

FINANCIAL

RESOLUTION 1: INVESTMENT GUIDELINES

WHEREAS, the Laurel Highlands Council adopted its investment policy on June 5, 2019, and
WHEREAS, the council has appointed an investment committee to oversee the investment of these funds with the advice of an investment manager; therefore, be it
RESOLVED, that the Laurel Highlands Council reaffirms its current investment guidelines and approves income requests which conform to the guidelines for the upcoming year.

RESOLUTION 2: ENDOWMENT SPENDING POLICY

WHEREAS, the Laurel Highlands Council adopted its spending policy on November 2, 2018; and
WHEREAS, the council seeks to use endowment earnings to support its operations in a prudent and consistent manner; and
WHEREAS, the council has sufficient funds available in its endowment that are either unrestricted or restricted for a purpose that can be met; therefore, be it
RESOLVED, that the Laurel Highlands Council reaffirms its current spending policy of taking 4% of a 3-year rolling average to support operations during the council fiscal year; and be it further
RESOLVED, that any such funds that are restricted solely by the State Prudent Management of Institutional Funds Act be hereby appropriate for expenditure.

RESOLUTION 3: GIFT ACCEPTANCE POLICY

WHEREAS, the Laurel Highlands Council adopted a gift acceptance policy on June 19, 2018; and
WHEREAS, that policy outlines the appropriate solicitation, acceptance and crediting of all current and planned gifts received by the Laurel Highlands Council; therefore, be it
RESOLVED, that the Laurel Highlands Council reaffirms its gift acceptance policy.

RESOLUTION 4: POLICY ON SELLING GIFTS OF STOCK

WHEREAS, the Laurel Highlands Council adopted a gift acceptance policy on June 19, 2018; and
WHEREAS, it is the policy of the Laurel Highlands Council to immediately sell all gifted stock; therefore, be it
RESOLVED, that the Chief Financial Officer and the Scout Executive/CEO are authorized to serve as agents for the purpose of selling stock gifts received by the council as soon as they are received and applying the proceeds according to the donor's wishes, if expressed.

RESOLUTION 5: MEMORIAL AND BEQUEST GIFTS IN THE ENDOWMENT FUND

WHEREAS, memorials and bequests are non-renewable income sources; and
WHEREAS, these donations should have a lasting benefit to the operation of the Laurel Highlands Council, therefore, be it
RESOLVED, that memorial and bequest gifts not otherwise designated by the donors for specific uses for the Laurel Highlands Council be placed in the Endowment Fund as unrestricted gifts.

RESOLUTION 6: AUTHORIZED CHECK SIGNERS

WHEREAS, it is necessary for the Laurel Highlands Council to have various checking and savings accounts; and **WHEREAS**, it is the policy of the Laurel Highlands Council for all checks to be signed by two parties, therefore, be it

RESOLVED, that the Council President, Council Treasurer, Scout Executive/CEO, and (Assistant Scout Executive, Director of Field Services, Director of Support Services) are authorized to sign checks drawn on the various bank accounts of the Laurel Highlands Council, and the Scout Executive/CEO is authorized to submit any necessary replacement resolutions to financial institutions naming the specific persons as check signers.

RESOLUTION 7: COUNCIL CREDIT CARD

WHEREAS, it has become necessary for the Laurel Highlands Council to maintain a credit card account for specific purchases when paying by invoice is not feasible; and

WHEREAS, this credit card is not used in the name of an individual employee and kept in the council safe when not in use; therefore, be it

RESOLVED, that the Assistant Scout Executive, Director of Field Services, Director of Support Services, Director of Camping, Chief Financial Officer, Chief Development Officer, Rangers, and Administrative Assistant to the Scout Executive/CEO are authorized to use the council credit card for specific purchases approved by the Scout Executive/CEO.

RESOLUTION 8: PARTNERSHIP AGREEMENTS WITH UNITED WAYS

WHEREAS, the Laurel Highlands Council is a partner with various United Ways who seek to support our efforts; therefore, be it

RESOLVED, that the Laurel Highlands Council be allowed to reaffirm its partnership agreements with affiliated United Way Agencies as need and opportunity present.

