

March 25, 2009

H. Ray Franks  
East Carolina Council Boy Scouts of America  
PO Box 1698  
Kinston, NC 28503

Dear Ray:

Thank you for submitting a 2009-2011 Request for Funding to the United Way of Pitt County. I am sorry to inform you that your proposal for Boy Scouts, Cub Scouts and Venturing was not selected for funding. Each of the four Investment Teams had \$225,000 to invest in community programs. They made recommendations based on the following criteria:

- Collaboration ~ Agencies are expected to coordinate their programs with other agencies so that resources are maximized and duplications are minimized.
- Lasting Community Impact ~ Programs must demonstrate their ability to create lasting community change to community conditions as outlined in the Community Action Plan.
- Date Driven ~ Agencies must produce measurable outcomes that indicate their progress in addressing community conditions.

Volunteers for the Preparing Children and Youth Investment Team felt your program proposal did not demonstrate lasting community impact and had minimal community collaboration. If you would like the opportunity to discuss this further, please contact Lindsey Brown at [lbrown@uwpcnc.org](mailto:lbrown@uwpcnc.org) or (252) 758-1604, ext. 209.

Sincerely,



Linda Hofler  
CAP Cabinet Co-Chair



Brian Miller  
CAP Cabinet Co-Chair



## **United Way of Pitt County**

2009-2011

### Request for Proposals

#### Mission

To mobilize resources and leadership to build a stronger community.

#### Vision

Champions of our community, empowering people and improving lives.

## Key Dates: RFP Process

November 3, 2008 Request for Proposal (RFP) packet issued  
November 3, 2008 RFP available at [www.uwpcnc.org](http://www.uwpcnc.org), click on Community Action Plan  
December 4-18, 2008 RFP Training  
December 4 & December 10 Logic Model Training  
January 30, 2009 Deadline for electronic Proposal submission  
January 30, 2009 Deadline for printed copies of the proposal & required attachments  
February 2009 – March 2009  
Vision Councils Review RFP's and makes recommendations to Community Action Plan Cabinet.  
Community Action Plan Cabinet reviews Vision Council recommendations and makes recommendations to BOT  
Board reviews and approves 2009 Funding  
3<sup>rd</sup> week in March – Award Notification  
4<sup>th</sup> Week in March - Appeal Deadline  
April 1<sup>st</sup> 2009 1st year of funding begins

## Key Dates: Training

Registration: Accepted on a first-come basis beginning November 3<sup>rd</sup>, 2008. Visit [www.uwpcnc.org](http://www.uwpcnc.org), click on Community Action Plan then click on the link "Register for training."

Basic Sessions	Tuesday, December 9, 2008
Two-hour training for those who have received funding from the United Way of Pitt County in the past year.	Thursday December 11, 2008
	Tuesday, December 16, 2008
	Thursday, December 18, 2008

Extended Sessions	Monday, December 8, 2008
Three-hour training for those who are seeking first time funding from the United Way of Pitt County.	Monday, December 15, 2008

Logic Model  
Three-hour training designed to provide an introduction to the logic model and its use in program outcome measurement. This is a beginner course and is recommended for those who have no training on United Way's logic model and framework.

Thursday, December 4, 2008

Wednesday, December 10, 2008

**United Way of Pitt County** invests resources to address the most important needs in our community by partnering with new and existing programs that produce measurable and lasting results. Our mission is to mobilize resources and leadership to build a stronger community.

## Community Action Plan

### Background

Every year, the United Way of Pitt County (UWPC) conducts an annual campaign to generate fiscal resources to reinvest in our community. Undesignated contributions raised during United Way's 2008 annual campaign are invested through the Community Action Plan.

The Community Action Plan is a two-year funding process with five key components:

1. Data Driven
2. Collaboration
3. Accountability
4. Lasting Community Impact
5. Volunteer Driven

United Way is grateful for the many contributions and support of individuals, businesses and organizations to the residents of Pitt County.

In 2005, UWPC commissioned East Carolina University to conduct a community-wide needs assessment. The result of that work, Pitt County Voices, outlined issues the community identified as critical. The community needs assessment coincided with the development of UWPC's 2006-09 strategic plan, defining its future direction and focusing on four core strategic goals:

Goal 1: Develop a Community Action Plan around key, prioritized community issues.

Goal 2: Increase resources available to address the community needs identified in the Community Action Plan.

Goal 3: Build supportive, lasting relationships with the community.

Goal 4: Align all organizational resources in support of UWPC's mission and Community Action Plan.

UWPC's Board of Trustees recognized organizational transformation was necessary to develop a Community Action Plan. In the summer of 2006, a Steering Committee was formed to develop an outline for the Community Action Plan and a way to align UWPC's structure and processes. After initial assessment and research was conducted, community leaders and service providers were invited to a one-day planning retreat in November 2006 to review the research and approve the outline. Over a period of time, UWPC in collaboration with a broad range of community partners has embarked on an effort to create a community plan that will focus on the community's most urgent needs and set visions and measurable goals that will lead to lasting positive change in the community.

The Community Action Plan is a living document and is reviewed and updated on a regular basis.

## Data Driven

One of the first steps in developing the Community Action Plan was to understand Pitt County's strengths, challenges and most pressing issues. This was done by:

- 1) gathering primary data from community surveys,
- 2) reviewing statistical data and
- 3) collecting qualitative data by engaging in focus groups and community discussions.

The Steering Committee has used a variety of data sources of information in an effort to get a broad view of the community. Data sources included the 2005 Pitt County Voices and the Eastern North Carolina Regional Index 2006, and statistical data from the NC Office of Research and Statistics, Census Bureau and other reliable sources.

The 2009 and 2010 Priority Funding Areas are a result of this extensive community data and evaluated on how United Way funds could achieve the greatest impact on the Pitt County community.

