

The Blue Mountain Council Board Manual

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The Blue Mountain Council

The mission of the Blue Mountain Council is to promote the purposes and goals of Scouting America within its assigned area.

By developing, organizing, and effectively using volunteer, financial, and community resources, the council helps to ensure a quality program. We aim to assist as many youth in our community as possible to develop high moral character, good citizenship, leadership ability, patriotism, self-reliance, and personal fitness. We strive to instill these values in young people to prepare them to make ethical choices over their lifetime and to achieve their full potential based on the Scout Oath and Scout Law.

The 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; and to keep myself physically strong, mentally awake, and morally straight.

The Scout Law

A Scout is: Trustworthy, Loyal, Helpful, Friendly, Courteous, Kind, Obedient, Cheerful, Thrifty, Brave, Clean, and Reverent.

Our History

The Boy Scouts of America was founded on February 8, 1910, by a group of prominent Americans led by Chicago newspaper publisher W.D. Boyce. Boyce received his chief inspiration from Lord Robert Baden-Powell, who founded Scouting in England in 1907.

In 1916 the Boy Scouts of America received a charter from the Sixty-Fourth Congress of the United States "to promote, through organization, and cooperation with other agencies, the ability of boys to do things for themselves and others, to train them in Scoutcraft, and to teach them patriotism, courage, self-reliance, and kindred virtues, using the methods which are now in common use by the Boy Scouts."

On February 2, 1922, a committee appointed by the Rotary Club of Walla Walla met with the idea of forming a Boy Scout Council. An application was submitted on February 22, and on May 15, 1922, what became the Blue Mountain Council was chartered by the National Council to implement a quality Scouting program to all youth in Walla Walla County. On April 18, 1923, the council was extended to serve Franklin, Garfield, Columbia, and Umatilla Counties. On January 11, 1927, the communities of Milton, OR, Freewater, OR and Kennewick, WA were added. In May 1935, the Eastern Oregon Council, consisting of Union, Baker, and Wallowa Counties and in operation since 1921, joined the council. In 1936, Grant, Wheeler, Gilliam, and Morrow Counties joined. Richland and Horn Rapids were added in 1942, and the final current boundaries were established with the addition of Benton City, Kiona, White Bluffs, and Hanford in January, 1953, and western Benton County in 2023.

In 1980 the council moved the service center from Walla Walla to Kennewick because the Tri-Cities had become the financial and population center of the council, and because newspaper publisher Glenn C. Lee was willing to build a new, state of the art, Scouting service center.

Even though the Blue Mountain Council was not chartered until 1922, the Scouting program had been active in the area prior to that through a number of community organizations. The first recorded Eagle Scout in the area was Leonard Kincaid of Troop 2 in Kennewick in November 1921. The council's first Eagle Scout was George Charles Bryan of Troop 1 in Walla Walla in February 1923.

As the council's centennial neared in 2022, a "perfect storm" of events occurred causing major membership and financial issues both in the council and in the entire Boy Scouts of America.

On May 11, 2017, the Church of Jesus Christ of Latter-day Saints announced they would no longer use the Varsity and Venturing program beginning on January 1, 2018. Then, on May 8, 2018, the announcement was made that the church was establishing its own worldwide youth programs and would no longer use the BSA program for its young men after December 31, 2019.

These decisions had a huge impact on the council. A significant majority of the council's youth and units were chartered to Church of Jesus Christ of Latter-Day Saints wards. The

same could be said for funding and council and district leadership. Thousands of Scouts, as well as dozens of units with more than 50, 60, 70, 80, and one with 90 years of continuous tenure, were lost.

Shortly after those losses, the Covid-19 pandemic began. The inability of units to recruit new members, or even meet, dealt another blow to the council's membership.

The third element of the "storm" was the announcement that the National Council would enter Chapter 11 bankruptcy in order to reorganize financially to settle abuse claims. While the council was not part of the bankruptcy filing, the loss of support from the National Council and the need to participate, along with all local councils, in a settlement created difficulties and uncertainty.

The council's membership and units declined from 4,469 youth in 344 units at the end of 2016, to 854 youth in 56 units at the end of 2021. National membership declined from 2.3 million youth in 2016 to slightly more than one million youth at the end of 2022.

