

Scouting America

Laurel Highlands Council

Laurel Highlands Council, Scouting America

BOARD OF DIRECTORS MEETING MINUTES

Tuesday, April 21, 2026 – 12:00 p.m.

Bicentennial Room at Flag Plaza Scout Center with Zoom Option;

The Board of Directors of the Laurel Highlands Council, Scouting America held a regular meeting on Tuesday, April 21, 2026, in the Bicentennial Room at Flag Plaza in Pittsburgh. Zoom option was also offered. Council Treasurer Dr. Dan Zimmer called the meeting to order at 12:00 pm. A quorum was present.

Board Attendance:

Baldini, Robert	Glaneman, John	Pontius, Dean
Belt, Jr., Carl "Buck"	Hardy, W. Scott	Schwab, Douglas
Boyde, Jack	Hillenbrand, Frederick	Thomas, Robert
Breedlove, Mark	Maksakova, Anastasiya	Tracy, James
Catanese, Nathan	McKay, Michael	Turzai, Michael
Collery, Brian	Newman, Eric	Zimmer, Dr. Dan

Leadership Attendance:

Anderson, David	Herring, Ronald	Lusk, Thomas
Bausher, Jr., Richard	Hyziak, Diane	Malaney, James
Beozzo, Sylvester	Kester, James	Smith, Vernon
Daffner, Dr. Richard	Kreimer, C.W.	Thompson, David
Halliday, Kenneth	Lawrence, Ronald	Zender, Craig

Staff Attendance:

Amrhein, Tony	Burkey, Tracey	Daniher, Michael
Kuritzky, Brian	Mackert, Andy	McGregor, Todd

Excused:

Berquist, Katherine	Harkobusic, Kim	Robinson, II, George
Dickhans, Roger	Koller, Daniel	Rogers, Ted
Down, David	McManus, Kevin	Santoshi, Rupesh
Flannery, Kevin	Pigman, Jr. , Paul	Seibel, Daniel
Glover, Aubrey	Ondek, Dr.Heidi	

Commissioner Dr. Dan Zimmer Presiding with the excused absence of President Paul Pigman.

NOTED: A quorum was in attendance

Scouting America

Laurel Highlands Council

Welcome

Council Commissioner Dr. Dan Zimmer called the meeting to order at 12:00 p.m. and thanked everyone for attending. He offered the Invocation; invited everyone to join in the Pledge of Allegiance and then shared the safety moment.

Sticky Wickets

J Tracy reported that JRM Contracting has been served by the Sherrif for the demand payment of approximately \$186,000 and they have until May 11, 2026 to respond and comply. J also shared that we still await the response from Energy Innovation Center on the parking issue. Energy Innovation has used the LHC parking lot since 2014 under a licensing agreement that expired in 2020. Multiple attempts to reengage EIC to properly compensate LHC for the parking they continue to use have failed and the issue is now with our Council legal team.

Consent Agenda Items

Minutes – February 2026 Board of Directors

Minutes – March 2026 Executive Committee

Motion to accept the minutes as presented was made and seconded. Motion was adopted.

Camps/Program

The LHC Program Team headed by Tony Amrhein, Director of Support Services began with a live report from Doug Schwab and Andy Mackert on the current state of the new building at Camp Potomac. Andy and Doug walked the property and discussed the status and what's next. The program team shared then went on to update the board on the following:

LHC Support Services – Board Debrief Notes (2026)

Retail & Customer Service

Key Updates include a launch of America 250 merchandise line in preparation for the U.S. 250th anniversary and limited-edition products are being used to drive urgency and increase sales.