## Collaboration

The Community Action Plan process is collaborative. Agencies are expected to coordinate their programs with other agencies so that resources are maximized and duplications are minimized.

## Accountability

The Community Action Plan holds agencies accountable. Partner Agencies provide semi-annual performance reports detailing program outcomes and indicating how United Way dollars were used to impact the community. Programs may have funding reduced or discontinued if they fail to meet the basic requirements. All agencies that apply as part of a larger collaborative may be asked to submit financial information.

### Semi-Annual Reporting Requirements

- Program Demographics
- Interim Progress Report (Progress on program outcomes/indicators)
- Non-financial recommendations and /or contingencies

### Additional Annual Reporting Requirements

In addition to the above documents, annual reports must also include the following:

- Annual Audit (including Management Letter)
- 990 if required by the Federal Government
- Annual Report (performance report on program outcomes/indicators to include how United Way dollars were used and their impact)
- Copy of most recent Board of Directors roster

## Lasting Community Impact

The Community Action Plan is a process designed to create a lasting community impact by monitoring and measuring program outcomes and the impact on the Pitt County community.

## Volunteer Driven

The Community Action Plan is driven by volunteers. Funds are invested in the community by teams of volunteers known as Vision Councils. The councils are organized around the four key focus areas – Building a Safe and Healthy Community, Caring for Neighbors in Crisis, Fostering Financial Stability Leading to Independence, and

Preparing Children and Youth for Life Success. The Vision Council members are educated about the needs of their targeted population and the services available to that population. The councils are supervised by the UWPC Community Action Plan Staff and the Community Action Plan Cabinet. (CAP Cabinet) The CAP Cabinet is a volunteer board which establishes funding priorities based on community data, apportions funds among Vision Councils and continuously evaluates the Community Action Plan process.

# Breakthrough Opportunity

Parallel to the Community Action Plan process, the United Way of Pitt County is investing 10 percent of the 2008 campaign funds (undesigned funds generated through the annual campaign) to Breakthrough Opportunities, and will annually determine the amount of funds available. UWPC will encourage partnerships with agencies and other organizations that meet the requirements for funding under the Breakthrough Opportunity guidelines. Additional information regarding this funding can be obtained on line at [www.uwpcnc.org](http://www.uwpcnc.org), click on Community Action Plan and then Breakthrough Opportunity.

Community Action Plan  
Core and Impact Funding  
Request for Proposal  
2009-2011

Before proceeding with the RFP process, programs must ensure that they are eligible to receive United Way funding. Listed below are organizational and program requirements.

**Organizational requirements**

- Proposals are accepted only from non-profit, health and human service organizations which meet the requirements of the Internal Revenue 501(c)(3) code.
- Agency must be governed by a nonsectarian, voluntary Board of Directors, consisting of members of the general community. There must be at least 10 board members.
- Agency must have been in existence for at least two years at the time of the application submission.
- Agency must have a license to solicit in North Carolina or be exempt under state law.
- Agency must provide services in Pitt County.
- Agency must operate in accordance with state and federal laws, including, but not limited to, all laws enforced by the U.S Equal Employment Opportunity Commission (EEOC), the Elliott-Larson Civil Rights Act and the North Carolina Handicappers' Civil Rights Act.
- Agency must be in compliance with the Patriot Act.
- Agency must have bylaws and articles of incorporation.
- Agency must have a strategic plan.
- Agency must have a clear and understandable system of accounting, with monthly financial statements; and must be able to submit, on an annual basis, copies of its most recent audit and IRS Form 990 (if appropriate).
- Agency must demonstrate a program outcome measurement system and also demonstrate plans for collecting and measuring local data.

Minimum Request for Funding for a Single Program

The minimum request for funding is \$1,000

Maximum Request for Funding for a Single Program

Up to 60 percent of total agency operating budget. Exceptions must be approved by CAP Cabinet and UWPC Board of Trustees.

Types of Expenses to Include

Requests should be based on actual program expenses and demand for services (it does not include in-kind services or contributions).

### Funding Cycle

UWPC will consider proposals for a one or two year cycle.

#### One-Year Funding

All responses to this RFP should be for one year of program funding starting April 1, 2009 to March31, 2010.

#### Two-Year Funding

Programs funded under this RFP will receive an annual amount over the two-year period April 2009 to March 2011. Annual program investments and subsequent decreases in funding are based on program effectiveness, organizational capacity, collaboration, ability to meet United Way's recommendations and reporting requirements and the amount of funding available for the Community Action Plan through the annual campaign.

#### Available Funding

Ultimately, the dollars available through the Community Action Plan process are determined by contributions that donors make to the Community Action Plan Fund (undesignated funds generated through the annual campaign). Funds designated for a specific agency will be included as part of their total dollars awarded to a program through the Community Action Plan process.

## General Instructions

*Proposals must be received by the United Way of Pitt County no later than 5:00 p.m., January 30, 2009; NO proposals will be accepted after that time.*

- Your organization must provide one original copy of the entire proposal, including attachments, to the United Way of Pitt County office by 5 p.m. on January 30, 2009.
- You must also provide an electronic copy of the proposal by 5 p.m. on January 30, 2009, by emailing [lbrown@uwpcnc.org](mailto:lbrown@uwpcnc.org). *Do not include the documents requested in the Organization's Supplemental Information, in your electronic copy.*
- Include the proposal checklist with your funding request.
- Please use the format provided when completing the proposal. This will provide the necessary consistency in appearance and length of each application and to assist volunteers in making fair evaluations.
- You may duplicate, but do not alter the forms.
- Applications must be typed and single-spaced.
- Answer the questions in the proposal as thoroughly and concisely as possible. Organizations may be asked to present supplemental information or for a formal presentation.
- Applications that are not completed as instructed may be disqualified from the process.
- Refer to the Investment Criteria before you begin your proposal. This is an outline of the criteria used by the Vision Councils to evaluate program proposals.
- *If you have ANY questions, please call Lindsey Brown at (252) 758-1604, ext. 209 or email at [lbrown@uwpcnc.org](mailto:lbrown@uwpcnc.org).*

