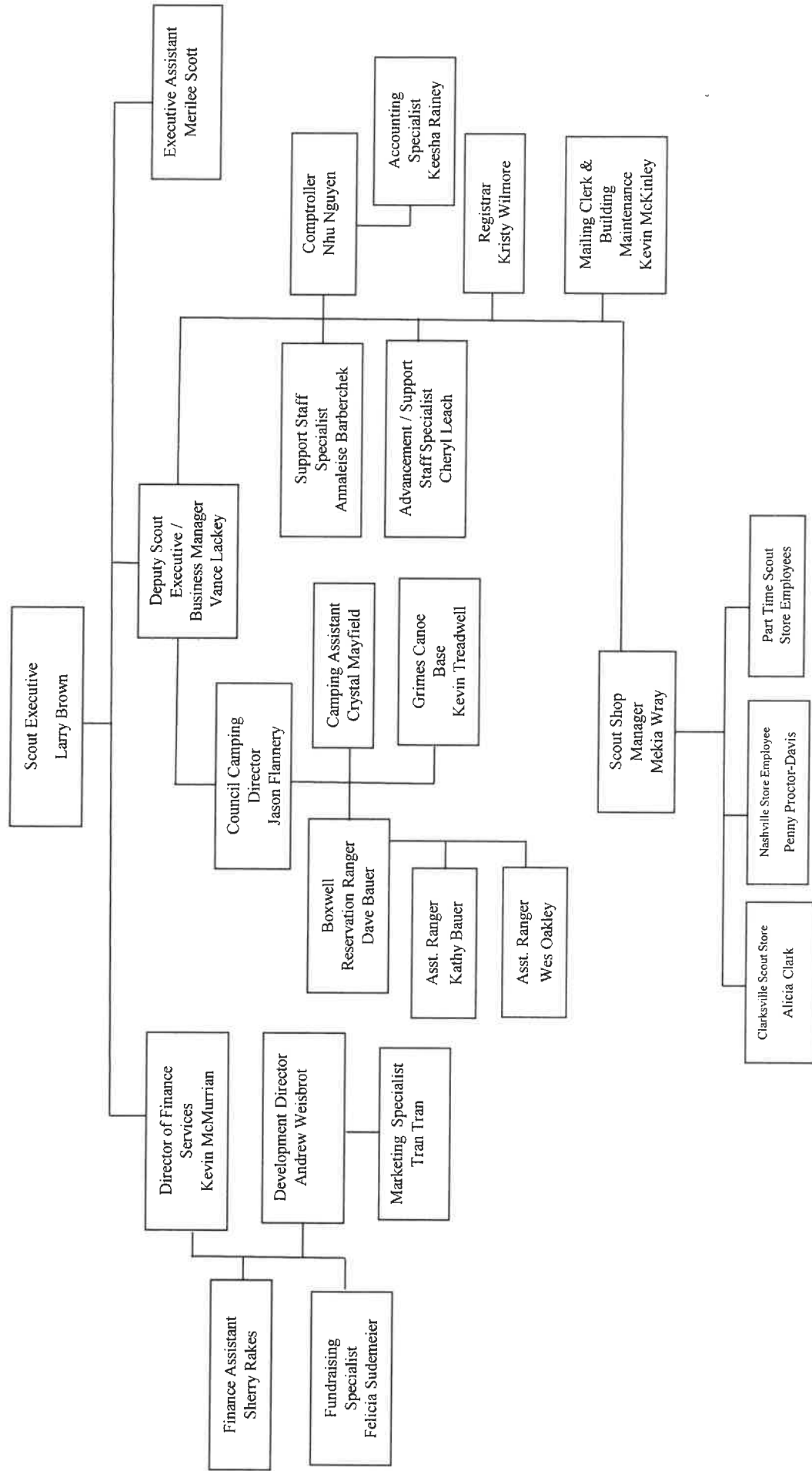
**SPECIAL EVENTS COMMITTEE** – The MTC Special Events Committee works on one or more of the Council’s Special Events. This includes the annual golf tournament, the extravaganza (auction) and sporting clays event.

