

2018
CONSOLIDATED FINANCIAL STATEMENTS



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BOY SCOUTS OF AMERICA®

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AUDIT COMMITTEE
of the
Executive Board of the Boy Scouts of
America Francis R. McAllister,
Chairman
David Biegler Dennis H. Chookaszian Devang Desai

Report of Independent Auditors

To the Executive Board of the National Council of the Boy Scouts of America

We have audited the accompanying consolidated financial statements of the National Council of the Boy Scouts of America and its affiliates (the “National Council”), which comprise the consolidated statement of financial position as of December 31, 2018, and the related consolidated statements of revenues, expenses, and other changes in net assets, of functional expenses, and of cash flows for the year then ended.

Management's Responsibility for the Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on the consolidated financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the consolidated financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the consolidated financial statements. The procedures selected depend on our judgment, including the assessment of the risks of material misstatement of the consolidated financial statements, whether due to fraud or error. In making those risk assessments, we consider internal control relevant to the National Council's preparation and fair presentation of the consolidated financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the consolidated financial statements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the consolidated financial statements referred to above present fairly, in all material respects, the financial position of the National Council of the Boy Scouts of America and its affiliates as of December 31, 2018, and the changes in their net assets and their cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Substantial Doubt about the Company's Ability to Continue as a Going Concern

The accompanying consolidated financial statements have been prepared assuming that the National Council will continue as a going concern. As discussed in Note 1 to the consolidated financial statements, the National Council and certain of its affiliates filed a voluntary petition for Chapter 11 bankruptcy relief. The bankruptcy filing, reorganization proceedings and an overall negative net asset position at December 31, 2018, raise substantial doubt about the National Council's ability to continue as a going concern. Management's evaluation of the events and conditions and management's plans regarding these matters are also described in Note 1. The consolidated financial statements do not include any adjustments that might result from the outcome of this uncertainty. Our opinion is not modified with respect to this matter.

PricewaterhouseCoopers LLP

Dallas, TX
February 13, 2023

CONSOLIDATED STATEMENT OF FINANCIAL POSITION

As of December 31, 2018

(In thousands)

Boy Scouts of America

| Assets | |
|--|---------------------|
| Cash and cash equivalents | \$ 108,068 |
| Investments, at fair value including collateral for securities | |
| on loan of \$7,132 (Note 2) | 747,586 |
| Accounts receivable, less allowance of \$103 | 20,189 |
| Pledges receivable, less discount of \$12,516 (Note 4) | 56,214 |
| Other receivables | 1,618 |
| Gift annuities | 6,693 |
| Prepaid and deferred charges | 15,274 |
| Inventories, less provision for obsolescence of \$6,616 | 67,956 |
| Land, buildings, and equipment, net (Note 5) | 487,697 |
| Other | <u>14,958</u> |
| Total assets | <u>\$ 1,526,253</u> |
| Liabilities and Net Assets | |
| Accounts payable and accrued liabilities | \$ 45,856 |
| Gift annuities | 6,693 |
| Unearned fees and subscriptions | 93,314 |
| Notes payable including line of credit (Note 6) | 257,089 |
| Claims and other insurance reserves (Note 1) | 2,402,912 |
| Payable upon return of securities loaned (Note 2) | <u>7,132</u> |
| Total liabilities | 2,812,996 |
| Commitments and contingencies (Notes 1 and 8) | |
| Net assets: | |
| Without Donor Restrictions (Note 9): | |
| Controlling interest: | |
| General operations | (24,814) |
| Board-designated | <u>(1,710,026)</u> |
| Total without donor restrictions—controlling interest | (1,734,840) |
| Noncontrolling interest (Commingled Endowment LP) | <u>251,926</u> |
| Total without donor restrictions | (1,482,914) |
| Total with donor restrictions (Note 10) | <u>196,171</u> |
| Total net assets | <u>(1,286,743)</u> |
| Total liabilities and net assets | <u>\$ 1,526,253</u> |

The accompanying notes are an integral part of these consolidated financial statements.

CONSOLIDATED STATEMENT OF REVENUES, EXPENSES, AND OTHER CHANGES IN NET ASSETS

Year ended December 31, 2018

(In thousands)

Boy Scouts of America

| | Without Donor Restrictions (Note 9) | With Donor Restrictions (Note 10) | Total |
|---|--|--|----------------------|
| Revenues: | | | |
| Fees (Note 11) | \$ 123,709 | | \$ 123,709 |
| Supply operations—sales | 124,066 | | 124,066 |
| Cost of sales and expenses | <u>(106,043)</u> | | <u>(106,043)</u> |
| | 18,023 | | 18,023 |
| Magazine publication—sales | 10,967 | | 10,967 |
| Cost of production and expenses | <u>(12,894)</u> | | <u>(12,894)</u> |
| | (1,927) | | (1,927) |
| Contributions and bequests | 44,511 | \$ 33,399 | 77,910 |
| Other—including trading post sales | 17,638 | | 17,638 |
| Cost of sales and expenses | <u>(2,998)</u> | | <u>(2,998)</u> |
| | <u>14,640</u> | 0 | <u>14,640</u> |
| Total revenues before net investment income (loss)..... | 198,956 | 33,399 | 232,355 |
| Investment (loss) income, net of fees | <u>(14,630)</u> | <u>(7,811)</u> | <u>(22,441)</u> |
| Revenues, net | 184,326 | 25,588 | 209,914 |
| Net assets released from restrictions: | | | |
| Donor restrictions satisfied | <u>54,615</u> | <u>(54,615)</u> | |
| Expenses: | | | |
| Program services: | | | |
| Field operations | 46,518 | | 46,518 |
| Human resources and training | 13,078 | | 13,078 |
| Program development and delivery | 114,767 | | 114,767 |
| Program marketing | 9,589 | | 9,589 |
| World Scout Bureau fees | 1,522 | | 1,522 |
| Insurance programs—losses and costs (Notes 1 and 12) | 2,287,915 | | 2,287,915 |
| Premiums | <u>(14,365)</u> | | <u>(14,365)</u> |
| | <u>2,273,550</u> | | <u>2,273,550</u> |
| Total program services | <u>2,459,024</u> | | <u>2,459,024</u> |
| Supporting services: | | | |
| Management and general | 44,953 | | 44,953 |
| Fundraising | <u>5,646</u> | | <u>5,646</u> |
| Total supporting services | <u>50,599</u> | | <u>50,599</u> |
| Total expenses | <u>2,509,623</u> | 0 | <u>2,509,623</u> |
| Change in net assets—controlling interest | (2,270,682) | (29,027) | (2,299,709) |
| Change in net assets—noncontrolling interest (Commingled Endowment LP)..... | <u>22,805</u> | 0 | <u>22,805</u> |
| Change in net assets | <u>(2,247,877)</u> | <u>(29,027)</u> | <u>(2,276,904)</u> |
| Net assets, beginning of the year | <u>764,963</u> | <u>225,198</u> | <u>990,161</u> |
| Net assets, end of year | <u>\$ (1,482,914)</u> | <u>\$ 196,171</u> | <u>\$(1,286,743)</u> |

The accompanying notes are an integral part of these consolidated financial statements.