## Proposal Checklist

- Checklist
- Program Proposal Face Sheet (signed)
- *Organization's Supplemental Information (Include in hard copy only. Do not attach these documents to your electronic report)*
  - *Strategic Plan*
  - *Meeting minutes from last four (4) board meetings*
  - *Board of Directors' roster*
  - *IRS form 990*
  - *Audited or reviewed financial statements*
  - *Copy of current NC Solicitation License or Exemption Letter*
  - *Proof of tax exempt status (IRS 501©3)*
  - *Agency by-laws*
  - *Articles of Incorporation*
- Priority Funding Area Alignment
- Vision Council Target Outcome Alignment
- Program Narrative
- Program Logic Model
- Logic Model Framework
- Copy of measurement tool
- Program Demographics
- Program Budget
- Agency Budget

- Agreement with Partner Agencies (signed)

## Program Proposal Face Sheet

Agency name: East Carolina Council Boy Scouts of America

Executive Director: H. Ray Franks

Address (principle/administrative office): PO Box 1698

City/State/Zip: Kinston, NC 28503

Phone Number: 252-522-1521 E-mail Address: rfranks@bsamail.org

Website Address (if applicable): www.eccbsa.org

Agency Mission Statement:

The mission of the BSA is prepare young people to make ethical and moral choices over the course of their lifetime by instilling in them the values of the Scout Oath and Law.

Program Name: Boy Scouts, Cub Scouts, and Venturing

Contact person: Michael Hesbach Title: District Director

Phone number: 252-413-9778 E-mail Address: mhesbach@bsamail.org

Board Chairman: Herman Gaskins

Phone number 252-975-2602 E-mail Address heg@gaslaw.net

*\* APPLICATION DEADLINE –January 30, 2009\**

The attached proposed budget for FY 2009-2010, with a request of \$50,000 was approved by the organization's Board of Directors on Jan 6, 2009.

(date)

The proposal provides full and fair disclosure of all revenue and expenditures of the organization. We understand submission of a proposal through the RFP process does not assume funding. In the event we are funded, we agree to adhere to the Partner Agency Agreement and related reporting requirements.

---

---

Board President or Chairperson\* (sign & date)

---

Executive Director\* (sign & date)

## Organization's Supplemental Information

*Please note: The documents requested on this page are to be included only in the hard copy of your report. The questions should be answered in a narrative format.*

### I. Organization Summary

1. Does your organization have a strategic or long-range plan? \* Yes  No  
If "no," please explain.
- 

2. How is your organization's mission and strategic plan furthered by this program? Our plan focuses on providing more infrastructure and facilities to provide more program resources.

3. *Please attach a copy of the agency's strategic plan.*

### II. Governance

1. How often does the board meet? (e.g. monthly, quarterly, etc.) 6 times/year

2. *Please attach the meeting minutes from your organization's last four (4) board meetings.*

3. *Attach a list of the board of directors' names, addresses, employment and phone numbers.*

### III. Financial Management

1. Describe all significant changes in funding within the last three years, and the detailed impact of these changes on organization/program operations.

The East Carolina Council has not had significant funding changes in the last three years.

2. *Provide a copy of the agency's most recent 990.*

3. *Provide most recent reviewed or audited financial statements.*

### IV. Other

1. Please list any other notes of interest (organization meetings, best practices, publications, awards, licenses, accreditation, etc.).

## Priority Funding Area Alignment

Identify the Priority Funding Area(s) you think this program most closely aligns with. If the program aligns with more than one priority funding area, rank them by placing a 1 next to the primary area, 2 next to the secondary area, etc. *The focus area(s) identified here must be reflected in your program's logic model.*

### Preparing Children and Youth for Life Success

- Preschool Preparedness
- Youth Development
- Parenting and Family Dynamics

### Building a Safe and Healthy Community

- Family Violence & Abuse
- Unsafe Neighborhood
- Inaccessible, Unaffordable Health Care (Mental & Physical)

### Fostering Financial Stability Leading to Independence

- Employment Skills Development
- Literacy
- Affordable Housing
- Money Management

### Caring for Neighbors in Crisis

## Vision Council Target Outcome Alignment

Identify the community outcome(s) with which this program most closely aligns. If the program aligns with more than one outcome, rank them by placing a 1 next to the primary outcome, 2 next to the secondary outcomes, etc. *The focus area identified here must be reflected in your program's logic model.*

### *Building a Safe and Healthy Community:*

*All people in Pitt County feel safe in their environment and have access to needed health services, including those that promote healthy lifestyles.*

\_2\_ All citizens are safe from directed physical and emotional harm in their environment.

All citizens of Pitt County will enjoy a safe and accessible community.

All citizens of Pitt County adopt and maintain healthy lifestyles and have access to appropriate and needed health services.

### *Caring for Neighbors in Crisis:*

*Individuals, families or organizations can effectively use the human services network and access services that respond to their basic needs.*

### *Fostering Financial Stability Leading to Independence:*

*Community residents are able to live independently, achieving their maximum potential through opportunities for education, employment, and affordable housing.*

Individuals and families have opportunities and skills to secure and maintain meaningful, living wage employment in Pitt County.

Adults in Pitt County will increase their comprehension and literacy levels.

Individuals in Pitt County will have access to affordable, safe and quality rental housing and will increase their rate of home ownership.

\_2\_ People in Pitt County will have the education and skills required to maintain lifelong economic independence.

### *Preparing Children and Youth for Life Success:*

*All youth are emotionally, physically, socially, and cognitively prepared to achieve his/her full potential to lead a productive and successful life.*

Participating children will enter kindergarten ready to learn.