**HEALTH AND SAFETY COMMITTEE** – The MTC Health and Safety Committee works closely with the Council’s Risk Management Committee to review and protect health and safety concerns with all Council and unit programs. The main objective is to take a preventative approach to ensure all Scouts, staff and volunteer leaders remain safe and healthy.

	A	H	I	J
1	<b>MIDDLE TENNESSEE COUNCIL - BSA</b>			
2	<b>COMPARATIVE STMT OF OPERATIONS</b>			
3	<b>2023 BUDGETS, 2022 ACTUAL</b>			
4				
5		<b>2022 Budget</b>	<b>2022 Actual as 12.31</b>	<b>2023 Approved Budget</b>
6	<b>DIRECT SUPPORT</b>			
7	<b>Net Friends of Scouting</b>	<b>2,360,000</b>	<b>2,555,865</b>	<b>2,576,000</b>
8				
9	<b>Special Events: Fall Golf Tournament</b>			
10	Contributions/Fees	110,150	112,690	122,000
11	Cost Direct Benefit	(23,900)	(28,210)	(27,000)
12	<b>Net SE-Fall Golf Tournament</b>	<b>86,250</b>	<b>84,480</b>	<b>95,000</b>
13				
14	<b>Special Events: Extravaganza Auction</b>			
15	Contributions/Fees	150,000	141,550	163,274
16	Cost Direct Benefit	(25,000)	(16,752)	(25,000)
17	<b>Net SE- Extravaganza Auction</b>	<b>125,000</b>	<b>124,798</b>	<b>138,274</b>
18				
19	<b>Special Events: Clay Shoot</b>			
20	Contributions/Fees	102,000	112,970	119,550
21	Cost Direct Benefit	(22,000)	(29,605)	(29,640)
22	<b>Net SE -Clay Shoot</b>	<b>80,000</b>	<b>83,365</b>	<b>89,910</b>
23				
24				
25	Other (Navigator)	38,000	39,226	-
26				
27	<b>Net-All Special Events</b>	<b>291,250</b>	<b>292,643</b>	<b>323,184</b>
28				
29	<b>Other Contributions</b>	<b>140,000</b>	<b>45,000</b>	<b>145,000</b>
30				
31	<b>Total Direct Support</b>	<b>2,829,250</b>	<b>2,932,734</b>	<b>3,044,184</b>
32				
33	<b>INDIRECT SUPPORT</b>			
34	Net United Way	47,600	49,238	46,000
35				
36	<b>Total Indirect Support</b>	<b>47,600</b>	<b>49,238</b>	<b>46,000</b>
37				
38	<b>REVENUE</b>			
39	Sale of Supplies Gross	934,700	1,036,547	990,000
40	Sale of Supplies Cost of Goods	(554,000)	(632,501)	(602,550)
41	<b>Net Sale of Scouting Supplies</b>	<b>380,700</b>	<b>404,046</b>	<b>387,450</b>
42				
43	CampCard:Product Sales	82,000	85,944	100,000
44	CampCard:Product Cost of Sold	(24,000)	(27,888)	(29,500)
45	<b>Net Camp Card Sales</b>	<b>58,000</b>	<b>58,056</b>	<b>70,500</b>
46				
47	Popcorn:Product Sales	1,250,000	1,328,444	1,425,000
48	Popcorn:Product Cost of Sales	(340,000)	(367,932)	(362,500)
49	Popcorn:Product Commissions	(437,500)	(461,259)	(498,750)
50	<b>Net Popcorn Sales</b>	<b>472,500</b>	<b>499,253</b>	<b>563,750</b>
51				
52	<b>Net Product Sales</b>	<b>530,500</b>	<b>557,309</b>	<b>634,250</b>
53				
54	<b>Investment Income</b>	<b>924,612</b>	<b>959,383</b>	<b>909,393</b>
55				
60	<b>Camping Revenue</b>	<b>1,364,750</b>	<b>1,108,633</b>	<b>1,277,291</b>