CONSOLIDATED STATEMENT OF FUNCTIONAL EXPENSES

Year ended December 31, 2018

(In thousands)

Boy Scouts of America

PROGRAM SERVICES

| | <u>Field Operations</u> | <u>Human Resources and Training</u> | <u>Program Development and Delivery</u> | <u>Program Marketing</u> |
|---------------------------------|-------------------------|---|---|--------------------------|
| Salaries | \$ 17,470 | \$ 6,047 | \$ 49,885 | \$ 3,423 |
| Benefits | 5,741 | 1,735 | 13,104 | 931 |
| Travel | 2,063 | 390 | 2,664 | 193 |
| Office expense and occupancy | 8,135 | 1,443 | 29,151 | 1,440 |
| Depreciation and amortization | 2,404 | 295 | 5,670 | 82 |
| Insurance losses and costs | | | | |
| Premiums | | | | |
| Net insurance programs | | | 0 | |
| Jamboree (world/national) | | | | |
| All other expenses | 10,662 | 3,086 | 74,326 | 3,397 |
| Allocated expenses ¹ | <u>43</u> | <u>82</u> | <u>(60,033)</u> | <u>123</u> |
| Total expenses | <u>\$ 46,518</u> | <u>\$ 13,078</u> | <u>\$ 114,767</u> | <u>\$ 9,589</u> |

PROGRAM SERVICES

| | <u>World Scout Bureau Fees</u> | <u>Insurance Programs</u> | <u>Product Sales Cost of Sales</u> | <u>Total Program Services</u> |
|---|------------------------------------|-------------------------------|--|-----------------------------------|
| Salaries | | | | \$ 76,825 |
| Benefits | | | | 21,511 |
| Travel | | | | 5,310 |
| Office expense and occupancy | | | | 40,169 |
| Depreciation and amortization | | | | 8,451 |
| Insurance losses and costs | | \$ 2,287,915 | | 2,287,915 |
| Premiums | | <u>(14,365)</u> | | <u>(14,365)</u> |
| Net insurance programs | | 2,273,550 | | 2,273,550 |
| Jamboree (world/national) | | | | 0 |
| Cost of goods sold – scout shop & trading post | | | \$ 55,517 | 55,517 |
| All other expenses | \$ 1,522 | | | 92,993 |
| Allocated expenses ¹ | | | <u>(55,517)</u> | <u>(115,302)</u> |
| Total expenses | <u>\$ 1,522</u> | <u>\$ 2,273,550</u> | <u>\$ 0</u> | <u>\$ 2,459,024</u> |

SUPPORTING SERVICES

| | <u>Management and General</u> | <u>Fundraising</u> | <u>Total Supporting Services</u> | <u>Total Expenses</u> |
|---|-----------------------------------|--------------------|--------------------------------------|-----------------------|
| Salaries | \$ 16,958 | \$ 2,534 | \$ 19,492 | \$ 96,317 |
| Benefits | 4,339 | 723 | 5,062 | 26,573 |
| Travel | 849 | 291 | 1,140 | 6,450 |
| Office expense and occupancy | 115 | 549 | 664 | 40,833 |
| Depreciation and amortization | 13,075 | 20 | 13,095 | 21,546 |
| Insurance losses and costs | | | | 2,287,915 |
| Premiums | | | | <u>(14,365)</u> |
| Net insurance programs | | | | 2,273,550 |
| Jamboree (world/national) | | | | 0 |
| Cost of goods sold – scout shop & trading post | | | | 55,517 |
| All other expenses | 12,168 | 1,397 | 13,565 | 106,558 |
| Allocated expenses ¹ | <u>(2,551)</u> | <u>132</u> | <u>(2,419)</u> | <u>(117,721)</u> |
| Total expenses | <u>\$ 44,953</u> | <u>\$ 5,646</u> | <u>\$ 50,599</u> | <u>\$ 2,509,623</u> |

¹ Certain expenses have been allocated to Supply operations, Magazine publications, and Program services. Supply operations and Magazine publications expenses are included with revenue on the statement of activities. The accompanying notes are an integral part of these consolidated financial statements.

CONSOLIDATED STATEMENT OF CASH FLOWS

Year ended December 31, 2018

(In thousands)

Boy Scouts of America

Cash Flows from Operations:

| | |
|---|------------------|
| Change in net assets | \$ (2,276,904) |
| Adjustments to reconcile change in net assets to net cash and cash equivalents provided by operations: | |
| Depreciation and amortization | 21,544 |
| Net realized and unrealized losses on investments | 40,397 |
| Interest and dividends reinvested | (1,038) |
| Contributions to the permanently restricted endowment | (162) |
| Contributions restricted for capital expenditures and debt service | (19,026) |
| Net losses on disposal of land, buildings, and equipment | 861 |
| Changes in assets and liabilities: | |
| Increase in accounts receivable | (2,827) |
| Decrease in pledges receivable | 6,810 |
| Decrease in other receivables | 1,338 |
| Decrease in inventories | 100 |
| Increase in prepaid charges/other assets/gift annuities | (8,531) |
| Increase in accounts payable/accrued liabilities/gift annuities | 3,889 |
| Increase in unearned fees and subscriptions | 48,067 |
| Increase in claims and other insurance reserves | <u>2,211,001</u> |
| Net cash and cash equivalents provided by operations | <u>25,519</u> |

Cash Flows from Investing:

| | |
|--|--------------------|
| Additions to land, buildings, and equipment | (26,723) |
| Proceeds from the sale of investments | 1,354,458 |
| Purchases of investments | <u>(1,347,708)</u> |
| Net cash and cash equivalents provided in investing activities | <u>(19,973)</u> |

Cash Flows from Financing:

| | |
|--|---------------|
| Net borrowing on line credit financing | 20,856 |
| Repayment of debt | (10,754) |
| Decrease in securities lending payable | (5,084) |
| Contributions from non-controlling interest | 49,040 |
| Distributions to non-controlling interest | (15,918) |
| Contributions to the permanently restricted endowment | 162 |
| Contributions restricted for capital expenditures and debt service | <u>19,026</u> |
| Net cash and cash equivalents provided by financing activities | <u>57,328</u> |

| | |
|--|-------------------|
| Increase in cash and cash equivalents | 62,874 |
| Cash and cash equivalents, beginning of the year | <u>45,194</u> |
| Cash and cash equivalents, end of year | <u>\$ 108,068</u> |

Supplemental Cash Flow Information:

| | |
|---------------------|----------|
| Interest paid | \$ 6,982 |
| Gifts-in-kind | 3,143 |

Notes to Consolidated Financial Statements *(\$ stated in thousands)*

Note 1. Organization, Bankruptcy Proceedings, Going Concern, Litigation and Summary of Significant Accounting Policies

The major activities of the Boy Scouts of America, National Council are providing local councils with program materials and support in the areas of membership growth, fundraising, communications, administration, insurance, employee benefits, investment management, and human resources. The National Council's activities also include merchandise sales, magazine publications, and the coordination of national events.

Consolidation. The consolidated financial statements combine the accounts and results of operations and activities of the National Council of the Boy Scouts of America and its affiliates (National Council): Learning for Life; the Learning for Life Foundation; BSA Asset Management, LLC (BSAAM); BSA Commingled Endowment Fund, LP (Partnership); the Boy Scouts of America National Foundation (the Foundation), NewWorld19, LLC; and Arrow WV, Inc (collectively the "Affiliates"). NewWorld19, LLC was formed in 2015 to host the 2019 World Jamboree with Asociación de Scouts Mexico, A.C. and Scouts Canada. Arrow WV, Inc. was formed in 2009 to develop the future home of the national Scout jamboree and a new high-adventure base, the Summit Bechtel Reserve (SBR). The National Council is the sole member of BSAAM, and BSAAM is the General Partner of the Partnership, whose limited partners consist primarily of the National Council and local councils. Thus, the National Council has a limited partner interest in the Partnership as well as a general partner interest as the sole member of BSAAM. As such, the financial statements include the consolidation of the Partnership's assets, liabilities, capital, and operations. The limited partner interest of the local councils in the Partnership is presented in the consolidated financial statements as a noncontrolling interest. Other results of operations and activities of local councils are not included. All significant intercompany transactions have been eliminated.