Camp Seph Mack – Facilities Update

Water System Issue Identified and resolved quickly

Rifle Range Improvements

Camp Potomac – Facilities Update

New Service Center Construction

General Maintenance

Continued emphasis on both new development and maintenance

Camperships 186 applications received as of March 12, 2026

Deadline: March 15 Strong demand for financial assistance

High program interest

LHC Program Highlights

National Jamboree

1275 Bedford Avenue

Pittsburgh, PA 15219

412.471.2927 | lhcscouting.org

Scouting America

Laurel Highlands Council

Sending: 5.5 troops (220 participants total)
Registration full + waitlist active
Special note: Kraft-Heinz featured patch

Order of the Arrow (OA) Merger

Progressing ahead of schedule
Youth from both lodges working effectively as a single unit
Preparing formal presentation for Board

Heritage Reservation Staffing

Current Status 90+ staff secured
Strong returning staff commitment
Recruitment Strategy

Overall Board-Level Takeaways

- Programs are strong and in demand (Jamboree, camperships, staffing interest)
- Facilities are improving and expanding (Potomac & Seph Mack)
- Volunteer engagement is a major strength
- Retail is leveraging national trends for growth
- Staffing and financial assistance remain key focus areas

Safeguarding Youth

Safeguarding Youth Chair Mr. Jack Boyde reports that we are currently at 97% Safeguarding Youth Trained volunteers, which is the highest in many years. We currently have 46 people that are over 30 days expired and letters will go out to them saying their membership will be suspended until they complete the training.

Development Report

Brian Collery presented the development and marketing report, highlighting the steady progress across multiple funding streams, with strong foundation support and continued contributions from partners like the Shear Family Foundation and regional United Ways, while additional proposals remain in progress.

Corporate giving is tracking below ask but consistent with prior year trends, and significant state funding has been secured, including \$500,000 for Heritage Reservation improvements and multiple DCED-supported projects.

Annual giving shows early-year momentum with over \$110,000 raised toward the Friends of Scouting goal, full staff participation achieved, and board giving underway, though all remain behind overall goals at this stage. Board members that would like to complete your board contribution, they can do so at <https://lhcscouting.org/boardofdirectors/> or via any of the email requests.

Scouting America

Laurel Highlands Council

Special events and upcoming campaigns—including Board @ Camp Guyasuta on Friday, May 8th, the Annual Meeting on Tuesday, June 16th, and key fundraising events like the Sporting Clays Classic on Friday, June 26th—are positioned to drive further engagement and revenue, alongside ongoing communications efforts to promote Scouting’s impact and expand donor involvement.

Any board member interested in participating in or supporting the Sporting Clays Classic can visit: <https://lhcscouting.org/giving/special-events/>. This year, the Presenting Sponsor is Eaton Corporation—a corporate donor relationship that was rekindled thanks to Paul Pigman. Only a few sponsorships remain, but squads are ready to be filled. Join us for a fun day of Breaking Clays and Building Leaders.

Membership

John Glaneman shared the membership report as follows:

- Growth Managers continue meeting with units to encourage the transition of male-only units to family units, particularly in geographic areas where opportunities for female youth are limited.
- One of the districts with the most significant gaps is Anawanna Trails. Growth Manager Joe is organizing a district-wide town hall meeting tomorrow night, as many units have been hesitant to move forward. A primary challenge is the lack of female leadership. This meeting aims to recruit female volunteers to help address this need.
- All Growth Managers have connected with Scout BSA units to coordinate unit-level recruitment campaigns.
- The council has appointed a new Membership Chair, Carly Baker, following 15 years of leadership in the role. She is scheduling in-person meetings with each District Membership Chair to align efforts for a strong fall recruitment campaign. Districts currently without a chair are working to fill these roles through the nominating process.
- The council is increasing its visibility by participating in large-scale public events to reinforce that Scouting remains active and thriving. Recently, the council participated in the Pittsburgh St. Patrick’s Day Parade with a float and marching contingent and will attend the awards ceremony was on April 13. We won for best non-commercial float.
- Growth Manager Terry Kennedy is dedicating time beyond restarting defunct units to focus on Exploring program growth. Earlier this month, council leadership met with Cory O’Connor to discuss expanding Exploring opportunities within the Public Safety Department. Additional Exploring post prospects are currently under consideration.
- Growth Managers are following up with all dropped Scouts to better understand the reasons for attrition. For example, data from the Eagle Valley District is being used to track trends. Additionally, a recent audit comparing event participation to registered membership identified 15 youth at the Klondike Derby whose memberships had lapsed.
- The council is leveraging its Growth Manager in the Trailblazer District to support membership growth efforts in Somerset and Bedford Counties. Both areas have experienced significant membership declines over the past five years and are receiving targeted attention.
- Districts are in the process of their 1C5 campaigns and FOS presentations as well.