	A	H	I	J
5		<b>2022 Budget</b>	<b>2022 Actual as 12.31</b>	<b>2023 Approved Budget</b>
61				
62	<b>Activity Revenues</b>	<b>282,074</b>	<b>225,280</b>	<b>268,865</b>
63				
64	<b>Other Incomes</b>	<b>44,402</b>	<b>374,992</b>	<b>38,800</b>
65				
66	<b>Total Revenue</b>	<b>3,527,038</b>	<b>3,629,643</b>	<b>3,516,049</b>
67				
68	<b>TOTAL SUPPORT &amp; REVENUE</b>	<b>6,403,888</b>	<b>6,611,615</b>	<b>6,606,233</b>
69				
70	<b>EXPENSES:</b>			
71	Salaries	2,805,778	2,725,088	2,812,941
72	Employee Benefits	591,088	596,530	625,466
73	Payroll Taxes Expense	229,195	201,297	238,097
74	Employee Related Expenses	6,500	11,512	7,000
75	<b>Total Employee Compensation</b>	<b>3,632,561</b>	<b>3,534,427</b>	<b>3,683,504</b>
76				
77	Professional Fees	150,200	174,576	165,200
81	Program and other supplies	848,250	840,803	913,224
82	Telephone and communications	64,550	57,372	61,700
83	Postage and Shipping	33,850	23,883	34,011
84	Occupancy	493,650	511,246	530,453
85	Rental and Maintaince of Equipment	103,205	107,436	116,990
86	Publications and Media	1,600	2,183	2,300
87	Travel Expenses	231,634	227,410	260,411
88	Conference and Meetings	21,950	38,398	45,750
89	Specific Assistance to Individuals	87,500	68,650	110,000
90	Recognition & Awards	22,000	34,239	24,000
91	Insurance	136,516	124,343	135,230
92	Other Expenses	440,170	106,462	97,136
93	National Charter & Serv Fees	102,422	102,423	112,664
94	<b>Total Other Expense</b>	<b>2,737,497</b>	<b>2,419,425</b>	<b>2,609,069</b>
95				
96	<b>TOTAL EXPENSES</b>	<b>6,370,058</b>	<b>5,953,852</b>	<b>6,292,573</b>
97				
98	<b>Surplus (Deficit) Rev/Exp</b>	<b>33,830</b>	<b>657,763</b>	<b>313,660</b>
99				
100	Transfer to Ongoing Properties Trust		(300,000)	
101	Transfer to Endowment Fund-UR		(300,000)	
102				
103	<b>Change in UR Net assets</b>	<b>33,830</b>	<b>57,763</b>	<b>313,660</b>





## **POLICIES**

### ***RELIGIOUS POLICY***

In conjunction with the partnership precept upon which our organization is founded, there is also a clear-cut policy related to duty to God. The following is a quotation from the Constitution of the Boy Scouts of America:

#### **ARTICLE II, SECTION 2**

**Claus 1.** The Boy Scouts of America maintains that no youth can grow to the best kind of citizen without recognizing his obligations to God. In the first part of the Scout Oath or Promise, the boy declares, *On my honor, I will do my best to do my duty to God and my country and to obey the Scout law.* The recognition of God as the ruling and leading power in the universe and the grateful acknowledgment of His favors and blessings are necessary to the best type of citizenship and wholesome precepts in the education of the growing boy. No matter what the religious faith of the boy may be, this fundamental need of good citizenship should be kept before him. The Boy Scouts of America therefore recognizes the religious element in the training of the boy, but it is absolutely nonsectarian in its attitude toward that religious training. Its policy is that the home and organization or institution with which the Scout is connected shall give definite attention to his religious life.

Only persons willing to subscribe to this declaration of principle shall be entitled to certificates of leadership in carrying out the Scout program.

The activities of the members of the Boy Scouts of America shall be carried on under conditions which show respect for the conviction of others in matters of custom and religion as required by the twelfth point of the Scout Law, reading *Reverent*. A Scout is reverent toward God. He is faithful in his religious duties. He respects the beliefs of others.

In no case where a unit is connected with a church or other distinctively religious institution shall boys of other denominations or faith be required, because of their membership in the unit, to take part in or observe a religious ceremony distinctly peculiar to this institution or church.