\_1\_ Participating children will have the character, confidence knowledge and skills to make wise choices.

Participating families will provide a nurturing, stable environment to support the emotional, physical, social, and cognitive development in all youth.

## Program Narrative Outline

1. Briefly describe the program.

Scouting provides an age appropriate program from youth starting in the first grade through their 21<sup>st</sup> birthday. The three aims of Scouting are character development, fitness, and citizenship training. Scouts work within a local unit that is charter with a local partner as part of a collaboration to deliver the program to the community.

2. How does the program align with the Priority Funding Areas and the Vision Council Target Outcomes you have indicated on pages 7 and 8?

Scouting's aim to teach character development has been one of its aims since the program's inception. Other areas of emphasis included youth protection training for youth and leader, and the introduction of financial management.

3. Support the need for this program with community specific data and indicate the source of the data.

See Attached

4. What population(s) will this program serve? Estimate the number of individuals to be served during the program funding cycle.

The East Carolina Council serves 20 counties, however it is subdivided into 9 districts. Pitt District serves only the youth of Pitt County were 1,932 individuals in 2008

5. How will services be delivered?

The East Carolina Council works in collaboration with local agencies through the charter process to provide the Scouting program from 44 access points.

6. Collaboration/Coordination of Services:

- a) Are there other programs in the community that serve similar target populations or provide similar services?

Yes, the Boys and Girls Club of Pitt County and Little Willie Center serve the same target population, and we have collaborations with both organizations to deliver the Scouting programs to their members.

The Girls Scouts of America delivers a similar program, but the very nature of the program, they serve girls and we serve boys.

- b) How will you coordinate your program with other agencies or services so that resources are maximized and duplication is minimized?

The East Carolina Council has already partnered with the Little Willie Center and the Boys and Girls Club to avoid duplication of programs. We are currently exploring a program with the Police Athletic League. We will continue to look for charter partners at other qualified and accredited youth serving organizations.

- c) Please be specific and describe the role of each agency or service in this collaborative effort.

Below is a list of the businesses that the East Carolina Council collaborate with to provide the Scouting program.

Unit Type	Unit Type	Unit Type	Charter Organization
Boy Scout Troop	Cub Scout Pack	Venture Crew	St. Peters Catholic
Boy Scout Troop	Cub Scout Pack		Bethel Rotary
Boy Scout Troop	Cub Scout Pack		Cornerstone Baptist
Boy Scout Troop	Cub Scout Pack		Covenant United Methodist
Boy Scout Troop	Cub Scout Pack		Jarvis UMC
Boy Scout Troop	Cub Scout Pack		LDS Wards 1 and 2 Greenville
Boy Scout Troop	Cub Scout Pack		St. Timothy's Episcopal
Boy Scout Troop	Cub Scout Pack		Trinity FWB
Venture Crew			Grifton Vol. Fire Dept.
Venture Crew			J. H. Rose JROTC
Venture Crew			Pitt. Co. Sheriff's Dept

Venture Crew			Rotary Club
Learning for Life			Pactolus School
Cub Scout Pack			Ayden Grifton Kiwanis
Cub Scout Pack			Carolina Township VFD
Cub Scout Pack			Salem UMC
Cub Scout Pack			Boys and Girls Club Belvoir Unit
Cub Scout Pack			First Christian Church Grifton
Cub Scout Pack			First Christian Church Farmville
Cub Scout Pack			First Presbyterian
Cub Scout Pack			First United Pentecostal Church
Cub Scout Pack			Hollywood Presbyterian
Cub Scout Pack			Little Willie Center
Cub Scout Pack			Peace Presbyterian
Cub Scout Pack			St. James UMC
Cub Scout Pack			Winterville Baptist
Explorer Post			City of Greenville Fire Dept
Explorer Post			Greenville Police Department
Boy Scout Troop			Ayden Rotary Club
Boy Scout Troop			Grifton Lions
Boy Scout Troop			Mt. Calvary FWB
Boy Scout Troop			Pitt County Shrine Club
Boy Scout Troop			Rotary Club
Boy Scout Troop			St. James UMC
Boy Scout Troop			Tarheel Education Association
Boy Scout Troop			The Memorial Baptist Church

In addition Scouting collaborated with the Food Bank of Eastern North Carolina to run food drives, Pitt County Schools to recruit youth and construct outdoor furniture, and with the Community Shelter where Scouts made 96 beds to expand the shelter.

Eagle Scout Projects where youth collaborate with a community organization to provide a service work to allow them to fulfill their mission.

Nicholas Brown – Build a meditation trail for a church camp.

David Landry – Refurbish the music room at Jarvis United Methodist Church.

Mathew Veneski – Build and install eight (8) benches for Northwest Elementary School

Jason Workman – Build and install five (5) wood duck boxes at River Park North.

Brandon Taylor - Build and install four (4) picnic tables at Elmhurst Elementary School.

David Song – Build and install five (5) benches at South Central High School.

Eborn Rawl – Build and install four (4) benches and two (2) large plant beds at Chicod School

Zachary Hough – Assemble 39 bunk bed units for the Greenville Community shelter

Matt Tripp – Improve the two courtyards between the hallways at D. H. Conley High School with three (3) benches each and improved plantings in both.

Nat Mansfield – Build compost bins and tool storage area for the Tar River University Neighborhood Association (TRUNA) to be used with the 14 garden plots.

Travis Dunn – Build four (4) benches for G.R. Whitfield School soccer field and plant five (5) trees and bushes in the court yard area.

Josh Griffin – Build six (6) picnic tables for Wintergreen Primary and Intermediate Schools.