There were, however, some bright spots during these years. Troops and packs in the council found innovative ways to meet, usually by video conferencing, during the pandemic. While many units failed, others prospered.

As was the case in its early years, through the Great Depression, during wars, and despite membership or financial challenges, the resilience of the Scouts and Scouters, and the council itself, kept Scouting.

In 2017, the national organization chose to open the Cub Scouting and in 2019 Scouts BSA programs to girls, resulting in an influx of new members and prompting a new identity: "Scouting America" adopted on February 8, 2025. Note that because its charter was issued by Congress, the formal name of the national organization is still Boy Scouts of America, but we are operating under the brand name Scouting America.

Scouting has grown in meeting the needs of youth. Many of our community leaders credit their Scouting background for their progress, exemplary character, and citizenship. The leadership of the council is dedicated to continuing the Scouting movement as a proactive organization.

Scouting America – Our Programs



Cub Scouting is a year-round, home-centered program for youth in kindergarten through 5th grade. It emphasizes involvement between children and their parents, adult leaders, and friends. The program encourages good sportsmanship and pride in growing strong in mind and body; improves understanding within the family; strengthens a child’s ability to get along with others; fosters a sense of personal achievement by developing new skills and interests; provides fun and exciting new things to do; and shows children how to be helpful and do their best in all aspects of their lives.

Cub Scouting units are called “packs” and consist of age-aligned “dens” of Cub Scouts.



Scouts BSA is a year-around program for youth ages 11-17. The program offers hands-on experience with an emphasis on the outdoors. Scouts BSA strives to give its members:

- a high degree of self-reliance, as evidenced in qualities such as initiative, courage, resourcefulness, and a sense of personal worth;
- a better understanding of the natural environment;
- personal values based on religious concepts;
- the desire and the skills to help others;
- an understanding of potential career fields;
- an understanding of the principles of the American social, economic, and governmental systems;
- a keen respect for the rights of all people; and
- preparation to give leadership to American society.

Scouts BSA units are called “troops” and consist of youth-led “patrols.” The Patrol Method in which youth lead teams of youth, supervised and supported by adult leaders, is a core element of the program.



Venturing - Venturers are youth aged 14 through 20. Venture crews are organized by community organizations, and the program centers around specific hobbies or community interests. The Venturing program emphasizes four main areas known as the A-L-P-S model: **Adventure** – Mentoring, leading, and participating in crew-led adventures; **Leadership** – Ongoing leadership development through training, mentoring, and hands-on leadership;

Personal Growth – Goal-setting in support of personal growth; and **Service** – Leading and participating in community service.



Sea Scouts, BSA is a program of Scouting America for young men and women ages 14 to 20. For over 110 years Sea Scouting has promoted better citizenship and improved members' boating skills through instruction and practice in water safety, boating skills, outdoor, social, service experiences, and knowledge of our maritime heritage. The four pillars of Sea Scouting are **Seamanship, Service, Scouting, and Social.**



Exploring serves two different age groups, both coed. Exploring clubs serve middle schoolers, aged 10 – 14, in sixth through eighth grades. Exploring posts serve older youth 14 – 20 years old. The program model is the same for both age

groups – hands-on and interactive character and career activities are facilitated by trained business leaders in your local community.



The Order of the Arrow (OA) is Scouting's national honor society, recognizing Scouts and Scouters who exemplify the Scout Oath and Law in their daily lives, with a focus on camping traditions, service, and leadership development. The OA lodge associated with Blue Mountain Council is Walamootkin Lodge.



Finally, adults associated with the Scouting movement are called “Scouters,” and they also gain from Scouting through leadership skills development, civic participation, fitness programs, child abuse awareness training, drug abuse prevention training, self-awareness, and much more.