Petitions for Relief Under Chapter 11

On February 18, 2020 (the "Petition Date"), the National Council of the Boy Scouts of America, excluding the Affiliates, and Delaware BSA, LLC, formed in 2019 (together, the "Debtors"), filed voluntary petitions for relief under chapter 11 of title 11 of the United States Code, 11 U.S.C. §§ 101–1532 (the "Bankruptcy Code"). The Debtors' chapter 11 cases (collectively, the "Chapter 11 Cases") are being jointly administered under the caption *In re Boy Scouts of America and Delaware BSA, LLC*, Case No. 20-10343 (LSS), in the United States Bankruptcy Court for the District of Delaware (the "Bankruptcy Court"). Documents filed on the docket of, and other information related to, the Chapter 11 Cases are available free of charge online. The Debtors filed the Chapter 11 Cases to achieve two key objectives: (i) to equitably compensate abuse survivors who were harmed during their time in Scouting and (ii) to ensure that the National Council emerges from bankruptcy with the ability to continue Scouting's mission. Upon the filing of the Chapter 11 Cases, sexual abuse-related litigation against the Debtors was stayed and, based on subsequent orders of the Bankruptcy Court, the automatic stay was extended to stay Scouting-related sexual abuse litigation against local councils and chartered organizations.

The application of the accounting requirements of ASC 852 *Reorganizations, Overall*, which provides guidance for entities that have filed petitions in bankruptcy court, began upon the filing of the Debtors' voluntary bankruptcy petitions; however, due to the financial statement date being as of and for the year ended December 31, 2018 and prior to the Petition Date, the applications and disclosure required by ASC 852-10 are not included and the consolidated financial statements as of and for the year ended December 31, 2018. Also, as of December 31, 2018, no significant reorganization costs were incurred.

Filing of Proofs of Claim and Restructuring Plan

On May 26, 2020, the Bankruptcy Court entered an order establishing, among other deadlines, November 16, 2020, as the deadline for all holders of abuse claims and other claims to assert claims against the Debtors and approving certain procedures for the filing of claims in the Chapter 11 Cases. The Bankruptcy Court approved special procedures for providing notice to known and unknown survivors of Scouting-related abuse. Approximately 82,200 non-duplicative proofs of claim on account of sexual abuse, and 14,000 claims indirectly related or unrelated to sexual abuse, were filed against the Boy Scouts of America prior to the claims deadline.

Notes to Consolidated Financial Statements *(\$ stated in thousands)*

In order to globally resolve abuse claims against the Debtors and certain other parties in interest, the Debtors filed a plan of reorganization in the Chapter 11 Cases that establishes a settlement trust to compensate holders of abuse claims and provides for a channeling injunction of such abuse claims and nonconsensual third-party releases related thereto (as may be amended, modified, or supplemented, the “Plan”) Specifically, the Plan incorporates agreements and settlements with, among others, the Debtors’ secured lender, the official committees appointed to represent unsecured creditors and tort claimants in the Chapter 11 Cases, an ad hoc committee representing counsel of a majority of the holders of sexual abuse claims, an ad hoc committee representing the interests of the local councils, certain of the Debtors’ chartered organizations, and certain of the Debtors’ insurance companies. In return for contributions from or on behalf of certain of such settlement parties to the settlement trust established under the Plan for the benefit of abuse survivors, the Plan channels to the settlement trust abuse claims against the Debtors, related non-debtor entities, local councils, chartered organizations, settling insurance companies, and their respective representatives and provides for a coextensive nonconsensual release of such abuse claims related to acts prior to the Petition Date.

After a confirmation hearing that was contested by certain participants that spanned twenty-two days and included the submission of testimony and evidence and oral argument supporting confirmation of the Plan, the Bankruptcy Court issued an opinion on July 29, 2022, with respect to confirmation of the Plan (the “Confirmation Opinion”). The Confirmation Opinion did not confirm or deny the Plan, but the Bankruptcy Court approved the key elements of the Plan which included (a) the required contribution (as outlined below) of the National Council to a settlement trust to be established for the benefit of survivors in exchange for a release from all abuse claims arising prior to the petition date, (b) settlements with the local councils of any liability on the account of abuse claims arising prior to the petition date, (c) settlements with four of the Boy Scouts of America’s insurers, settlements with certain chartered organizations and releases described above. After the Debtors and the parties supporting the Plan made modifications to the Plan to conform to the rulings in the Confirmation Opinion, the Bankruptcy Court held subsequent hearings to consider such modifications. On September 8, 2022, the Bankruptcy Court entered an order confirming the Third Modified Fifth Amended Chapter 11 Plan of Reorganization (with Technical Modifications) for Boy Scouts of America and Delaware BSA, LLC (the “Confirmation Order”).

The required contributions specifically for the National Council to the settlement trust upon emergence from the bankruptcy include the following:

An undetermined amount of unrestricted cash and investments that is based on the emergence date timing and the amount of professional fees incurred by the National Council related to the bankruptcy. This amount is currently estimated at \$0 based on a February 2023 emergence date.

The National Council will contribute its owned artwork with a deemed value in the Plan of \$59,000. The owned artwork is not recognized as an asset in the Consolidated Statement of Financial Position at December 31, 2018.

Oil and gas mineral rights with a deemed value in the Plan of \$7,600. The oil and gas mineral rights being contributed are not recognized as assets at December 31, 2018.

An \$80 million 10 year note payable with fixed and variable principal payments, payable annually, and an interest rate of 5.5%.

A contingent obligation ranging from \$0 to \$100 million based on achievement of certain future membership thresholds. If these thresholds are met, local councils would reimburse the National Council for 25% of such amounts.

As of the date of the financial statement issuance, certain parties, including certain non-settling insurance companies and certain abuse survivors, have filed appeals of the Bankruptcy Court’s confirmation of the Plan with the United States District Court for the District of Delaware (the “District Court”). Except for one appeal filed by a *pro se* claimant, those appeals have been consolidated and will be considered by the District Court upon the conclusion of briefing by the parties. The effective date of the Plan is subject to certain conditions precedent, including the District Court’s affirmation of the Bankruptcy Court’s Confirmation Order and Confirmation Opinion. The Debtors anticipate that the effective date of the Plan will occur in 2023, however, there are no assurances that this timing will be achieved.

Notes to Consolidated Financial Statements *(\$ stated in thousands)*

Additional elements of the Plan which directly relate to the National Council as confirmed by the Confirmation Order include:

All liabilities of abuse occurring before the petition date are transferred to the settlement trust and liabilities for any other claims are extinguished for the treatment provided in the Plan, resulting in a significant decrease in the general reserve liability balance upon emergence.

New debt will be entered into by the National Council with the approximate amounts totaling approximately \$262,700 with JP Morgan (replacing the existing debt), the settlement trust note of \$80,000, and an intercompany loan from the Foundation of \$42,800, which will eliminate in the National Council's consolidated financial statements. In addition, the National Council will be obligated to pay prepetition unsecured creditors a total of \$25,000 in 4 semi-annual installments. The Boy Scouts of America will be subject to two financial covenants, a debt service coverage ratio and minimum liquidity. The Boy Scouts America will also be subject to average estimated debt service of \$39,000 per year based on these debt balances.