7. Is this program modeled on a successful program somewhere else? If so, please elaborate.

Yes, the Boys Scouts of America is chartered by the United States of America Congress, and has provided the program to Eastern North Carolina for 99 years. We follow national guidelines that are replicated nationwide in 320 different councils serving over 3 million youth.

Include a Budget Narrative. Detail per line item how funds will be used. (Refer to the budget form on page 13 for line items). Describe your plans for leveraging other resources and becoming self-sustaining.

The Boy Scout's budgeting software was modeled on the United Way budget model. Our narrative is consistent with the narrative provided by the United Way.

The East Carolina Council in 2008 introduced new fundraising methods modeled after the style done in Pitt County and Rocky Mount to our other areas with great success. The success in those areas replaced funds lost through other revenue sources. The shift of a 2 year funding cycle will help the East Carolina Council budget in the future and allow us to be more prepared to respond to allocations less than anticipated.

The East Carolina Council is looking to grow the Wild Game Feast with the introduction of new sponsorship levels.



## Program Logic Model

Agency: East Carolina Council Program: Scouting (Cub Scout, Boy Scout, and Venturing)

Inputs	Activities	Outputs	Initial	Intermediate	Long-term
MONEY	CUB SCOUTING	Cub Scouting	Cub Scouting	The youth interact as a group called a den and learn teamwork.	Scouts from Pitt County will learn basic skills required to maintain lifelong economic independence.
STAFF	Den Meeting	Each Cub Scout/Webelos Scout would average 30 weekly den meetings.	Advancement program encourages youth to spend quality time with their families.	Scouts learn life skills including first aid, personal hygiene, citizenship, and good nutrition through components of the advancement program.	Scouts will have the character, confidence knowledge and skills to make wise choices.
STAFF TIME	Pack Meeting	30 hours	The youth learn about government services to include police, fire, and rescue.	Scouts learn life skills including first aid, emergency preparedness, and personal finance management through components of the advancement program.	
VOLUNTEERS	Scoutreach	Each Cub Scout/Webelos Scout participates in 10 monthly pack meetings.	Scouts perform service to the community.	Scouts learn life skills including first aid, emergency preparedness, and personal finance management through components of the advancement program.	The youth learn youth protection and child abuse awareness to recognize, resist, and report child abuse as a component of the advancement program.
VOLUNTEER TIME	Family Camping	10 hours	Scouts demonstrate Citizenship skills for rank advancement.		
RESOURCES	Day Camping	Participate in 3-5 outdoor experiences during the year with fellow members (6 hours each) 24 hours	Youth learn new hobbies and how to practice them safely.	Scouts learn leadership skills, teamwork, communications skills, and problem solving.	
FACILITIES	Chartered Organization Relationships	Participate in 3 district/council events during the year (Scout show, Good Turn, and service project). (6 hours each) 18 hours	Youth learn new hobbies and how to practice them safely.	Scouts learn leadership skills, teamwork, communications skills, and problem solving.	Youth participants learn various aspects of leadership, citizenship and communication within a group of their peers.
SUPPLIES	BSA Camps				
EQUIPMENT	Service Projects: Conservation	Boy Scouts			
	CUB SCOUTING	Each Scout attends an average 40 patrol meetings. (20 hours)			
	Youth Protection: It Happened to Me	Each Scout attends an			
	Child Abuse: Let's Talk About It				
	BOY SCOUTING				
	Patrol Meeting: Activities, Skills, Leadership Training				
	Troop Meeting: Demonstrations, Contests, Songs, and Ceremonies				
	Monthly Campout: Learning Adventure				

	<p>Summer Camp: Living Together and Learning</p> <p>Merit Badge Classes</p> <p>Drugs A Deadly Game: Youth Training and Awareness</p> <p>Chartered Organization: Working Partnership between Community Sponsor and Scouting</p> <p>Leave No Trace Camping Skills</p> <p>Youth Protection: Video Training</p> <p>High-Adventure Bases: High- Adventure Activities</p> <p>Service Projects: Service to Others Conservation: Programs and Awards</p> <p>Positive Adult Leadership</p> <p>VENTURING</p> <p>Crew meetings</p> <p>Monthly activity</p> <p>Yearly super-activity</p> <p>Leadership training</p> <p>BSA high adventure bases</p> <p>Drugs: A Deadly Game national youth training and awareness</p>	<p>average 40 troop meetings. (40 hours)</p> <p>Each Scout would attend an average of six campouts of 24 hours. (144hrs)</p> <p>Scout attends six days of summer camp.12 hours. (72 hours)</p> <p>Teaches sound environmental living. Eight hours per year.</p> <p>Community Service Projects min 10 hours per year per boy.</p> <p>Venturing</p> <p>Twice monthly Crew Meetings. (24 Hours)</p> <p>Monthly outings (144 Hours)</p> <p>Venture Officer' Association Meeting Monthly (12 Hours)</p>			
--	---	--	--	--	--

	Youth Protection Service projects Emergency preparedness Ethics in action				
--	--	--	--	--	--

<p style="text-align: center;">Outcomes: Initial, Intermediate, &amp; Long Term</p>	<p style="text-align: center;">Indicators (What is being measured?)</p>	<p style="text-align: center;">Measurement Source <i>Please attach a copy of the outcome measurement tool (i.e. survey, questionnaire, test, etc.)</i></p>	<p style="text-align: center;">Data Collection Method (How &amp; when do you collect data?)</p>