Scouting America – Our Organizational Structures

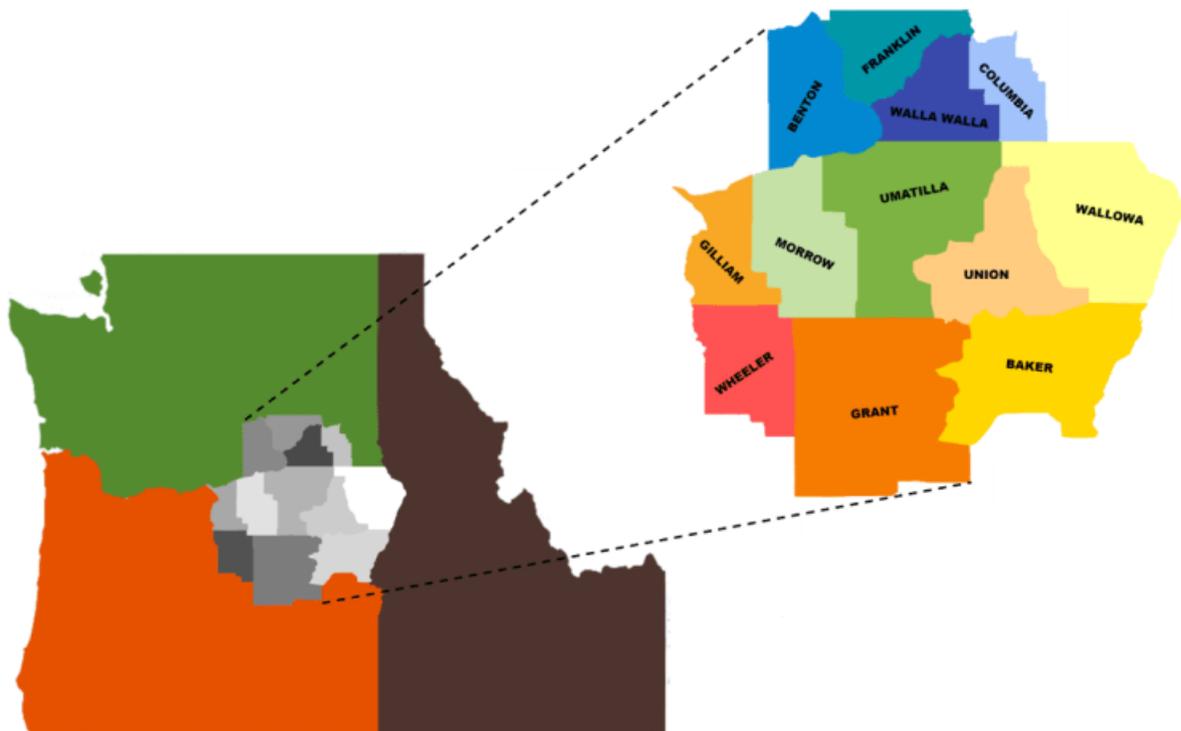
The Chartered Organization and the Unit

Each unit – the pack, troop, crew, post, or ship – is chartered to a local civic organization, church, synagogue, school, business, government agency, etc. The organization receives a charter, which must be reviewed and renewed annually, from Scouting America upon recommendation of the Blue Mountain Council.

The Blue Mountain Council serves more than 1,000 youth in about 50 units each year.

The Blue Mountain Council and Its Districts

Blue Mountain Council is an administrative body chartered by the National Council to be responsible for Scouting in a geographic territory designated by the National Council. Our council includes counties in southeast Washington and northeast Oregon.



The local council accepts certain responsibilities when chartered. Among these are:

- ✓ To extend the program to as many youth as possible.
- ✓ To service and maintain the existing program, building effective relationships with the community institutions.

- ✓ To attain certain goals and objectives in outreach and quality.
- ✓ To finance the operation of the council and to maintain accurate financial accounts.
- ✓ To involve as many volunteer workers as possible for the total program.
- ✓ To employ an approved professional staff to give direction to the program.
- ✓ To ensure that all National Council policies and regulations are carried out.
- ✓ To secure a quality program through balanced activities.

The council is responsible for carrying out four standard functions: **membership, finance, program, and unit service.**

A district is a geographic administrative service area within a council designed to carry out the council's program more efficiently. In the past, the council consisted of several districts. At the current time, however, the Blue Mountain Council has only one district, which can lead to confusion.

Council Service Territories

Council service territories (CSTs) are administrative sub-divisions of the National Council. Each of the fourteen CSTs are led by a Key 3 consisting of a volunteer chair, volunteer commissioner, and a professional territory director. The other members of the territory support team are volunteer leads who work directly with our key volunteers in the areas of **safeguarding youth, membership, finance, marketing, program, leadership and governance, council performance, and youth protection.**

Our council is in CST-1, which consists of councils in Washington, Oregon, Idaho, Utah, Alaska, Hawaii, a portion of Wyoming, and the Far East.