Scouting America

Laurel Highlands Council

Motion to accept the Games of Chance Policy as presented was made and seconded. Motion was adopted.

Financial Report

Robert Baldini, Council Treasurer, shared that the council currently maintains a strong financial position.

2025 audit in progress. Audit in person fieldwork is coming to completion. Looking for May publication of financials with audit committee meeting to be scheduled. Q1 Total Support behind budget due to phasing of Foundations. Total Support ahead of last year at this time. Q1 Total Revenue slightly below budget and last year. Gaps should be made up after Q2 with summer camp and day camps. Compensation & Expenses are lower than budget expectations. Cash position continues to remain strong. Total Investments had a decrease in market value at end of Q1 due to market conditions, however they have improved since publishing. Continued capital investment in properties.

Motion to accept the February 2026 March 2026 financials as presented were made and seconded. Motion was adopted.

Governance/Bucktail Merger

Mark reported on the Bucktail Merger and Camp Mountain Run is being marketed by a proper real estate agent complete with MLS Listings and photographs. While there have been a few showings, no offer of substance. Programmatically, BTC is squarely onboarding with LHC including a very impressive number of summer campers this year at Heritage Reservation. Mark mentioned that the LHC Merger Committee meets monthly to discuss, review and plan for the completion of the merger and next steps.

Nominating

Mike Turzai reported that a 2026/2027 Nominating Committee has been formed and is well representative of the territory and communities that we serve. The initial meeting of the committee has happened, and we are beginning to plum interest from the current Board of Directors and Leadership Council to return so that we can properly convene our 2026/2027 Members @ Large, Board of Directors and Officers. This will all happen at our Annual Business Meeting on June 16, 2026 (Heritage Reservation).

Mike also presented biography of Mr. Ethan Dixon for consideration to the Board of Directors of LHC. Ethan is a small business owner in Centre County (Phillipsburg), a member of the Bucktail Council Board and brings scouting experience, governance acumen and talent to our Board of Directors. Mike is particularly pleased that Ethan has agreed to allow his name for nomination as it helps LHC to fulfill part of our Memorandum of Agreement with BTC.

Motion to accept new board members made and seconded. Motion was adopted.

Mission in Motion – Micro Learning with Nathan

Scouting America

Laurel Highlands Council

Nathan Catanese has graciously agreed to give leadership to the omni-present item on our Board of Directors agenda, self-improvement. Nathan shared with the BOD and Leadership Council the duties of a board member and specifically he spoke about the duty of obligation.

Dr. Dan's Dialogue

Dr. Dan shared perspective of Scouting from the Commissioner lens with some of the challenges and barriers to commissioner service.

Todd's Talk

Todd took the opportunity to congratulate the LHC Board of Directors for being named The National Association of Corporate Directors Not for profit of Board of the Year award. The NACD seeks boards that are strategy-focused, mission-aligned, and driven by measurable impact, with independent, accountable directors and skills-based expertise across key areas. They prioritize strong financial oversight, clear governance roles, a culture of constructive challenge, and active ambassadorship. In short, boards must be strategic, skilled, and continuously improving. Todd Congratulated the LHC Board for this high honor.

A motion to adjourn was made to adjourn. With no objection the meeting was adjourned at 1:10 p.m.

Respectfully Submitted:

Approved:

Todd R. McGregor
Scout Executive/CEO

Dr. Dan Zimmer
Council Commissioner

Date: April 21, 2026