	<p>82.24% of Cub Scouts read the manual on youth protection and child abuse awareness and practiced scenarios, with their parents as required by the advancement program.</p> <p>82.24% of First Graders participated in activities with their adult partner that reinforced life skills, government services, and citizenship training which qualified the boys to earn the Tiger Cub Rank.</p> <p>75.2% of Second Graders participated in activities and demonstrated knowledge of life skills, government services, and citizenship training which qualified the boys to earn the Wolf Cub Scout Rank.</p> <p>77.60% of Third Graders participated in activities and demonstrated knowledge of life skills, government services, and citizenship training which qualified the boys to earn the Bear Cub Scout Rank.</p> <p>68.12% of Fourth and Fifth Graders demonstrated knowledge of life skills, government services, and citizenship training which qualified to boys to earn the Webelos rank and Arrow of Light Ranks.</p> <p>90% of Cub Scout Packs participated in Scouting for Food the National Good Turn that collected over 30,000 pounds of food for the Food Bank of North Carolina.</p> <p>65.87% of the Boys demonstrated aptitude in first aid skills, emergency preparedness, physical fitness, and citizenship skills by earning a rank advancement</p> <p>5.56% of Boys earned the Eagle Rank in 2008 requiring the scout to lead a service project.</p> <p>100% of Boy Scouts read the manual on youth protection and child abuse awareness and practiced scenarios, with their parents as required by the advancement program.</p> <p>By earning one or more merit badges 75.4 of Scouts demonstrated knowledge in; citizenship in the community, nation, and world, finger printing, emergency preparedness, family life, communications, cooking, first aid, personal fitness, personal management, swimming, and lifesaving.</p> <p>19% of Scouts demonstrated leadership skills, teamwork, communications skills, and problem solving by serving in a Troop leadership position as required in the Star, Life and Eagle ranks.</p> <p>100% of the youth in Crew 911 learned the importance of gang avoidance in the Sheriff's Office Venture Crew</p> <p>100% of youth of Crew 19 demonstrated teamwork and leadership citizenship by participating an ROTC summer camp in the JH Rose JROTC Venture Crew.</p>	<p>Unit Service Report</p> <p>Advancement reports</p> <p>Scouting for Food participation</p> <p>Quality Unit Application</p>	<p>Unit leaders fill out the Quality Unit Award worksheet</p> <p>Units register with the East Carolina Council to attend camp</p> <p>All rank advancements are recorded in the Council's ScoutNet database</p> <p>Unit Service projects are logged in the Council's ScoutNet database</p> <p>Membership is updated monthly in the Council's database</p>
--	--	--	--

## Logic Model Framework

## 2008-09 PROGRAM DEMOGRAPHICS

Unduplicated clients reported from 2008

Program: Scouting

Agency: East Carolina Council

Total Clients Served: 1932

Please record the number of clients served in each category:

See BSA Included Report

Age: 0-4: 2 5-9: 682 10-14: 528 15-17: 166 20-29: 16 30-39: 1

Unknown Age: 452

\_\_\_\_\_ Age data not collected

because \_\_\_\_\_

Gender: 1454 Male 27 Female 452 Unknown

\_\_\_\_\_ Gender data not collected

because \_\_\_\_\_

Race/Ethnic Background:

	Arab American
200	African American
1	Alaska Native
11	Asian/Pacific Islander
921	Caucasian/White
17	Latino
13	Multi-Racial
2	Native American

Note: The BSA report codes people who select 2 or more races as "other" 751 are unknown, because the race field is optional. 452 of the unknown are adult volunteers whose race is not tracked.

\_\_\_\_\_ Race/Ethnic Background data not collected

because \_\_\_\_\_

Living Location: Attach a list of the numbers of clients served by zip code and/or school district, or state why data is not collected \_\_\_\_\_

See attached: resident statistics are not kept for the 452 adult volunteers.

Income Status: \_\_\_\_\_ below poverty \_\_\_\_\_ 100%-200% poverty \_\_\_\_\_ above 200%

\_\_\_\_\_ Income data not collected because it has no bearing on who receives the Scouting Program.

*U.S. Census Bureau poverty threshold by family sizes– updated 02/05:*

Family size	1	2	3	4	5	6	7	8
Poverty	\$9,570	\$12,830	\$16,090	\$19,350	\$22,610	\$25,870	\$27,820	\$32,390
200%	\$19,140	\$25,660	\$32,180	\$38,700	\$45,220	\$51,740	\$58,260	\$64,780

Total agency budget \$ 1,983,050.00

What percentage is this program budget of the total agency budget? 11.083%

## Budget Narrative

### Revenue

1	United Way of Pitt County	Money allocated to you from this United Way
2	Other United Ways	Money allocated or paid to you directly from other United Ways
3	Other Foundation Grant 1	From private or corporate foundations
4	Other Foundation Grant 2	From private or corporate foundations
5	Other Foundation Grant 3	From private or corporate foundations
6	Contributions	From individuals or organizations
7	State Revenue / Grants	From the state
8	Federal Revenue/Grants	From the federal government
9	County Revenue / Grants	From the county
10	City Revenue / Grants	From the city
11	Special Events/Fundraiser/Sales to Public	Gross of expenses from the event Such as dinners, dances, bazaars, cookie, candy, and yard sales
12	Membership Dues	Amounts received from individuals or organizations
13	Program Service Fees	Paid by client or from non-governmental third parties for services rendered.
14	Administrative / Contract Fees	Any payment in return for agency's professional services
15	Investment Income	Earned income from securities held for long and short term investments such as from real estate, interest, and dividends
16	Legacies / Bequests	Received from wills or estates
17	Inter-Fund Transfer	From multi-year grant that is held as restricted till used or from a reserve or other board restricted fund
18	In Kind Support	Value of donated goods or services such as free rent, or donated food, or donated time. Do not count your volunteers time
19	Miscellaneous	Items not listed above and please explain
20	Total	Sum of all the above revenue