The National Council

The National Council of the Boy Scouts of America is chartered by Congress to administer the program of Scouting. The National Council consists of elected representatives from each local council. At annual meetings, the volunteer National Executive Board is elected by these representatives to administer the National Council. The Key 3 of the National Council are the volunteer National Chair, the volunteer National Commissioner, and the President and CEO of Scouting – if a commissioned professional within Scouting, the President/CEO is called the Chief Scout Executive.

The National Council Service Center is located in Irving, Texas and supports the council through the development of program materials and ideas, professional and volunteer training, high adventure bases, engineering support, insurance coverage, marketing, and much more.

The Structure of the Blue Mountain Council and the Responsibilities of Each Entity

Per the council's charter and bylaws, the council is organized in a hierarchy:

- The **Council** is the overall organization. As a legal entity, it consists of the appointed representatives of each chartered organization and community representatives elected annually to serve as council members-at-large. The council meets formally once a year in January at an annual business meeting. Council members elect members of the Executive Board.
- The **Executive Board** is a subset of the council. It is an elected functioning administrative group that takes action to achieve the mission of the council. The Executive Board meets quarterly and elects the officers of the council.
- The **Executive Committee** is comprised of the officers of the Executive Board, i.e., the board president, treasurer, and vice presidents. The Executive Committee meets monthly.
- The council's **Key 3** are the council president, the Scout executive, and the council commissioner.

Executive Board

The all-volunteer Executive Board establishes policies, raises the necessary income, and approves programs that enable youth to have a quality Scouting experience. The council fulfills this role within the context of the Charter and Bylaws and Rules and Regulations of the Boy Scouts of America.

Specific Duties:

- ✓ Serve as the governing body of the council during the interval between council annual business meetings. This includes the establishment of policy, funding, and programs.
- ✓ Ensure that there are sufficient monies raised to fulfill the operating needs of the annual budget. Approve the budget itself and provide stewardship of the council expenses.
- ✓ Set an example by making a significant personal and, as appropriate, additional corporate contribution to the annual fundraising campaign. Each board member, in addition to their regular assignment, assists with the raising of necessary operating funds.
- ✓ Approve plans of the various council operating and planning committees. The executive board is a decision-making body rather than a study and discussion group. Detailed analysis of various phases of council operation are presented by the appropriate board committees for board decision.
- ✓ Select and employ a Scout executive for the council.

- ✓ Elect additional members at large between the annual business meetings of the council and to fill interim vacancies in offices or board membership during the year.
- ✓ Coordinate the work of the districts and provide support as needed to ensure effective district operation.
- ✓ Represent Scouting to the community and promote the program whenever possible.

The full board consists of the elected officers of the council and members at large or chartered organization representatives elected to the board at the annual council meeting. Youth members may be represented by the Order of the Arrow Lodge Chief and the Venturing Officers Association president.

Individual Board Member Responsibilities

The ten basic responsibilities of Executive Board members are:

1. Determine mission and purpose of the organization
2. Select the Scout executive
3. Support and evaluate the Scout executive
4. Ensure strategic planning
5. Monitor and strengthen programs and services
6. Ensure adequate financial resources
7. Protect assets and provide financial oversight
8. Build a competent board
9. Ensure legal and ethical integrity
10. Enhance the council's public standing.

The Officers of the Council and Their Responsibilities

The following are the key officers of the Blue Mountain Council. They, along with the council Scout executive who serves as secretary, make up the executive committee.

The Council President is responsible for the overall Scouting program of the council. They are the top volunteer and partner with the council Scout executive to provide leadership to the council. The president is heavily involved in the recruitment of key volunteer workforce for the Executive Board and gives primary emphasis to raising adequate income and to financial management of the council.

The council president presides at all council level meetings, including Executive Committee and Executive Board. They give leadership to the policy and decision-making process of the council and recruit and guide key personnel in extending a quality program to all youth of the council territory.

The president interprets and supports national and local policies, practices, and procedures of Scouting America, and represents the local council at territory and National meetings.

The Council Commissioner is responsible for the quality program of Scouting throughout the council and places a primary emphasis on strong unit program that develops "successful units." They place top priority on trained leadership through the knowledge that this produces the best program for youth and more Scouts are retained in the program.