The National Council will be bound by the terms of the Plan and Confirmation Order related to youth protection.

Commitments and Contingencies - General Liability Insurance Program

The National Council had a general liability insurance program (GLIP) through the Petition Date. For the fiscal year ending December 31, 2018, the program is partially self-insured with deductible features as follows: \$1,000 per occurrence and a \$9,000 aggregate excess limit. The program is funded by payments received from the National Council, local councils, chartered units, and from investment income. Premiums received during 2018 for this program were \$13,723 and insurance losses, costs and provision expense were \$2,276,116. On the Consolidated Statement of Revenues, Expenses, and Other Changes in Net Assets, which includes the stated insurance losses and costs total, is \$11,799 of insurance losses and costs from other insurance programs. Similarly, \$642 is included in premiums revenue from other insurance programs.

As previously mentioned, on the Petition Date, the Debtors filed the Chapter 11 Cases as a result of both mounting numbers of lawsuits filed alleging sexual abuse as well as additional claims asserted for which lawsuits had not yet been filed. Filing for bankruptcy had the impact of staying pending abuse litigation. Subsequent to December 31, 2018, the date of these consolidated financial statements, and continuing during the Chapter 11 Cases to the date hereof, the number of alleged sexual abuse claims grew significantly due in part to the removal or expansion of the statutes of limitations on sexual abuse claims in certain states and the filing of claims in the Chapter 11 Cases and associated noticing and advertising of the claims-filing deadline in connection therewith. While the overwhelming majority of abuse claims became known subsequent to December 31, 2018, the vast majority of the incidents giving rise to the alleged claims occurred prior to December 31, 2018. ASC 450-20 *Liabilities* specifies that if a loss contingency was incurred prior to the date of the financial statements and the loss is probable and can be reasonably estimated, the loss contingency must be accrued as of the date of the financial statements even if knowledge of the claim arose after the balance sheet date but prior to the issuance of the financial statement.

As a part of the Plan confirmation process in the Chapter 11 Cases, an expert in estimating mass tort contingencies was hired to determine the aggregate valuation of abuse claims in connection with confirmation of the Debtors' Plan. The expert developed an estimated likely range of the aggregate value of abuse claims and concluded that the aggregate value as of the Petition Date was between \$2,400,000 and \$7,100,000 with the most likely range being \$2,400,000 to \$3,600,000. The Bankruptcy Court concluded in the Confirmation Opinion that the aggregate valuation of the abuse claims was most likely between \$2,400,000 and \$3,600,000. Under ASC 450-20, *Liabilities*, when the estimate of a probable loss contingency is a range of loss and no amount within that range is the best estimate, then the low end of the range should be recorded. Management evaluated the expert's analysis and determined that no amount within the range represented the best estimate of the probable loss. Accordingly, a loss contingency in the amount of \$2,400,000 was recorded as of and for the year ended December 31, 2018, resulting in an expense of \$2,167,636 being recorded as expense in 2018. The ultimate settlement of the claims through the execution of the Plan could differ materially from the amounts recorded.

Notes to Consolidated Financial Statements (*\$ stated in thousands*)

The approximately \$2,400,000 loss contingency recorded as of December 31, 2018 was estimated without consideration of the ultimate disposition of the claims through the Chapter 11 Cases, the allocation of such liability for such claims between the Boy Scouts of America, the local councils and chartered organizations, the amount of such claims that may be covered and reimbursed by insurance as that reimbursement cannot be accurately estimated, or the amount that the Debtors may be required to contribute to the settlement trust. Accordingly, the liability recorded does not represent the amount the Debtors may be required to pay to the settlement trust in the approved Plan but rather represents the estimated liability for sexual abuse related litigation that existed at December 31, 2018 taking into consideration all information known as of the date these consolidated financial statements were issued.

The GLIP contained \$114,900 of investments, receivables, other assets, and \$2,408,101 of liabilities and loss contingency for a net deficit of \$2,293,281 as of December 31, 2018. The net deficit of the GLIP is reported within board designated net assets in the accompanying Consolidated Statement of Financial Position. In addition, the National Council provided standby letters of credit totaling \$83,529 for the benefit of insurance companies in conjunction with the assumed deductible portion of the GLIP as of December 31, 2018 for all claims.

Notes Payable

As a result of the Chapter 11 Cases, the National Council is in default of substantially all of its debt agreements. However, the debt is not callable as it has been stayed through the bankruptcy proceedings.

See Note 6 for further discussion regarding the status of outstanding debt as of the financial statement date.

As of the date of issuance of the financial statements, no debtor-in-possession financing and/or exit financing has been obtained.

Going Concern

The accompanying financial statements have been prepared on a going concern basis which assumes continuity of operations and realization of assets and liquidation of liabilities in the ordinary course of business. As discussed in the preceding paragraphs, the Debtors filed voluntary petitions for chapter 11 relief, and appeals of the Plan, Confirmation Opinion, and Confirmation Order are pending in the District Court. The bankruptcy filing, reorganization proceedings and overall negative net assets at December 31, 2018 raise substantial doubt about the National Council's ability to continue as a going concern for a period of one year from the date that these financial statements were issued. These consolidated financial statements do not include any adjustments that might be necessary because of the outcome of these uncertainties including the effects of any plan of reorganization.

Long Lived Asset to Be Held or Used (Pre-Bankruptcy)

ASC 360, *Property, Plant, and Equipment*, indicates that long-lived assets within an asset group should be tested for recoverability whenever events or circumstances indicate that the carrying amount of the long-lived assets may not be recoverable. An asset or asset group is considered to be recoverable when the sum of the undiscounted cash flows expected to be generated from the asset or asset group is greater than its carrying amount. This analysis is the first step of the impairment test of long-lived assets. If an asset group is not recoverable based on the results of step one, the second step determines the extent of impairment, if any, by comparing the fair value of the asset group to its carrying amount. If the carrying amount of an asset group is recoverable (i.e., passes step one), the reporting entity is precluded from recognizing an impairment charge, even if the fair value of the asset group, or any individual asset within the group, is less than its carrying amount.

The National Council determined that the bankruptcy filing was a triggering event requiring assessment of whether the organization's gross future cash flows were sufficient to recover the carrying amount of its long-lived assets. Based upon management's analysis, the gross future cash flows are sufficient to recover the carrying value of the long-lived assets and therefore, no impairment was recognized as of December 31, 2018.

Notes to Consolidated Financial Statements *(\$ stated in thousands)*

Liquidity and Capital Resources

The National Council's primary sources of liquidity are cash on hand, cash flow from operations, accounts receivable primarily from local councils, pledge payments available for operations, endowment earnings from board designated funds and borrowings from debt facilities.

The National Council regularly monitors liquidity to meet its operating needs and other contractual commitments. As part of the National Council's liquidity management, it has a policy to structure its financial assets to be available as its general expenditures, liabilities and other obligations come due. In addition, the National Council invests cash in excess of operating requirements.

The table reflects the National Council's financial assets as of December 31, 2018, reduced by the amounts that are not available to meet general expenditures within one year of the statement of financial position date due to contractual restrictions or internal board designations:

| | <u>2018</u> |
|--|-------------------|
| Cash and cash equivalents | \$ 108,068 |
| Investments | 747,586 |
| Account receivable | 20,189 |
| Pledges receivable | <u>56,214</u> |
| Total Financial Assets | 932,057 |
| Noncontrolling interest | (251,926) |
| Endowment donor restricted | (99,581) |
| Pledges receivable due in greater than one year | <u>(52,775)</u> |
| Financial assets available to meet cash needs for general expenditures within one year | <u>\$ 527,775</u> |

The National Council continues to fund its operations subsequent to the balance sheet date and monitors liquidity and capital resources through the Chapter 11 Cases. Furthermore, the National Council has a board-designated endowment of \$107,576 as of December 31, 2018. As of the date of this report, no additional borrowings have been obtained to fund operations.