RESOLUTION 9: SPECIFIC ASSISTANCE FUNDS

WHEREAS, it is the mission of the Laurel Highlands Council to serve all youth markets in its territory; and **WHEREAS**, without special assistance, youth from disadvantaged families and communities would not be able to participate in the Scouting program, and;

WHEREAS, specific assistance funding may be used for, but is not limited to payment of annual registration fees and/or Scout Life subscriptions for youth and/or adults, summer camp scholarships, activity/training scholarships for youth and/or adults, uniform assistance for youth and/or adults, purchase of program materials; and

WHEREAS, approval of assistance fund expenditures will be managed by Assistant Scout Executive or Director of Field Services, internal quarterly reports of all assistance expenditures, and, an executive summary of assistance funds expended will be provided to the Board of Directors annually; therefore, be it

RESOLVED, that the Laurel Highlands Council will extend Scouting programs to all youth and families within our boundaries regardless of their ability to pay the costs.

RESOLUTION 10: FOUNDATIONS AND GOVERNMENT AGENCIES

WHEREAS, the Laurel Highlands Council seeks and receives grants and other funding from an array of foundations and government agencies from throughout our geography.

WHEREAS, various Foundations and Government Agencies require submission of applications for funding and programmatic information in the course of normal relations, and since this information is necessary to ensure funding for the Scouting program; be it further

RESOLVED that the Laurel Highlands Council will continue relationships with these important funding sources, and further

RESOLVED that the officers of the Corporation, the Scout Executive/CEO and/or designees are authorized to execute such documents as may be necessary, appropriate, or required by a legally recognized funding organization. Specifically, such individuals are authorized to execute any similar resolution required by any such funding organization in order to affect such documents.

RESOLUTION 11: LINE OF CREDIT

WHEREAS, the Laurel Highlands Council has established a line of credit and;

WHEREAS, should the line of credit need to be engaged for operating or capital purposes, be it further

RESOLVED that the line of credit be engaged only with the knowledge and consent of the Executive Officers of the Corporation.

RECORD KEEPING

RESOLUTION 12: INTERNET, VOICEMAIL AND EMAIL PROCEDURES

WHEREAS, the Laurel Highlands Council adopted procedures for use of the internet, voicemail, and email on June 9, 2020; and

WHEREAS, the Scout Executive/CEO designee administers and monitors council technical resources and reports misuse to the Scout Executive/CEO; therefore, be it

RESOLVED, that the Laurel Highlands Council reaffirms its internet, voicemail, and email procedures.

RESOLUTION 13: RECORDS RETENTION AND DOCUMENT DESTRUCTION POLICY

WHEREAS, the Laurel Highlands Council shall retain records to comply with contractual or legal requirements; and

WHEREAS, it is against BSA policy to knowingly destroy a document to obstruct or influence an investigation; and

WHEREAS, the council adopted a records retention and destruction policy on June 19, 2018; therefore, be it

RESOLVED, that the Laurel Highlands Council reaffirms its Records Retention and Document Destruction Policy.

BOARD GOVERNANCE

RESOLUTION 14: COUNCIL CHARTER RENEWAL WITH THE BSA

WHEREAS, the Laurel Highlands Council must apply to the National Council to renew its charter bi-annually; therefore, be it

RESOLVED, that the Laurel Highlands Council authorizes filing an application to renew its charter with the Boy Scouts of America (d.b.a. Scouting America) for the purpose of extending Scouting's leadership and character development program to the youth in the counties of Allegheny, Beaver, Bedford, Cambria, Greene, Indiana,

Somerset, and Washington in Western Pennsylvania; in the counties of Garrett and Allegany in Western Maryland; and in the counties of Grant, Hardy, Hampshire and Mineral in West Virginia.

RESOLUTION 15: COMMITTEES OF THE BOARD

WHEREAS, the Laurel Highlands Council is a Volunteer led and professionally guided organization; and
WHEREAS, to operate efficiently, transparently, and relevantly to the need, therefore be it
RESOLVED that the Board of Directors appoint on an annual basis all standing committees necessary and further
RESOLVED that all ad hoc committees of the Council will be assembled by the Board of Directors, and further
RESOLVED that their duties and responsibilities shall be as set forth in the operations manuals and applicable literature of the Boy Scouts of America.