The commissioner gives direct leadership to the rechartering process throughout the council by meeting and working closely with the other commissioners. They represent the local council at territory and National meetings.

The Vice President for Strategy leads the development, execution, and monitoring of the council's strategic plan. Collaborates with other board members and staff to ensure alignment with long-term goals and priorities. Analyzes council performance metrics and recommends adjustments to improve outcomes. Provides visionary leadership to identify growth opportunities and address challenges effectively. This is an ad hoc board committee and not required by our resolutions.

The Vice President for Membership Growth is responsible for building and maintaining strong relationships with chartered organizations, alumni and extending the program to more youth. They bring together leaders in the various areas of relationships to encourage the use of the Scouting program in the fulfillment of mutual aims and objectives.

The Vice President for Program Delivery is responsible for overall quality of council programs and events conducted throughout the year. Advancement, Training, Activities, Outdoor Adventure and Adult Recognition are among the committees they are responsible for managing through committee chairs.

The Vice President for Finance is responsible for the organization's financial health;

overseeing budget development, the annual audit, internal controls and asset management. Ensures that funding targets align with Council goals.

The Council Treasurer is responsible for ensuring that adequate accounting systems are used, that reports of the operating statement are made to the Executive Board, and all required financial reports are prepared on time.

The VP for Property oversees the management, maintenance, and development of council-owned properties, including camps, offices, and facilities. Ensures compliance with environmental and safety regulations. Develop strategies to optimize property utilization and revenue generation. Works closely with staff and volunteers to plan capital improvements and repairs. This is an ad hoc board committee and not required by our resolutions.

The VP for Safe Scouting champions safety standards across all council activities and programs. Monitors compliance with BSA safety policies and training requirements. Educates volunteers and staff on best practices for risk management and incident prevention. Leads efforts to review and improve procedures in case of emergencies or accidents.

The VP for Leadership and Governance ensures that new board members are welcomed and receive an orientation. In addition, they are responsible for the annual resolutions and by-laws of the Council, making sure they are kept up to date and align with organizational rules and state/federal laws. The annual business meeting and nominating process are under their leadership.

The VP for Fund Development leads initiatives to secure financial support for the council, including corporate sponsorships, individual donations, and fundraising events. Cultivates relationships with donors and community partners to sustain and grow funding. Collaborates with the finance committee to align fundraising goals with budgetary needs. Drives efforts to diversify funding sources for long-term sustainability.

The Council Staff

Scouting is a volunteer movement and without our volunteers very little, if any, Scouting would happen. However, in order for those of us who are volunteers to function most effectively, we must have direction and assistance from a very few specially trained people who devote their entire lives to Scouting. Their function is to do creative planning, furnish guidance in matters of policy and to assist in recruitment, training, and inspiration of top flight leadership on the council and district level.

These people are the spark plugs in our Scouting engine, and a part of our responsibility as board members is to get the utmost from their training and experience. Serving as advisors to our committees and doing the detailed planning for which many of us do not have time, they render invaluable aid in the job we are trying to do.

Each member of our professional staff has been commissioned by Scouting America to serve as a Scouting professional. The council also employs an office staff at the council service center.

Our Staff Positions

Although ultimate authority of Scouting America is vested in volunteer leaders, a vital part of the movement is lodged in a comparatively small but well-trained group of professional Scouters and service center staff.

The Scout executive is trained and commissioned by Scouting America, and works in cooperation with national office and the service territory. This person is selected by the council executive board and serves under its direction. The Scout executive is the top operating professional, corporation secretary, and executive secretary for all council committees, but may delegate part of this responsibility to members of the professional staff. They appoint and supervise all employees of the council subject to the approval of, and under the direction of, the council Executive Board.

The Scout executive recognizes and is committed to the predominant and vital role of volunteer Scouters at all levels in fulfillment of their responsibilities. They maintain standards and continuity of the operation of the Scouting organization and programs.

On the next page you will see a staff organization chart that is dated. It is in the process of being updated.