Statement of Cash Flows. For purposes of reporting cash flows, cash includes demand deposits with banks or financial institutions, on-hand currency, and other kinds of accounts that have the general characteristics of demand deposits. Cash equivalents include short-term investments with original maturities of three months or less but do not include short-term investment funds of third-party investment managers.

Estimated Fair Values of Financial Instruments. Financial instruments include cash, investments, accounts and pledges receivable, accounts payable, and debt. Cash, investments, accounts receivable, and accounts payable are deemed to be stated at their fair values.

Unconditional promises to give that are expected to be collected within one year are recorded at net realizable value. Unconditional promises to give that are expected to be collected in future years are recorded at fair value, which is measured as the present value of their future cash flows. The discounts on those amounts are computed using risk-adjusted interest rates applicable to the years in which the promises are received.

The National Council has adopted the fair value accounting guidance issued by the Financial Accounting Standards Board (FASB). Fair value accounting guidance establishes a hierarchy for inputs used in measuring fair value that

Notes to Consolidated Financial Statements (*\$ stated in thousands*)

maximizes the use of observable inputs and minimizes the use of unobservable inputs by requiring that the most observable input be used when available.

Observable inputs are used by market participants in pricing an asset or liability based on market data obtained from sources independent of the National Council. Unobservable inputs reflect the National Council's judgment regarding assumptions market participants would use in pricing an asset or liability based on the best information available in the circumstances. In instances where the determination of the fair value measurement is based on inputs from more than one level of the fair value hierarchy, the entire fair value measurement is classified within the hierarchy based on the lowest level of input that is significant to the fair value measurement in its entirety.

The hierarchy is measured in three levels based on the reliability of inputs:

- Level 1—Valuations based on quoted prices in active markets for identical assets as of the reporting date.
- Level 2—Valuations based on pricing inputs that are other than quoted prices in active markets, which are either directly or indirectly observable as of the reporting date. Observable inputs reflect the assumptions market participants would use in pricing the asset or liability and are developed based on market data obtained from independent sources.
- Level 3—Valuations are derived from other valuation methodologies, including pricing models, discounted cash flow models, and similar techniques. Level 3 valuations incorporate certain assumptions and projections that are not observable in the market and require significant judgment in determining the fair value assigned to such assets or liabilities.

Regarding Level 2, the valuation of these securities is handled daily by external pricing services administered by the National Council's safekeeping and custodial agent that monitor and assign values based on secondary markets. Where this is insufficient (e.g., for bank loans and private placements), the agent utilizes its proprietary pricing matrix for valuation, taking into consideration numerous input factors such as risk and liquidity.

Real estate investments, private equity, and collective trust funds are carried at estimated fair value based on the reported net asset value provided by the general partner of the fund as a practical expedient.

The general partner of the fund marks the underlying real estate assets to fair value using the following procedures and parameters:

- All real estate investments are valued on at least an annual basis with the objective of providing a quarterly valuation schedule that is balanced with respect to property type, location, and percentage of portfolio carrying value.
- Newly acquired investments are carried at cost until their first scheduled valuation approximately 12 months after acquisition (the initial valuation) unless within the first 12 months market factors indicate cost may not be a reliable indicator of fair value.
- Subsequent to and including the initial valuation, the fair value of an investment shall be determined by an annual valuation prepared in accordance with standard industry practice by an independent third-party appraiser that is licensed and has a MAI designation (Member of the Appraisal Institute).
- All investments not scheduled for valuation in a particular quarter will be reviewed to determine if an interim value adjustment is warranted based on property or market-level changes. If warranted, an updated valuation will be prepared by an independent third-party appraiser that is licensed and has a MAI designation.

Notes to Consolidated Financial Statements *(\$ stated in thousands)*

- Any capitalized costs relating to investments incurred during periods between independent valuations will be added to the most recent independent valuation to determine the current carrying value of the investment.

The appraisal process, while based on independent third-party valuations as well as verified property and market-level information, may result in a valuation estimate that differs materially from the sales price actually realized due to the particular motivations of buyers and sellers, as well as the subjectivity inherent in the process. Although the estimated fair values represent subjective estimates, the general partner of the fund believes these estimated values are reasonable approximations of market prices. Management has obtained an understanding of the valuation methodology utilized to value the underlying assets and believes the reported net asset value of the fund is an accurate fair value of the investment. Bank loans are priced through the Markit Loan Pricing service. It offers liquidity information for the leveraged loan market, as well as access to liquidity metrics, such as the number of dealers quoting with the size and the average size quoted. A daily price is received on every bank loan in the portfolio.

Inventories. Inventories of merchandise, printing stock, and supplies are carried at the lower of average cost or market. Periodically, but no less often than once each year, inventory is evaluated for obsolescence. If inventory quantities on hand exceed reasonably anticipated future demands, inventory is written down to its net realizable value. The difference between current carrying cost and net realizable value is a period cost. Damaged inventory items are expensed immediately.

Land, Buildings, and Equipment. These assets are stated at cost or, if acquired by gift, at the estimated fair market value at the date of the gift. Depreciation and amortization are provided over the estimated useful lives of the related assets using the straight-line method. Estimated useful lives for financial reporting purposes are as follows: buildings and improvements, 10 to 40 years; computer software and hardware, 3 to 10 years; and furniture, fixtures, and other equipment, 3 to 10 years. Land improvements are depreciated over 20 years. Leasehold improvements are amortized over the lesser of the lease term or the life of the asset. Construction in progress is not depreciated until placed into operation.

Revenue. Registration and licensing fees are recorded as income in the applicable membership, participation, or licensing period. High-adventure and jamboree fees are recorded as income in the applicable period of attendance. National service fees are paid by the local councils for administrative services provided and are recognized in the period earned. Revenues from merchandise sales are recognized at the point of sale and are reported net of returns and allowances. Subscription and advertising revenues are reflected as earned income when publications are issued. Investment gain (loss) includes interest and dividends earned during the period as well as realized and unrealized gains and losses on investments, net of investment expenses.

Pledges (Note 4) and contributions are recognized as revenues in the year in which an unconditional promise to give is received. Amortization of the discounts is included in contribution revenue. Conditional promises to give are not included as support until the conditions are substantially met. Restricted pledges and contributions that are to be utilized in the same period as donated are initially recorded as restricted revenues. Bequests are recorded when the amount and timing of receipt of funds are known. Contributions of land, buildings, and equipment are generally recorded as board-designated net assets as no time restriction is assumed for their use. Insurance premium revenue is recognized pro rata over the terms of the related policies.

Concentration of Market and Credit Risk. Market risk represents the potential loss the National Council faces due to a decrease in the value of its investments and assets held at fair value. Credit risk represents the potential loss the National Council faces due to possible nonperformance by obligors and counterparties of the terms of their contracts. Financial instruments that potentially subject the National Council to concentrations of credit risk consist principally of cash equivalents, the investment portfolio (Note 2), and accounts receivable and pledges receivable. Credit risk on pledges receivable is managed by discounting the pledges based on a rate that reflects the risk of that pledge not being collectable.