### Expenses

21	Salaries	Wages earned by employees (full or part-time), and temporary employees, other than consultants
22	Employee Benefits	Amounts paid and accrued by an employee. Such as health insurance, workman's comp., retirement, life insurance
23	Payroll Taxes	Taxes paid under federal, state, or local laws. Such as FICA ( employer's share ) Unemployment
24	Professional Fees and Contracts	Contract labor, Audit fees, Solicitation License, consultants, legal fees
25	Supplies	Office and program
26	Telephone	Local, long distance, cell, internet, pagers
27	Postage and Shipping	Stamps, shipping fees, freight
28	Occupancy ( Building and Grounds )	Maintenance, insurance (contents and general liability) mortgage rent and janitorial
29	Utilities	Electricity, heat, water
30	Insurance	Bonding, liability, directors and officers
31	Property and Equipment	Computers, office equipment, software
32	Rental and Maintenance of Equipment	Office equipment, computers, rentals and maintenance

33	Printing and Promotional	software maintenance, agency owned vehicles, fire ext. Brochures, annual reports, flyers, radio, TV, newspapers
34	Local Travel	Mileage expense for local driving, gas for agency owned vehicles
35	Local Meetings	Food, room rental, and beverages for local meeting and events
36	Conferences, Conventions, Meetings	Travel and lodging and tuition for out of town events
37	Specific Assistance to Individuals	Cost to the agency of assistance or services for a particular client, including assistance rendered by others at the expense of the agency. This includes: medical, dental, hospital fees and charges, homemaker services, Client and patient travel, food, shelter, clothing, and individual camperships
38	Payment / Dues to Affiliated Organizations	Dues paid to national / regional/ statewide organizations
39	Membership Dues	Dues paid to professional associations
40	Special Events/Fundraisers/Sales to Public	Expenses incurred during these types of events
41	In-Kind Expense	The costs of donated goods and services. Should equal line 18.
42	Miscellaneous	Items not listed above and please explain
43	Total	Sum of the above expenses

East Carolina Council, Boy Scouts of America

Tiger Cubs First Grade Program

	Jan 1 - Sep 30 Started Program	Jan 1 - Sep 30 Completed Program	Percentage
--	-----------------------------------	-------------------------------------	------------

Youth Protection	107	88	82.24%
------------------	-----	----	--------

**Life Skills**

1F complete a chore with adult partner	107	88	82.24%
1D Make a family Scrapbook	107	88	82.24%
1G Visit historic site with family	107	88	82.24%
3F Plan a fire escape plan and practice it	107	88	82.24%
3D Make a food guide pyramid	107	88	82.24%

**Citizenship**

2F Look at a map of your community with adult partner	107	88	82.24%
2D Practice Pledge of Alliegence	107	88	82.24%
2G Visit a police station	107	88	82.24%

This group graduated from program during the summer

East Carolina Council, Boy Scouts of America

Cub Scout Second and Third Grade Programs  
Ranks of Wolf and Bear

	Jan 1 - Sep 30	Jan 1 - Sep 30	
	Started Program	Completed Program	Percentage
Youth Protection	223	156	69.96%
W4B Tell what to do if someone wants to come in the house	125	94	75.20%
W4C Tell what to do when someone calls on the phone	125	94	75.20%
<b>Life Skills</b>			
W3A Chart your health habits for two weeks	125	94	75.20%
W3B Tell four ways to stop the spread of colds	125	94	75.20%
W3C Show what to do for a small cut on your finger	125	94	75.20%
W4A Post emergency phone numbers at your phones	125	94	75.20%
W4E List your chores and do for one month	125	94	75.20%
W5B Show how to use pliers	125	94	75.20%
W5C Identify a Phillips and a standard screw use them	125	94	75.20%
W5D Show how to use a hammer	125	94	75.20%
W8B Plan the meals for your family for a day using food pyramid	125	94	75.20%
W8C Fix one meal for your family help cook, set table, and clean up	125	94	75.20%
W11B Talk with your family about what they believe is their duty to God	125	94	75.20%
B9A Visit your local library and lookup old newspapers	98	62	63.27%
B9D Make a list of "junk foods" you eat and discuss with a parent	98	62	63.27%
B13B Setup a savings account	98	62	63.27%
B13C Keep a record of how you spend money	98	62	63.27%
B13D Pretend to buy a car with your family	98	62	63.27%
B13G Figure out how much it costs per meal	98	62	63.27%
<b>Citizenship</b>			
W2A Give the Pledge of Allegiance to the Flag and tell what it means	125	94	75.20%
W2B Lead your den in a Flag Ceremony	125	94	75.20%
W2C Tell how to care for a US Flag	125	94	75.20%
W2D tell about your state flag	125	94	75.20%
W2E learn how to raise a US Flag outside	125	94	75.20%
W2F Participate in an outdoor flag ceremony	125	94	75.20%
W2G Fold a US Flag with a partner	125	94	75.20%
W9C With an adult check your house for fire danger	125	94	75.20%
W9E Know the rules for bike safety	125	94	75.20%
B3A Write what makes America special to you	98	62	63.27%
B3G Display the US Flag at your home on 3 national holidays	98	62	63.27%
B6A Recycle 5lbs of glass or aluminum	98	62	63.27%
B7B Discuss crime prevention with a police officer	98	62	63.27%

East Carolina Council, Boy Scouts of America

Webelos Scouting Fourth and Fifth Grade Programs  
Two year cumulative program ranks of Webelos and Arrow of Light

	Jan 1- Sep 30	Jan 1 - Sep 30	
	Started Program	Completed Program	Percentage
Youth Protection	138	94	68.12%
<b>Life Skills</b>			
Comm10 Show how to take care of clothes	138	94	68.12%
Comm11 Plan meals for a week with family	138	94	68.12%
Read2 Explain what first aid is	138	94	68.12%
Read3 Know your emergency phone numbers	138	94	68.12%
Read4 Demonstrate the Heimlich maneuver and know use	138	94	68.12%
Read5 Know how to treat "hurry cases"	138	94	68.12%
Read6 Show how to treat for shock	138	94	68.12%
Read7 Show first aid for following (11 skills)	138	94	68.12%
Read9 Explain six rules for bike safety	138	94	68.12%
Read10 Explain bike safety equipment	138	94	68.12%
Read12 Explain the use of each item in a first aid it	138	94	68.12%
<b>Citizenship</b>			
Cit2 Know names of Pres, VP, and Gov.	138	94	68.12%
Cit3 Describe the Flag and give history	138	94	68.12%
Cit4 Describe our national holidays	138	94	68.12%
Cit5 Recite Pledge and give your own meaning	138	94	68.12%
Cit6 Tell how our National Anthem is written	138	94	68.12%
Comm8 Write an article for your newspaper	138	94	68.12%