Blue Mountain Council Staff



Staff Member	Position	Primary Duties
Scott Behrends	Registrar/IT	Unit chartering, registration, webmaster, tech support, purchasing, trading post
Lori Miller	Office Manager	Administrative assistant, receptionist, fiscal data entry, fundraising support, correspondence, trading post backup
Vacant	Development/Field Director	Fundraising events, public relations, field staff leadership
Amy Rubio	District Executive (full time)	Newsletter, social media, assigned territory for unit and volunteer service
Sheila Graham	District Executive (part time)	Council-led activities, assigned territory for unit and volunteer service

Council Properties

The Glenn C. Lee Scouting Service Center

Located in Kennewick on Gage Boulevard, the Council Service Center serves the entire membership of the council. The service center provides office space and facilities for clerical employees and professional staff.

Functions performed by the service center include:

- A "Trading Post" for badges , program supplies, gift items for leaders, and literature
- Registration of all membership and the processing of unit charters
- Maintenance of advancement and training records
- Production of communications and planning tools for leaders and Scouts
- Records of activities are maintained
- Conference and meeting facilities
- Audiovisuals are maintained and checked out
- Accounting of all income and disbursements
- Information for leaders and parents through mailings, Web sites, and phone service

Martin Scout Ranch

The Martin Scout Ranch, located near Pilot Rock, OR is owned by the Randall and Marie Martin Scout Camp LLC and operated as a partnership of Scouting America's Blue Mountain Council and the Girl Scouts of Eastern Washington and Northern Idaho. The 3,400-acre property is primarily mountainous and forested terrain that offers a distinct change of venue for units seeking a new camping experience. The property was a generous gift from the Randall Martin Estate to provide camping experiences in perpetuity.

Camping sites have been developed to support family camping, "drive up" camping, hike-in camping less than a half mile from the road, and primitive trail sites in the remote portions of the ranch. Plans for the property are focused on maintaining high-adventure characteristics, building a bath house, and adding other conveniences like fire rings, mountain bike trails, etc. The property is not suitable for a resident camp.

Scouts BSA hold their annual camporee at the ranch, and units and other groups may access the facility for camping, training events, and more.

Council Finances

First: Who Pays for Scouting?

Scouting benefits Scouts and their parents, the chartered organization, and the community. Scouting contributes to the general welfare of all people, just like formal education does. While each unit is the entity primarily rendering services directly to individual Scout members, the council offers the Scouting program to community institutions and organizations that charter units.

Scouts and their parents pay for uniforms, insignia, equipment, camp fees, unit dues, activities, transportation, handbooks, and the National membership fee. Scouts are encouraged to earn the funds to pay some of their own expenses. **Adult volunteers** also register with Scouting America and pay an annual national membership fee.

Units charge dues and/or conduct fundraising (sprinkler blow-outs, Christmas tree sales, etc.) to raise funds to support activities conducted by and for their members. As of 2025, they also help fund the council through a unit program fee.

The Chartered Organization provides volunteer leaders who give their time and pay their own expenses. It provides meeting space and helps underwrite the cost of unit activities.

The community, through contributions to the council, provides the basic administration, office and professional services, and year-round programs and facilities that enable chartered organizations to effectively utilize the Scouting program at a cost far below what would be otherwise possible.

National Fees - Individual membership fees and the council charter fee (a percentage of the council budget) go entirely to the National Council. In return, the National Council provides program materials, staff support, engineering service, national programs, reduced prices for literature, training programs, and more to members and councils.

Council Revenues and Budget

Board members are responsible for the fiduciary performance of the council. This section is an overview of the council's sources of revenue and its expenditures. Note that in addition to the regular operating fund, the council also holds an endowment (approximately \$1.77M) that the council can draw on or invest in. The endowment is sometimes used to cover general shortfalls/"rainy day" expenses, but it also includes funds that have restrictions on their use.

The largest sources of **revenue** for the council are fundraising events such as the Leadership Breakfast (which includes sponsorships and donations from individuals) and the Friends of Scouting campaign. Endowment income is another significant source of revenue. The council also applies for and receives grants. Unit program fees (which go into effect in 2025) generate a portion of the council's budget. Other small sources of revenue include proceeds from trading post operations, camping/activity revenues, service center rental, and other direct contributions.

Council **expenses** are dominated by the cost of compensation (salaries, benefits, and payroll taxes) for council staff. Other expenses include professional fees, marketing expenses, supplies, phone, postage, occupancy, rental and maintenance of equipment, printing, travel, conferences and meetings, assistance to individuals, recognition awards, insurance, and charter and National service fees.

