DEAR SCOUTERS, SUPPORTERS AND FRIENDS

Changing to meet the times and growing to support the times is part of the direction of the Montana Council. It is critical to the long-term sustainability of our program.

Due to overwhelming public support throughout the Montana Scouting community and from friends across the Nation, 2016 was by far our best year ever. This created a foundation of sustainability in our Council that can be built on forever. Our success would not have been possible with your heartfelt support.

As we reflect on this past year, there are some highlights worth mentioning: We are a Gold Council, we ended the year with a six-figure budget surplus, a six-million-dollar increase in our endowment, excellent membership retention and growth, and invested in huge improvements to our camp infrastructures; new sewer systems, water systems, shower and bathroom facilities, 3-phase power and Wi-Fi upgrades. These investments will support scouts today and well into the future and allow us to focus the next phase of capital improvements and program features to make camp life more enjoyable, more dynamic and most importantly – more safe.

And finally, your board of directors is addressing financial stability by closely monitoring profit centers, managing expenses and focusing on how dollars are spent. We will continue to work on growing our endowment, improving our camps and hiring the best possible staff so that we can continue to meet the ongoing needs of scouting in Montana.

So, we would like to say thanks – for your support, your enthusiasm, and for the investment you are making in the future leaders of our world.

Yes, 2016 was an incredible year for Team 315, loaded with big changes, new programs and most importantly – growing support for the youth of our great state!
The Boy Scouts of America measures the quality of program delivered annually through the Journey to Excellence. Critical quality measurements such as the financial health of the Council, camp attendance, engaged volunteers, advancement, community service and membership growth are evaluated.

The Montana Council earned Gold Level status in 2016. This is a direct reflection on the efforts of our Scouts, Volunteers, Staff and Donors. In addition, twelve of our fifteen districts earned JTE awards for 2016. Black Otter, Lewis & Clark, Mountain Valley, Mullan Trail and Prickly Pear were awarded Gold Level status. Badlands, Bitterroot, Central, Hi Line and Northwest were awarded Silver Level status, and Silver Tip and Vigilante were awarded Bronze Level status.
CUB SCOUTS (ages 7-10)
A year-round program designed to meet the needs of young boys and their families through fun and challenging activities designed to promote education, character and physical development.
CUB SCOUTS: 4,795 | # OF PACKS: 206

BOY SCOUTS (ages 11-18)
An outdoor program created to develop character, citizenship and fitness in young men.
BOY SCOUTS: 2,924 | # OF TROOPS: 197

VENTURING (ages 14-20)
A program for young men and women designed to help young adults grow into responsible and caring adults through education and recreational experiences.
VENTURERS: 236 | # OF CREWS: 42

EXPLORING (ages 14-20)
A co-educational mix of worksite and classroom-based programs that offer career education through role models and hands-on learning by bringing youth and organizations in the community together.
EXPLORERS: 58 | # OF POSTS: 8
MONTANA COUNCIL

2016 MEMBERSHIP

MONTANA COUNCIL

Total Youth Membership: 8,013
Total Units: 453
Total Adult Volunteers: 3,424
(Membership as of December 31, 2016)

RANKS AWARDED

Tiger Cub: 348  Webelos: 334  First Class: 247
Bobcat: 1,024  Arrow of Light: 275  Star: 232
Wolf: 489  Tenderfoot: 242  Life: 200
Bear: 453  Second Class: 245  Eagle: 181

TOTAL MERIT BADGES Earned:
6,914
OVER 3,000 SCOUTS AND VOLUNTEER LEADERS ATTENDED OUR COUNCIL DAY CAMPS, FAMILY CAMPS, CUB AND BOY SCOUT RESIDENT CAMPS, COUNCIL TRAINING COURSES AND HIGH ADVENTURE OPPORTUNITIES. MONTANA COUNCIL IS LIKE NO OTHER PLACE FOR SCOUTING TO COME TOGETHER IN THE GREAT OUTDOORS.

CAMP ARCOLA Located in the Pintler Mountain Range and not far from Anaconda, Montana is a place for those who have mastered basic scout skills. This rugged mountain setting provides the backdrop to endless Scout adventure opportunities. Development plans include new buildings, long-range shooting opportunities and winter camping.

K-M SCOUT RANCH Located outside of Lewistown, Montana, K-M is the quintessential Scout Camp. World class ATV program, Shooting Sports, Aquatics, Climbing Tower, Zip Line, COPE, Conservation, Welding, Computer Science, Drama, Scoutcraft and more. Development plans include a new lodge, Mountain bike program, 3D archery and Cowboy Action shooting.