East Carolina Council, Boy Scouts of America

Boy Scout Program

	Started Program on Jan 1	Completed Program	Percentage
New Boy Scouts that joined that were not Cub Scouts and completed youth protection training which is a joining requirement.	61	61	100.00%

The advancement program in the Boy Scout program builds in a succession of ranks starting at Scout Rank and ending at Eagle. Therefore all Scouts that have earned the Scout Rank have completed youth protection training. Data is not available as to the current rank of all registered scouts as the computer system can not generate the data, so overall percentages will be low as one scout can earn multiple merit badges and in some cases advance two ranks in one year.

Boy Scout Ranks awarded in 2005 in succession	Total Scouts as of 12/31/08	Badges Awarded	Percentage
Scout Rank	378	77	65.87%
Tenderfoot	378	39	45.50%
Second Class	378	25	35.19%
First Class	378	37	28.57%
Star	378	27	18.78%
Life	378	23	11.64%
Eagle	378	21	5.56%
Total		249	65.87%

Ranks Scout through First Class have the same set of requirements. Ranks after First Class require Scouts to earn Merit Badges, of which some are mandatory and some are elective for advancement we will look at both mandatory and elective merit badges in  
Illustration Boy Scouting 2

Life Skills	Rank
On your first campout assist in preparing and cooking a meal	Tenderfoot
Know how to tie a Two Half Hitches and Taut Line	Tenderfoot
Explain rules of safe hiking	Tenderfoot
Know why we use the buddy system	Tenderfoot
Identify local poisonous plants	Tenderfoot
Demonstrate the Heimlich Manuever	Tenderfoot
Show first aid for cuts, blisters, burns, stings, bites, nosebleed, frostbite, and sunburn	Tenderfoot
Know how to use a compass	Second Class
Know types of firewood and how to build a fire	Second Class
Know how to use a lightweight stove	Second Class
Show first aid for eye injury, punctures, severe burns, heat exhaustion, shock, dehydration, and temperature emergencies	Second Class
Demonstrate water rescue methods (reaching and throwing)	Second Class
Understand the effects of drugs, tobacco, and alcohol	Second Class
Plan and cook 3 meals on a campout	First Class
Know safe food handling procedures	First Class
<b>Citizenship</b>	Rank
Demonstrate how to raise, lower, and fold the US Flag	Tenderfoot
Participate in a Flag Ceremony	Second Class
Participate in a hour service project	Second Class
Visit a lawyer, judge, etc. and understand your Constitutional rights and obligations as a US Citizen.	First Class

East Carolina Council, Boy Scouts of America

Merit Badges

Merit Badges are required for rank advancements from ranks Star through Eagle. Those ranks listed as required must be earned for Scouts to attain the Eagle Rank. A total of 1043 merit badges were earned in 2008 or 2.76 per Scout.

<b>Badge (sample requirements will follow each badge)</b>	<b>Eagle Required</b>	<b>Number earned in 2008</b>	<b>Citizenship or Life Skills</b>
<b>Citizenship in the Community</b> Attend a town, city, or county supervisor meeting Do research on another charitable organization in the community	<b>Yes</b>	<b>11</b>	<b>Citizenship</b>
<b>Citizenship in the Nation</b> Discuss the Constitution and Bill of Rights with our Counselor Write a letter to your Congressmen on a national issue	<b>Yes</b>	<b>39</b>	<b>Citizenship</b>
<b>Citizenship in the World</b> Explain how a country's security, economy, and values relate to its national interest Explain international law and how it differs from national law.	<b>Yes</b>	<b>32</b>	<b>Citizenship</b>
<b>Fingerprinting</b> Make a set of fingerprints Understand how law enforcement uses fingerprints	<b>No</b>	<b>8</b>	<b>Citizenship</b>
<b>Emergency Preparedness</b> Identify the government or community agencies that normally handle and prepare for the emergency services Take part in an emergency service project	<b>Yes</b>	<b>24</b>	<b>Citizenship</b>
<b>Family Life</b> Discuss avoiding substance abuse Discuss a crisis situation within your family	<b>Yes</b>	<b>33</b>	<b>Citizenship</b>
<b>Communications</b> keep a log in which you describe your communication activities Write a five-minute speech. Give it at a meeting of a group	<b>Yes</b>	<b>25</b>	<b>Life Skills</b>
<b>Swimming</b> Be able to swim 100 yards using a variety of strokes Learn various rescue techniques	<b>Yes</b>	<b>62</b>	<b>Life Skills</b>
<b>First Aid</b> Describe the five signs of a heart attack Teach another Scout a first-aid skill selected by your counselor.	<b>Yes</b>	<b>69</b>	<b>Life Skills</b>
<b>Personal Fitness</b> Have your health-care provider give you a physical examination Have an examination made by your dentist.	<b>Yes</b>	<b>26</b>	<b>Life Skills</b>
<b>Personal Management</b> Prepare a budget reflecting your expected income (allowance, gifts, wages), expenses, and savings Pretend you have \$1,000 to save, invest, and help prepare yourself for the future. Explain to your merit badge counselor the advantages or disadvantages of saving or investing in each of the following:	<b>Yes</b>	<b>22</b>	<b>Life Skills</b>