In order to limit credit risk with respect to cash equivalents and the investment portfolio, the National Council invests in obligations of the United States government, mutual funds, and other marketable securities. These investments are held by diverse, high-quality financial institutions. The National Council grants unsecured credit to local councils and others

Notes to Consolidated Financial Statements *(\$ stated in thousands)*

for merchandise sales and insurance coverage within established guidelines for creditworthiness. These transactions make up the majority of accounts receivable.

Underwater Endowment Funds. The National Council considers its endowment funds to be underwater if the fair value is less than the sum of (1) the original value of the initial and subsequent gift amounts donated to the endowment fund and (2) any accumulations to the endowment fund that are required to be maintained in perpetuity per the direction of the donor. From time to time, the fair value of assets with individual donor- restricted endowment funds may fall below the level required to be maintained by the donor or required by law.

At December 31, 2018, there were eight endowment funds with an aggregate deficiency of \$758.

| | |
|---|---------------------|
| | <u>2018</u> |
| Fair value of endowment funds | \$ 4,206 |
| Original/accumulative endowment gift amount | <u>(4,964)</u> |
| (Deficiencies) of endowment funds | <u>\$ (758)</u> |

Donated Services. A substantial number of volunteers have donated significant amounts of their time to the operations of the National Council, and numerous media organizations have provided public service advertising. Volunteer services that create or enhance nonfinancial assets (e.g., camps, buildings) or require specialized skills, and are performed by people possessing those skills, are recorded as contributions and as expenses or additions to land, buildings, and equipment. Due to practical reasons, not all donated services are recorded. Where practical and of significant materiality, the National Council records donated services at fair value of the services received as contribution revenue on the Consolidated Statement of Revenues, Expenses, and Other Changes in Net Assets.

Collections. The National Council possesses artifacts, fine art, and multimedia archives. The owned artwork will be contributed to the settlement trust at emergence from bankruptcy as required by the Plan. The collections are located at the National Scouting Museum in Cimarron, New Mexico, SBR, and the National Service Center. As of December 31, 2018, the majority of the high-valued fine art is located at U.S. Art Storage in Dallas, Texas. The museum also houses collections of Scouting memorabilia, objects, and archival documents. In conformity with accounting policy generally followed by museums, these collections are not recognized as assets in the Consolidated Statement of Financial Position; however, costs associated with insuring and maintaining these collections have been expensed. During 2018, no major additions or disposals of collections items occurred.

Functional Expenses. The costs of providing the Scouting program and supporting services have been summarized on the consolidated statement of revenue, expenses and other changes in net assets on a functional basis. Most expenses can be directly attributed to the program or supporting functions. Certain categories of expenses are attributed to more than one program or supporting function. Therefore, these expenses require allocation on a reasonable basis that is consistently applied. The expenses in this category include occupancy, depreciation, office expenses, insurance, salaries and wages of support personnel, accounting, information technology personnel, and payroll taxes. The basis of the allocation of these expenses is the result of a time study of staff activities which is performed every two years. The percentage of time allocated to each of the programs and the supporting functions is based on the time study and is applied to the expenses that are allocated. The consolidated financial statements report expenses by function in the consolidated statement of functional expenses.

Program Services Expenses Comprise:

- **Field Operations.** Support for local councils, including but not limited to administration of standards of performance, inspection of council campsites, assistance with long-range planning, provision of regional training and conferences for professionals and volunteers, administration of an extensive program of local council financial support, and administration and funding of the defense of private membership rights.

Notes to Consolidated Financial Statements *(\$ stated in thousands)*

- **Human Resources and Training.** Administration of all aspects of human resources policies for the local councils, including recruiting, placement, and training of professional employees; promoting diversity; managing compensation and benefits programs; and monitoring employee relations.
- **Program Development and Delivery.** Development of the basic program; providing camping and outdoor literature, materials, and techniques, as well as engineering service, to local councils; managing the volunteer training programs of the Boy Scouts of America and handling all national program support in the areas of health and safety, activities, program evaluation, and low-income program; developing uniforms and insignia and other program elements; operating the National Scouting Museum; operating the high-adventure bases and the national jamboree.
- **Program Marketing.** Administration of public relations, including providing news releases, features for print and broadcast media, and internal news in the form of newsletters, fact sheets, and the annual report for the nationwide Scouting family. In addition, protection and promotion of the Scouting brand.
- **World Scout Bureau Fees.** Payment to the World Organization of the Scout Movement in support of international enrichment programs based on an established fee for each registered, uniformed youth and adult member.
- **Insurance Programs.** Support of the group medical, life, dental, and general liability insurance programs for local councils and the National Council.

The Use of Estimates in Preparing Financial Statements. The preparation of financial statements in conformity with United States of America generally accepted accounting principles (US GAAP) requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, disclosure of contingent assets and liabilities at the date of the financial statements, and reported amounts of revenues and expenses during the reporting period. Actual results could differ significantly from those estimates.

Income Tax Status. The National Council and its other affiliates, Learning for Life, the Learning for Life Foundation, the Boy Scouts of America National Foundation, BSA Asset Management, LLC, and Arrow WV, Inc., are exempt from income tax under Section 501(c)(3) of the Internal Revenue Code and have been classified as organizations that are not private foundations. Each of the partners of the Partnership is responsible for reporting its allocable share of the partnership's income or loss on its individual tax returns.

Income from certain activities (primarily magazine advertising income, sponsorships, and net revenue from sales of livestock) not directly related to the National Council's tax-exempt purpose is subject to taxation as unrelated business income. As of December 31, 2018, the National Council has a cumulative net operating loss of approximately \$38,286. Management has determined that it is more likely than not that the net operating loss will not be realized and has therefore provided a full valuation allowance against any deferred tax asset as of December 31, 2018.

Uncertainty in Income Taxes. The National Council recognizes interest and penalties related to underpayment of income taxes as income tax expense. As of December 31, 2018, the National Council had not recorded any amounts related to unrecognized income tax benefits or accrued interest and penalties. The National Council does not anticipate any significant changes to unrecognized income tax benefits over the next year.

Recent Accounting Pronouncements. During 2018, the National Council adopted ASU No. 2016-14, *Not-for-Profit Entities (Topic 958) – Presentation of Financial Statements of Not-for-Profit Entities*. ASU 2016-14 guidance simplifies the current net asset classification requirements from three net asset classifications to two and recognition of capital gifts for construction as a net asset without donor restrictions when the asset is placed into service. The amendment also improves the information presented in the financial statements and notes regarding liquidity, financial performance, and cash flows.

Notes to Consolidated Financial Statements *(\$ stated in thousands)*

A recap of the net asset reclassifications determined by the adoption of ASU 2016-14 as of January 1, 2018, is as follows:

| Net Assets Classifications | ASU 2016-14 Classifications | | |
|---|-----------------------------|-------------------------|------------------|
| | Without Donor Restrictions | With Donor Restrictions | Total Net Assets |
| As previously presented: | | | |
| Unrestricted | \$ 770,764 | \$ 0 | \$ 770,764 |
| Temporarily Restricted | | 125,896 | 125,896 |
| Permanently Restricted | | 93,501 | 93,501 |
| Net assets as previously presented | 770,764 | 219,397 | 990,161 |
| Reclassifications to implement ASU 2016-14: | | | |
| Capital gifts for construction | (5,801) | 5,801 | 0 |
| Net assets as reclassified | \$ 764,963 | \$ 225,198 | \$ 990,161 |

In May 2014, the FASB issued ASU No. 2014-09, *Revenues from Contracts with Customers (Topic 606)*, and has modified the standard thereafter. This standard replaces existing revenue recognition rules with a comprehensive revenue measurement and recognition standard and expanded disclosure requirements. ASU No. 2014-09 is effective for annual reporting periods in fiscal years that begin after December 31, 2019. We are currently evaluating the magnitude and other potential impacts on the National Council's financial statements.