MELITA ISLAND In the middle of Flathead Lake is an island Scouting paradise. Melita was filled to capacity in 2016 with over 1200 participants. Youth experienced world class aquatics opportunities as well as merit badge exploration and scout skills. Development plans include a new dining hall/kitchen new boats and developed campsites and program areas.

GRIZZLY BASE Located near Bigfork, Montana, Grizzly Base was home to NYLT, Wood Badge and Cub Scout Resident Camp as well as individual troop camping. Campers enjoyed an amazing view from the new dining deck in 2016. Development plans include a training center and developed camp sites and shower facilities.

MOHAB Located near Dupuyer, Montana on the Boone & Crockett Club’s Theodore Roosevelt Memorial Ranch, MOHAB offers high adventure like nowhere else in the Country. Base camp is at the Rasmussen Wildlife Conservation Center on a 6,000 acre working cattle ranch. Participants get to experience incredible facilities and an awaiting adventure in Montana’s second largest Wilderness Area – the famed Bob Marshall (over 1 million acres in size). In 2016, we expanded our sessions and packraft adventure opportunities. Future plans include attempts to double our capacity.
Service to others lies at the foundation of Scouting principles. The Boy Scouts of America is proud to engage the next generation of leaders and citizens in regular service to their communities. Scouts and Volunteers donated over 37,000 hours of community service in 2016, valued at over $600,000! This includes food collection and distribution, litter cleanup, community beautification, trail repair, conservation projects, elderly care and military support and appreciation. In addition, Eagle Scout projects alone accounted for an additional 23,000 hours of community service benefiting over 150 various organizations and entities.
Treasurer’s Report for year ending December 31, 2016. Submitted by Leonard Malin, Council Treasurer. Good stewardship of Scouting’s resources is a practice of the Montana council. The Council Finance Committee and Executive Board ensure that Scouting dollars are used wisely. This financial report for 2016 corroborates the sound fiscal management of the council. Expenses and income items are closely monitored in comparison to amounts budgeted. This report was prepared from the preliminary trial balance and is subject to audit adjustments.

### PUBLIC SUPPORT
- **$10,303** United Way
- **$585,005** Investment in Character and Leadership
- **$2,331** Special Events (Net)
- **$604,424** Popcorn Sales (Net)
- **$18,071** Foundations & Grants
- **$1,098,517** Other Contributions

#### TOTAL PUBLIC SUPPORT
**$2,318,651**

### REVENUE
- **$142,618** Investment Income
- **$545,377** Camping (Gross)
- **$149,434** Activities & Programs (Gross)
- **$146,510** Other Income

#### TOTAL REVENUE
**$3,302,590**

### EXPENSES
- **$1,454,017** Employee Salaries
- **$240,830** Employee Benefits
- **$108,443** Payroll Taxes

#### TOTAL EMPLOYEE COMPENSATION
**$1,819,852**

### OTHER EXPENSES
- **$135,899** Professional Fees
- **$363,138** Supplies
- **$38,290** Telephone
- **$29,844** Postage & Shipping
- **$133,041** Occupancy
- **$35,645** Rental & Maintenance of Equipment
- **$48,691** Printing & Publications
- **$212,684** Travel
- **$41,640** Conferences & Meetings
- **$3,319** Specific Assistance to Individuals
- **$39,585** Recognition Awards
- **$13,395** Interest Expenses
- **$37,532** Charter & National Service Fees
- **$53,970** Insurance
- **$79,364** Other

#### TOTAL OTHER EXPENSES
**$3,085,889**

### UNRESTRICTED NET ASSETS

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>January 1, 2016</td>
<td><strong>$132,286</strong></td>
</tr>
<tr>
<td>Change in Net Assets from Operations</td>
<td><strong>$216,701</strong></td>
</tr>
<tr>
<td>Transfers (capital projects, endowment)</td>
<td>$(129,283)</td>
</tr>
<tr>
<td>December 31, 2016</td>
<td><strong>$219,704</strong></td>
</tr>
</tbody>
</table>

Treasurer’s Report for year ending December 31, 2016. Submitted by Leonard Malin, Council Treasurer. Good stewardship of Scouting’s resources is a practice of the Montana council. The Council Finance Committee and Executive Board ensure that Scouting dollars are used wisely. This financial report for 2016 corroborates the sound fiscal management of the council. Expenses and income items are closely monitored in comparison to amounts budgeted. This report was prepared from the preliminary trial balance and is subject to audit adjustments.

*Includes seasonal summer camp staff
HOW SCOUTING IS FUNDED
Expenses for local Scouting are shared by five entities: Scouts, their units, chartered partner organizations and their local communities, the Montana Council, and the BSA national organization.