Council-led activities offered to Scouts (e.g., Camporee) generally recover their costs by charging each participant a fee. That is, they break even and are neither a major expense nor revenue source.

What Does the Council “Do”?

Why is it important to have a local council?

The Blue Mountain Council, like other councils, provides direct and indirect support to individual Scouting units through a combined effort of professional staff, dedicated volunteers, and community donors. Through our local council, Scouts gain access to:

Resources – professional council staff and key volunteers cultivate lasting community partnerships to secure the financial, partner, and volunteer resources needed for Scouting to thrive in our community. The board and staff collaborate to recruit and coordinate tens of thousands of volunteer hours annually to bolster Scouting programs.

Local administration – council staff manage more than 40 distinct administrative functions associated with operating Scouting programs according to the policies of the national organization. These include the insurance program for safe Scouting, Key award programs (e.g., Eagle Scout applications), fundraising approvals, adult volunteer background checks, and coordinating recordkeeping with the national organization.

Sustained expertise – council staff provide a consistent, local, and accessible source of program expertise. This knowledge base is crucial for creating new units, supporting existing unit growth, and training leaders and volunteers, preventing the decline of Scouting over time.

Activities – council staff lead volunteers in delivering council-wide Scouting activities such as Camporees, day camps, Klondike, bike rodeos, merit badge extravaganzas, and recognition programs. They also support operations at Martin Scout Ranch, coordinate trips to high-adventure bases such as Philmont Scout Ranch, and participation in National Jamborees.

Communications – council staff maintain our local website as a central hub for information on local and National Scouting activities, training materials, program ideas, and more.

Ultimately, the national organization looks to councils to administer and oversee Scouting in our area to make sure that it is conducted according to the principles of Scouting and through its specific methods; compliant with policies and regulations; thriving; and meeting its purpose of providing leadership and character development to as many youth as possible within our region.

How Will I Know I Did a Good Job as a Board Member?

You are successful when the council is successful. The national organization publishes data each month on council performance. These “stack charts” report:

- Market share % (what fraction of eligible youth in the service area are enrolled in Scouting?)
- Unit growth (is the number of units in the council rising or falling?)
- Membership growth (is the number of Scouts rising or falling?)
- Retention (are Scouts renewing their membership or leaving?)
- Gender and ethnic diversity
- Cash reserve ratio
- Percent completion of Youth Protection Training by Scouts and Scouters (which should be at or near 100%)

Council performance is color-coded in these charts relative to standards set by the national organization from dark green (very positive) to dark red (very negative).

			STANDARDS >>	2%	2%	2%	62%	
TAY	Youth To Date	Units To Date	Market Share %	% Unit Growth	Membership Growth %	Retention %	Female D	
201,090	3,022	139	1.50%	-3.47%	10.37%	51.09%		
91,459	1,068	51	1.17%	-3.77%	29.14%	66.39%		
478,694	6,961	347	1.45%	-5.96%	16.58%	81.21%		
447,798	9,422	346	2.10%	-0.57%	13.52%	46.59%		
685,157	5,833	299	0.85%	-4.17%	18.17%	55.77%		

Those are the measurable results of a good council. But what about the less measurable qualities of a good Executive Board member?

- Were you regular in your attendance at board meetings and therefore active in the decision-making process?
- Did you meet the objectives of your particular board assignment?
- Did you see Scouting happen beyond the board meeting, i.e., participating in or visiting youth activities or events?
- Did you make a significant financial commitment to the council, and ask others to as well?

Glossary

Advisor - an adult volunteer, selected by the chartered organization, to lead a Venture Crew or Explorer Post

Annual Meeting - meetings held once a year to elect Executive Board members, hear reports of the year's activities, adopt operating resolutions, and study plans for the next year

Arrow of Light - the part of Cub Scouting for and rank earned by fifth graders

BALOO – Basic Adult Leader Outdoor Orientation, required training for Cub Scout leaders to participate in outdoor programs

Bear - the Cub Scouting rank earned by third graders

Board of Review - a review held to determine if a Scout BSA youth has met rank requirements

Camporee - a multi-troop council camping activity

Commissioner – an adult volunteer who supports Scouting units and helps them deliver the Scouting program effectively, acting as a liaison between the council and the units

Court of Honor - a recognition ceremony

Cubmaster - the volunteer leader of a Cub Scouting pack appointed by the chartered organization