In February 2016, the FASB issued ASU No. 2016-02, *Leases (Topic 842)*. ASU 2016-02 replaces existing leasing rules with a comprehensive lease measurement and recognition standard and expanded disclosure requirements. ASU 2016-02 will require lessees to recognize most leases on their statements of financial position as liabilities, with corresponding "right-of-use" assets. The standard is effective for annual reporting periods in fiscal years that begin after December 15, 2021. We are currently evaluating the magnitude and other potential impacts on the National Council's financial statements.

Subsequent Events. The National Council has performed a review of subsequent events through the date of the financial statements were issued and noted the following: March 2020, the World Health Organization declared the COVID-19 outbreak as a pandemic, this resulted in a disruption in the organization operations, closing operations of the high adventure bases, scout shops, as well as the closing of the national office requiring the majority of the office staff to work remotely. Overall, there was not a significant financial impact on the organization from COVID-19. In conclusion, other than those items already disclosed in the consolidated financial statements, there were no events or transactions during this subsequent event reporting period that required recognition or disclosure.

Notes to Consolidated Financial Statements *(\$ stated in thousands)*

Note 2. Investments

At December 31, 2018, investments comprised the following:

| | <u>Level 1</u> | <u>Level 2</u> | <u>Level 3</u> | <u>Total</u> |
|--|------------------|-------------------|----------------|-------------------|
| Short-term investment funds and treasury bills | \$ 1,233 | \$ 16,242 | \$ 0 | \$ 17,475 |
| Investment of cash/non-cash collateral in investment trust | 0 | 7,132 | 0 | 7,132 |
| Debt securities | | | | |
| Government (includes \$73 of securities on loan)..... | 0 | 51,898 | 0 | 51,898 |
| Corporate (includes \$2,758 of securities on loan)..... | 0 | 53,712 | 0 | 53,712 |
| Other..... | <u>0</u> | <u>42,621</u> | <u>0</u> | <u>42,621</u> |
| Total debt securities | 0 | 148,231 | 0 | 148,231 |
| Equity securities | | | | |
| Common stocks—domestic (includes \$3,358 of securities on loan)..... | 27,838 | 3,792 | 0 | 31,630 |
| Common stocks—foreign (includes \$770 of securities on loan)..... | <u>69,553</u> | <u>4,336</u> | <u>0</u> | <u>73,889</u> |
| Total equity securities..... | <u>97,391</u> | <u>8,128</u> | <u>0</u> | <u>105,519</u> |
| Investments measured at net asset value ¹ | | | | <u>469,229</u> |
| Total investments | <u>\$ 98,624</u> | <u>\$ 179,733</u> | <u>\$ 0</u> | <u>\$ 747,586</u> |

¹ Certain investments that are measured at fair value using the net asset value per share (or its equivalent) practical expedient have not been categorized in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the amounts presented in the Consolidated Statement of Financial Position.

No transfers between any of the levels occurred in 2018.

Notes to Consolidated Financial Statements *(\$ stated in thousands)*

The National Council accounts for its investments utilizing GAAP applicable based on the nature of the investment which includes an evaluation of whether the investment should be consolidated, subject to equity method accounting or recorded at fair value. Substantially all of the National Council's investments are accounted for at fair value. The National Council uses the Net Asset Value (NAV) to determine the fair value of all underlying investments which: (a) do not have a readily determinable fair value and (b) prepare their investee's financial statements consistent with the measurement principles of an investment company or have the attributes of an investment company. The following table lists investments by major category as of December 31, 2018:

| | | 2018 | | | | |
|---|---|-------------------|------------|----------------|-----------------------------------|--------------------------------|
| Type | Strategy | NAV in Funds | # of Funds | Remaining Life | \$ Amount of Unfunded Commitments | Timing to Drawdown Commitments |
| Private Equity (Limited Partnership) | Private equity funds invest in companies not listed publicly and startup companies to earn high rate of return. The strategy allocates between middle market corporate finance focused funds and venture capital focused funds | \$ 47,890 | 46 | 1 to 12 years | \$ 10,901 | 1 to 5 years |
| Collective Trust | Collective trust fund is like a mutual fund, but it only sells to institutional investors. CTF funds cover broad strategies including but not limited to U.S. equity, Non U.S. equity, U.S. investment grade debt, U.S. treasury debt, high yield debt and global REITS | 358,914 | 30 | N/A | N/A | N/A |
| Private Real Estate (Limited Partnership) | Private real estate fund utilizing core strategy to generate income while maintain low risk profile by focusing on gateway cities and other large cities. Investments include residential, industrial, retail and office sectors to diversify portfolio. | 48,543 | 2 | N/A | N/A | N/A |
| High Yield (Limited Partnership) | The limited partnership focus mainly on U.S. high yield market and has small exposure to bank loans. | <u>13,882</u> | <u>1</u> | N/A | <u>N/A</u> | N/A |
| Total | | <u>\$ 469,229</u> | <u>79</u> | | <u>\$ 10,901</u> | |

The Private Equity funds have no redemption terms. The Private Real Estate funds have a 45-day notice period and quarterly redemption. Most Collective Trust funds may be redeemed daily except the ACWI ex U.S. CTF fund that can typically be redeemed twice a month. High Yield Limited Partnership funds can be redeemed monthly with a ten-business day notice.

Investment securities may be purchased or sold on a when-issued or delayed delivery basis. These transactions involve a commitment to purchase or sell securities for a predetermined price or yield, with payment and delivery taking place beyond the customary settlement period. When delayed delivery purchases are outstanding, liquid assets will be set aside or earmarked internally, until the settlement date, in an amount sufficient to meet the purchase price. When purchasing a security on a delayed delivery basis, the rights and risks of ownership are assumed, including the risk of price and yield fluctuations, and such fluctuations are taken into account when determining net asset values. Delayed delivery transactions may be disposed of or renegotiated after they are entered into, and when-issued securities may be sold before they are delivered, which may result in an investment gain or loss.

Investment securities of the National Council whose values are expressed in foreign currencies are translated to U.S. dollars at the bid price of such currency against U.S. dollars last quoted by an approved pricing vendor or major bank on the valuation date. Dividend and interest income and certain expenses denominated in foreign currencies are translated to U.S. dollars based on the exchange rates in effect on the date the income is earned, and the expense is incurred. Exchange gains and losses are realized upon ultimate receipt or disbursement.

Net investment income on the Consolidated Statement of Revenues, Expenses, and Other Changes in Net Assets includes \$11,251 of interest and dividends, \$28,767 of net realized gains, and \$69,164 of unrealized losses in the fair value of investments less \$3,612 in investment manager expenses. Included within the change in net assets attributed to noncontrolling interests is net investment income pertaining to the local councils' limited partner interest within the

Notes to Consolidated Financial Statements *(\$ stated in thousands)*

Partnership which for 2018 includes \$3,817 of interest and dividends, \$7,046 of net realized gains, and \$20,099 of unrealized losses in the fair value of investments less \$1,081 in investment manager expenses.