WHERE MONTANA COUNCIL FUNDS GO
The Montana Council financially supports its Scouting Units in many ways. We purchase program and training supplies for youth activities the council sponsors. We maintain 5 camp properties and staff them as well as four council service centers. We also provide insurance, maintain membership records, pay salaries and benefits to employees and provide training and resources to volunteers.

Investment in Character and Leadership (ICL): This annual fundraising campaign welcomes contributions from anyone interested in supporting Scouting through the Montana Council. For your convenience, ICL pledges may be made and paid at specific intervals throughout the year. Please contact Jory Dellinger, Chief Development Officer at 406-926-1810 to contribute or if you have any questions about the program.

Montana Council Special Events: Exciting events like our annual Montana Experience fly fishing adventure, golf tournaments, sporting clays, celebratory meals, etc. provide excellent opportunities for you to spend quality time with customers, friends and colleagues, and support Scouting throughout Montana. Please visit montanabsa.org for the latest “Special Events” details.

President’s Circle: Annual donations of $1,000 or greater are categorized as President’s Circle members. Donors at this level are recognized in our Team 315 Report, convention, council offices and are invited to the President’s reception – a gathering of key donors and supporters during our Annual Convention.

HOW YOU CAN HELP
- PURCHASE products from Scouts (popcorn, etc.)
- DONATE to Investment in Character and Leadership
- PARTICIPATE in special events
- DONATE to the Endowment Fund

ENDOWMENT FUND OF THE MONTANA COUNCIL
The purpose of this carefully invested fund is to not spend the principal. The interest earned is transferred into the operating fund each year to help finance local Scouting programs. Our endowment fund continues to grow and it is our goal to ultimately fund 25% of our annual operations from interest gained on our endowment fund. With your help, we can continue to grow this crucial funding source. Donations are categorized and recognized as follows.

James E. West Fellowship: This national award, name after the first Chief Scout Executive of the Boy Scouts of America, recognizes those who contribute $1,000 or more in cash or securities to the Montana Council Endowment Fund. Donors may make cumulative gifts to reach Bronze, Silver, Gold and Diamond Levels.

- BRONZE: $1,000+
- SILVER: $5,000+
- GOLD: $10,000+
- DIAMOND: $15,000+

Second Century Society: Gifts of $25,000 or more restricted to the council’s endowment recognize you as a Second Century Society member. These gifts may be pledged over 5 years and are cumulative in nature.
MONTANA COUNCIL OFFICERS
Council President: Chuck Eubank
Council Commissioner: Tom Russell
Scout Executive/CEO: Gordon Rubard
Treasurer: Leonard Malin
Legal Counsel: Karl Rudbach
Immediate Past President: Ray Wahlert

DISTRICT CHAIRS
Badlands: Justin Cross
Bitterroot: Jim Douglas
Black Otter: Greg Wing
Buffalo Plains: Earlene Carney
Central: Ed Hanson
Hi-Line: Bill Lanier
Lewis & Clark: Greg Pinski
Mountain Valley: Elizabeth (Betsy) Eubanks
Mullan Trail: Jack Walton
Northwest: Todd Gardner
Nu-Ooh-Ska: Open
Prickly Pear: Lauren Brown
Shortgrass: Kevin Oster
Silvertip: Roger Romero
Vigilante: Michael Hammer
OA Lodge Chief: John Brault

COUNCIL VICE PRESIDENTS
& EXECUTIVE COMMITTEE
VP Administration: John Manz
VP Boy Scouts: Tom Burkhart
VP Cub Scouts: Kerry Ketchum
VP Development: Dirk Visser
VP District Operations (Central): Brant Bailey
VP District Operations (Eastern): Kim Bortz
VP District Operations (Western): David C. Gray
VP Finance: Greg Beach
VP Marketing: Tony Schoonen
VP Membership: Kurt Krueger
VP Program: Paul Tiede
VP Public Relations: Mary Matelich
VP S.T.E.M.: Tom Evans
VP Training: Cory Keith
VP Venturing: Kellie Gardner
VP LDS Relations: Spencer Zaugg

Committee Members:
Steve Bowen, David Brown, Woody Germany,
Marshall Gingery, Scott Jourdonnais, Randy Keith,
Lyle Knight, Frank McAllister, Fr. Leo McDowell,
David Nash, Elmer Palmer, Jack Sherick,
Aaron Weissman
MISSION STATEMENT
The Mission of the Boy Scouts of America, Montana Council is to prepare young people to make ethical and moral choices over their lifetimes by instilling in them the values of the Scout Oath and Law.

VISION STATEMENT
The Boy Scouts of America, Montana Council will prepare every eligible youth in Montana to become a responsible, participating citizen and leader who is guided by the Scout Oath and Scout 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 and reverent.