#### **POLICY CONCERNING POLITICAL QUESTIONS**

**Section 2 – Clause 4.** The Boy Scouts of America shall not, through its governing body or through any of its officers, its chartered Councils, or members, involve the Scout movement in any question of a political character. However, this shall not be interpreted to prevent the teaching of the ideals of patriotism and good citizenship as required to fulfill the corporation's purpose. This policy shall also not limit the freedom of thought or action of any official or member as an individual.

## Conflict of Interest Policy

Following is the Conflict of Interest Policy of the National Council of the Boy Scouts of America. By affirmative action of the Executive Board of Middle Tennessee Council, the policy has been adopted in its entirety for the Council and shall govern matters related to conflicts of interest involving Middle Tennessee and members of its Executive Board or members of any committee thereof or officers or employees of Middle Tennessee Council. All Executive Board members, and officers and employees of Middle Tennessee Council are required to agree to abide by this policy and to evidence such agreement by annually acknowledging awareness of the policy and identifying any known personal circumstance that might lead to a conflict of interest and thus a violation of this policy.

A fundamental principle of ethics is that any person who exercises discretionary authority on behalf of the Corporation may not use this authority for his or her own beliefs.

It is therefore the basic policy of the Boy Scouts of America (BSA) that all the Executive Board members or members of any committee thereof or officers or employees of BSA have a duty to be free from the influence of any conflicting interest when they act on behalf of BSA or represent it in negotiations or advise others in BSA with respect to dealing with third parties. They are expected to deal with suppliers, customers, contractors, and others having dealings with BSA on the sole basis of that which is in the best interest of BSA, without favor or preference to third parties based on personal considerations. To this end, the following shall be the policy of the Boy Scouts of America:

- 1) No member of the Executive Board or member of any committee thereof or officer or employee of BSA shall accept from any person, directly or indirectly, whether by himself or herself or through his or her spouse or a member of his or her family or through any partner or business or professional associate, any gift, favor, service, employment or offer of employment or any other thing of value which he or she knows or has reason to believe is made or offered to him or her with the intent to influence him or her in the performance of his or her duties as a member of the Executive Board or member of any committee thereof or officer or employee of BSA.
- 2) No member of the Executive Board or member of any committee thereof or officer or employee of BSA who is a partner, officer, or employee of a partnership, firm, or corporation or who owns or controls, directly or indirectly, more than 10% of the stock of such corporation, shall represent, appear for, or negotiate on behalf of BSA in connection with the acquisition or sale by BSA of any interest in real or tangible or intangible personal property from or to such partnership, firm or corporation.
- 3) No member of the Executive Board or member of any committee thereof shall participate by discussion, voting, or by any other action taken by the Executive Board, or any committee thereof, in the enactment of or defeat of a motion in which that member has an interest as defined above. In case any such matter is discussed at any meeting where any Executive Board or committee member who has such an interest is present, the member shall promptly disclose that interest in the matter to be voted on to the chairman of the meeting. The member shall not vote on the matter and at the discretion of the disinterested membership present may be required to leave the meeting during the documentation and the voting on the matter.

I acknowledge that I have read and understand the conflict of interest policy of Middle Tennessee Council, BSA. As evidenced by my signature below, I agree to abide by said policy during the period I which I have a formal relationship with Middle Tennessee Council. Furthermore, I know of no personal circumstance that currently, or any in the future constitute a conflict of interest between myself and Middle Tennessee Council, with the exception of those listed. I have also read the attached Code of Conduct for Professional Scouters and am not aware of any matters requiring disclosure with the exception of those listed.