RESOLUTION 16 AUTHORITY OF SCOUT EXECUTIVE/CEO

WHEREAS, the Scout Executive/CEO, Council Treasurer, and Assistant Scout Executive, Director of Field Services, Director of Support Services, Chief Financial Officer and Chief Development Officer may be required to act on behalf of the Laurel Highlands Council regarding financial transactions; and
WHEREAS, the council adopted a policy granting this authority on June 9, 2020; therefore, be it
RESOLVED, that the Laurel Highlands Council reaffirms the authority of Scout Executive/CEO, Council Treasurer, and members of the professional staff.

RESOLUTION 17 WHISTLE BLOWER PROTECTION POLICY

WHEREAS, the Laurel Highlands Council endeavors to demonstrate transparency in and accountability for all its actions; and
WHEREAS, the Laurel Highlands Council does not tolerate waste, fraud, abuse or harassment by its employees or volunteers; and
WHEREAS, the council adopted a whistleblower policy on June 9, 2020; therefore, be it
RESOLVED, that the Laurel Highlands Council reaffirms its Whistleblower Protection Policy.

RESOLUTION 18 CONFLICT OF INTEREST POLICY/BOD

WHEREAS, all officers, Board of Directors members and members of any committee thereof of the Laurel Highlands Council have a duty to be free from the influence of any conflicting interests when they act on behalf of the corporation or represent it in negotiations or advise others representing the corporation with respect to dealings with third parties; and
WHEREAS, the council adopted a conflict-of-interest policy for members of the Board of Directors on June 9, 2020; therefore, be it
RESOLVED, the Laurel Highlands Council reaffirms its Conflict-of-Interest Policy for the members of our Board of Directors.

RESOLUTION 19 CONFLICT OF INTEREST POLICY/EMPLOYEES

WHEREAS, all employees of the Laurel Highlands Council have a duty to be free from the influence of any conflicting interests when exercising their primary duties and shall not seek gifts and favors with respect to council dealings with third parties; and

WHEREAS, the council adopted a conflict-of-interest policy for employees on June 9, 2020; therefore, be it **RESOLVED**, that the Laurel Highlands Council reaffirms its Conflict-of-Interest Policy for Employees.

RESOLUTION 20 AUTHORITY TO HIRE

WHEREAS, the Scout Executive/CEO is responsible to administer the policies of the Laurel Highlands Council and the Boy Scouts of America; and

WHEREAS, it requires sufficiently paid staff in the administration of these policies and to provide services to stakeholders; and

WHEREAS, the Board of Directors has approved an annual budget for staff salaries and benefits; therefore, be it **RESOLVED**, that within the constraints of the budget, the Scout Executive/CEO is authorized to retain and hire regular professional and support staff, and be it further

RESOLVED, that the Scout Executive/CEO is authorized to hire such seasonal staff as permitted by the budget.

RESOLUTION 21 (d.b.a.) LAUREL HIGHLANDS COUNCIL, SCOUTING AMERICA

WHEREAS, the Laurel Highlands Council, Boy Scouts of America (hereafter "the Council"), a local council chartered by the Boy Scouts of America and organized under the laws of the Commonwealth of Pennsylvania, seeks to align with the national organization's updated branding and identity initiatives;

WHEREAS, the national organization, has announced that it will begin operating under the name "Scouting America" effective in 2025;

WHEREAS, the Council wishes to continue fulfilling its mission of serving youth and families throughout its service area while doing business under a name that reflects the updated identity of the national organization;

RESOLVED, that the Council is hereby authorized to operate and conduct business under the assumed name "***Laurel Highlands Council, Scouting America***"; and be it further

RESOLVED, that this resolution shall be entered into the official records of the Council and remain in effect until amended or repealed by further action of the Council.

Approved at the properly called Annual Meeting of the Laurel Highlands Council in which a quorum was present on Tuesday, June 24, 2025.

Paul R. Pigman, Jr.
Council President

Dr. Dan Zimmer
Council Commissioner

Todd R. McGregor
Scout Executive/CEO