Den - a small group of Cub Scouts, usually from the same neighborhood and in the same grade or age, which is part of a Cub Scout pack

Den Leader - the volunteer leader of a Cub Scout den

District Award of Merit - a recognition for Scouters who give noteworthy service to Scouting on a district level

Eagle - the highest rank for Scouts BSA

First Class - the third rank in Scouts BSA

FOS - Friends of Scouting - individuals who make annual direct financial contributions to the council

IOLS – Introduction to Outdoor Leader Skills, required training for Scoutmasters to be considered position-trained

Jamboree - a national or international gathering of Scouts

Key-3 – In Scouting, the three senior leadership roles in each management team. In a council, they are the council president, council commissioner, and Scout executive. There are equivalent constructs within Scouting units (e.g., for Scouts BSA, the Key 3 are the troop committee chair, the chartered organization representative, and the Scoutmaster) and at both the council service territory and the

National Council levels.

Life Scout - the fifth Scouts BSA rank, just before Eagle

Lion – the Cub Scouting program and rank award for kindergarteners

Lodge - the council level organization of the Order of the Arrow

Lone Scout - a Scout, who because of unusual conditions, cannot join a unit and works on requirements with an adult counselor

Long-Term Camp - a camp experience extending six or more days and nights

NCAP – National Camp Accreditation Program – a set of quality standards that camps must demonstrate that they meet in order to be approved for operation

NYLT – National Youth Leadership Training – a six-day national program designed to develop leadership skills in youth aged 13-20

Order of the Arrow (OA) - Scouting's national honor society

Patrol - a small group of Scouts who gather with other patrols to form a Scouts BSA troop

Philmont - a high adventure base and training facility in northeast New Mexico

Roundtable – meetings organized by the council for peers from multiple units (e.g., Scoutmasters, den leaders) to share experiences, ask questions, and learn what is going on around the council.

Scout Life - the magazine for all Scouts and Scouters published by Scouting America

Scouter - a registered adult member of the BSA

Scoutmaster - an adult Scouter appointed by a chartered organization to lead a Scouts BSA troop

Second Class - the second rank in Scouts BSA

Senior Patrol Leader (SPL) - the youth leader of a Scouts BSA troop

Silver Antelope - a national recognition given to Scouters for noteworthy service on a territory level. Ten Scouters have received this award while serving in our council - 1949 Dr. Ralph Stevens, Walla Walla; 1958 Wendell Brown, Pasco; 1984 Dr. Eldon Grable, Pendleton; 1994 Harold Heacock, Kennewick; 2003 Mary Ann Price, Kennewick; 2005 Robert Purcell, Richland; 2007 Joel Eacker, Kennewick; 2008 Randy Price, Kennewick; 2009 Steve Gaines, Kennewick; and 2024 Mark Griffin, Kennewick.

Silver Beaver - a national recognition given to Scouters for noteworthy service on a council level. Our council can award one per year.

Silver Buffalo - a national recognition given to Scouters for noteworthy service on a national level. Two of our Scouters have received this honor, Mary Ann Price of Kennewick in 2004 and Janet Griffin of Kennewick in 2023.

Star - the fourth rank in Scouts BSA

Tenderfoot - the first rank in Scouts BSA

Tiger Cub - a part of Cub Scouting and a rank for first graders

Walamootkin Lodge – The Order of the Arrow lodge associated with Blue Mountain Council

Webelos - (WE'll BE LOyal Scouts) - fourth grade Cub Scouts

Wolf - the Cub Scout rank earned by second graders

Wood Badge - an advanced leadership development course for Scouting leaders

Additional Resources

There are a great many resources available to help you as a member of the Executive Board. Many resources may be found at www.scouting.org/council-support/.

Training for Executive Board members may be found at <https://my.Scouting.org>. After you log into your account, click on the Scouting U logo and search for “Executive Board.”

If you are new to serving on boards and are interested in their legal context, the Washington Secretary of State’s office offers the [Board Service in Washington State Quick Guide](#). This document provides guidance on the fiduciary duty and liabilities of nonprofit board members to help board members understand their responsibilities as stewards of their organizations.

There are also many human resources that will help you carry out your role on the board. The two of these that are the best are current board members and members of the council’s professional staff.