Date \_\_\_\_\_ Name **(PRINT)** \_\_\_\_\_

Signature \_\_\_\_\_

# BOY SCOUTS OF AMERICA

## SCOUTER CODE OF CONDUCT

On my honor, I promise to do my best to comply with this Boy Scouts of America Scouter Code of Conduct while serving in My capacity as an adult leader:

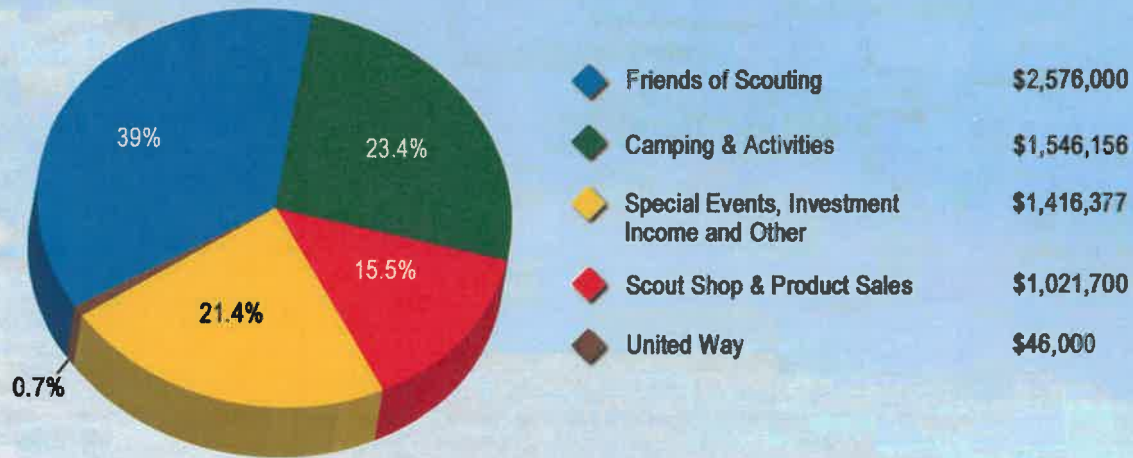
1. I have completed or will complete my registration with the Boy Scouts of America, answering all questions truthfully and honestly.
2. I will do my best to live up to the Scout Oath and Scout Law, obey all laws, and hold others in Scouting accountable to those standards. I will exercise sound judgment and demonstrate good leadership and use the Scouting program for its intended purpose consistent with the mission of the Boy Scouts of America.
3. I will make the protection of youth a personal priority. I will complete and remain current with Youth Protection training requirements. I will be familiar with and follow:
  - a. BSA Youth Protection policies and guidelines, including mandatory reporting: [www.scouting.org/training/youth-protection/](http://www.scouting.org/training/youth-protection/)
  - b. *The Guide to Safe Scouting*: [www.scouting.org/health-and-safety/gss](http://www.scouting.org/health-and-safety/gss)
  - c. The Sweet Sixteen of BSA Safety: [www.scouting.org/health-and-safety/gss/sweet16](http://www.scouting.org/health-and-safety/gss/sweet16)
4. When transporting Scouts, I will obey all laws, comply with Youth Protection guidelines, and follow safe driving practices.
5. I will respect and abide by the Rules and Regulations of the Boy Scouts of America, BSA policies, and BSA-provided training, including but not limited to those relating to:
  - a. Unauthorized fundraising activities
  - b. Advocacy on social and political issues, including prohibited use of the BSA uniform and brand
  - c. Bullying, hazing, harassment, and unlawful discrimination of any kind
6. I will not discuss or engage in any form of sexual conduct while engaged in Scouting activities. I will refer Scouts with questions regarding these topics to talk to their parents or spiritual advisor.
7. I confirm that I have fully disclosed and will disclose in the future any of the following:
  - a. Any criminal suspicion, charges, or convictions of a crime or offense involving abuse, violence, sexual misconduct, or any misconduct involving minors or juveniles
  - b. Any investigation or court order involving domestic violence, child abuse, or similar matter
  - c. Any criminal charges or convictions for offenses involving controlled substances, driving while intoxicated, firearms, or dangerous weapons
8. I will not possess, distribute, transport, consume, or use any of the following items prohibited by law or in violation of any Scouting rules, regulations, and policies:
  - a. Alcoholic beverages or controlled substances, including marijuana
  - b. Concealed or unconcealed firearms, fireworks, or explosives
  - c. Pornography or materials containing words or images inconsistent with Scouting values
9. If I am taking prescription medications with the potential of impairing my functioning or judgment, I will not engage in activities that would put Scouts at risk, including driving or operating equipment.
10. I will take steps to prevent or report any violation of this code of conduct by others in connection with Scouting activities.



# 2023 BUDGETED FINANCIAL RESPONSIBILITY

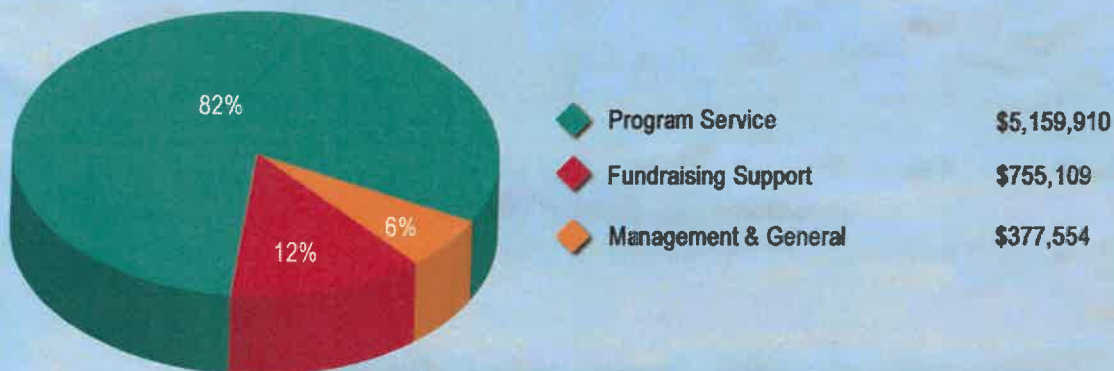
## Operating Support and Revenue/Income

Total Support and Revenue: \$6,606,233



## Operating Expenses

Total Expenses: \$6,292,573



### DEBT FREE AND A BALANCED BUDGET.

The Council is debt free, has a balanced budget each year and receives no government funding.

## **DIRECTORS AND OFFICERS LIABILITY INSURANCE**

Total Coverage:       \$5,000,000

This coverage applies to officers, executive board, advisory board, honorary members, standing committees and their subcommittee members, all employees, district committees and trustees of funds or properties who are appointable or removable by the executive board.

General Liability insurance responds to allegations of negligence, which result in damage to another person's property or injury to another person. Directors and Officers liability insurance responds to a wrongful act that does not result in bodily injury or physical damage to property – it usually involves business decisions such as mergers, sale of property, bequests, etc. Neither policy covers intentional or criminal acts.

# Youth Protection

## Important Changes to the Boy Scouts of America's Youth Protection Training Policies

Youth safety is the No. 1 concern of the BSA.

To increase awareness of this societal problem and to create even greater barriers to abuse than already exist today in Scouting, the Boy Scouts of America requires all registered adults to complete Youth Protection Training.

## Youth Protection

### BSA Youth Protection Mission Statement

True youth protection can be achieved only through the focused commitment of everyone in Scouting. It is the mission of Youth Protection volunteers and professionals to work within the Boy Scouts of America to maintain a culture of Youth Protection awareness and safety at the national, regional, area, council, district, and unit levels.



**You do not have to be a registered member of the Boy Scouts of America to take Youth Protection training.**

To take Youth Protection training go to [My.Scouting.org](https://www.myscouting.org) and create an account. You'll receive an email notification with your account information, including a member ID/reference number.

From the [My.Scouting.org](https://www.myscouting.org) portal, click Menu then My Dashboard from the menu list. The My Training page displays to take Youth Protection training. Upon completion, you may print a training certificate to submit with a volunteer application. Your training will automatically be updated in our system and associated with the member ID/reference number issued when you created the account.

When your volunteer application is approved, you will receive a BSA membership card that includes your member ID number.

The Boy Scouts of America places the greatest importance on creating the most secure environment possible for our youth members. To maintain such an environment, the BSA developed numerous procedural and leadership selection policies and provides parents and leaders with resources for the Cub Scouts, Scouts BSA and Venturing programs.

If you are having trouble, click on this link <https://www.scouting.org/training/youth-protection/>  
Thank you for your commitment to our nation's young people and to Scouting.