The National Council participates in a securities lending program with its investment custodian, State Street. This program allows State Street to loan securities, which are assets of the National Council, to approved brokers. State Street requires the borrowers, pursuant to a security loan agreement, to deliver collateral at least equal to 102 percent of the market value of U.S. securities loaned, and 105 percent of the market value of non-U.S. securities loaned, to secure each loan. In the event of a default by the borrower, State Street shall indemnify the National Council by purchasing replacement securities equal to the number of unreturned loaned securities or, if replacement securities are not able to be purchased, State Street shall credit the National Council for the market value of the unreturned securities. In each case, State Street would apply the proceeds from the collateral for such loan to make the National Council whole.

As of December 31, 2018, the market value of securities on loan to approved brokers was \$6,959. Collateral received for securities on loan was invested in the State Street Navigator Securities Lending Prime Portfolio. Total collateral of \$7,132, received for securities on loan at December 31, 2018, is held by State Street on behalf of the National Council. Income associated with the securities lending program amounted to \$39 for 2018 and is included in net investment income. The following table summarizes the securities loaned and the related collateral as of December 31, 2018:

Securities Loaned and the Related Collateral

| Securities | Fair Value | Fair Value of Collateral |
|--|-----------------------|---|
| Government obligations | \$ 73 | \$ 74 |
| Corporate obligations | 2,758 | 2,816 |
| Common stocks—domestic | 3,358 | 3,433 |
| Common stocks—foreign | 770 | 809 |
| Total investments purchased with cash collateral | <u>\$ 6,959</u> | <u>\$ 7,132</u> |

Investments Purchased with Collateral

| | |
|---|-----------------|
| State Street Navigator Securities Lending Prime Portfolio | <u>\$ 7,132</u> |
|---|-----------------|

Risk Factors

Currency/foreign exchange risk. The National Council may hold investments denominated in currencies other than the U.S. dollar, the National Council's functional currency. In such instances, there is exposure to currency risk, as the value of the investments denominated in other currencies will fluctuate due to changes in exchange rates. To the extent that these investments create risk in respect of movements in foreign exchange rates, the National Council may hedge this risk, in a cost-effective manner, to the extent possible. As of December 31, 2018, there are no foreign currency hedges.

Interest rate/credit risk. The National Council's investment portfolios are subject to interest rate and credit risk. The value of debt securities may decline as interest rates increase. The investment portfolios could lose money if the issuer of a fixed-income security is unable to pay interest or repay principal when it is due.

Market price risk. The prices of securities held by the National Council may decline in response to certain events, including those directly involving the companies whose securities it owns. Those events may include but are not necessarily limited to: conditions affecting the general economy; overall market changes; local, regional, or global political, social, or economic instability; and currency, interest rate, and commodity price fluctuations.

Notes to Consolidated Financial Statements *(\$ stated in thousands)*

Note 3. Endowment

Endowment net asset composition and changes in composition by type of fund as of and for the year ended December 31, 2018:

| | Without Donor <u>Restrictions</u> | With Donor <u>Restrictions</u> | <u>Total</u> |
|--|---|-----------------------------------|-------------------|
| Balance December 31, 2017 | \$ 152,019 | \$ 105,634 | \$ 257,653 |
| Investment return: | | | |
| Interest and dividends | 3,953 | 1,568 | 5,521 |
| Realized and unrealized investment losses | (12,445) | (5,995) | (18,440) |
| Investment manager fees | <u>(1,129)</u> | <u>(520)</u> | <u>(1,649)</u> |
| Net investment return | (9,621) | (4,947) | (14,568) |
| Contributions | 380 | 453 | 833 |
| Spending allocation | (10,210) | (1,293) | (11,503) |
| Net assets released from restriction | 0 | (1,970) | (1,970) |
| Endowment disbursement..... | (25,000) | 0 | (25,000) |
| Other (net) | <u>8</u> | <u>1,704</u> | <u>1,712</u> |
| Balance December 31, 2018..... | <u>\$ 107,576</u> | <u>\$ 99,581</u> | <u>\$ 207,157</u> |

The National Council's endowment consists of approximately 115 individual funds established for a variety of purposes. The endowment includes both donor-restricted endowment funds and funds designated by the Executive Board to function as endowments. Net assets associated with endowment funds, including funds designated by the Executive Board to function as endowments, are classified and reported based upon the existence or absence of donor-imposed restrictions or in accordance with the Executive Board's interpretation of relevant law.

In 2018, \$25,000 was distributed from the endowment to pay down the line of credit for additional GLIP standby letters of credit to be issued; in 2018, \$11,644 of the \$25,000 was used.

Interpretation of relevant law. The National Council classifies net assets associated with its donor-restricted endowment as restricted. Investment returns in excess of spending authorized by the "spending policy" (the spending policy is defined below) are classified as temporarily restricted for the purposes of time, absent explicit donor stipulations to the contrary. The Executive Board of the National Council has determined that this classification is consistent with the intent of the Texas Uniform Prudent Management of Institutional Funds Act (TUPMIFA). Among other things, TUPMIFA creates a rebuttable presumption of imprudence if an organization authorizes a current spending rate in excess of 7 percent absent explicit donor stipulations. Amounts made available from donor-restricted endowment funds in accordance with the spending policy are classified as temporarily restricted net assets until they are expended.

In accordance with TUPMIFA, the National Council considers the following factors in establishing its spending rate for donor-restricted endowment funds:

- 1) The duration and preservation of the fund;
- 2) The purposes of the National Council and its donor-restricted endowment fund;
- 3) General economic conditions;
- 4) The possible effects of inflation and deflation;
- 5) The expected total return from income and the appreciation of investments;
- 6) Other resources; and
- 7) The National Council's investment policies.

Notes to Consolidated Financial Statements (*\$ stated in thousands*)

Return objectives and risk parameters. The Executive Board of the National Council has adopted a Strategic Investment Policy and a Spending Policy for endowment assets that attempt to provide a predictable stream of funding to programs supported by its endowment while seeking to maintain the purchasing power of the endowment assets. Endowment assets include those assets of donor-restricted funds that the National Council must hold in perpetuity or for a donor-specified period(s) as well as board-designated funds. The National Council invests its endowment assets in the Partnership. Under the Strategic Investment Policy, the endowment assets are invested in a manner that is intended to produce the highest total long-term return, consistent with prudent investment practices, sufficient to cover the maximum annual spending rate plus an allowance for inflation. The National Council expects its endowment funds to provide an average annual real rate of return of approximately 4.5 percent over the long term, after allowance for expected inflation and investment cost. Actual returns in any given year may vary significantly from this expectation.

Strategies employed for achieving objectives. To satisfy its long-term rate-of-return objectives, the National Council relies on a total return strategy in which investment returns are achieved through both capital appreciation (realized and unrealized) and current yield (interest and dividends). The National Council targets a diversified asset allocation that places a greater emphasis on equity-based investments to achieve its long-term return objectives within prudent risk constraints.

Spending policy and how the investment objectives relate to spending policy. The National Council has a policy of appropriating for distribution each year up to 5 percent of its endowment fund's average fair value over the prior 12 quarters through March 31 of the year preceding the fiscal year in which the distribution is planned. In establishing this policy, the National Council considered the long-term expected return on its endowment.

Notes to Consolidated Financial Statements *(\$ stated in thousands)*

Note 4. Pledges Receivable

Included in pledges receivable are the following:

| | |
|--|------------------|
| Unconditional promises to give before discount | \$ 93,109 |
| Less discount | <u>(12,516)</u> |
| Net unconditional promises to give (before allowance)..... | 80,593 |
| Less allowance | <u>(24,379)</u> |
| Net unconditional promises to give (after allowance) | <u>\$ 56,214</u> |
| Amounts due in: | |
| Less than one year | \$ 3,439 |
| One to five years | 68,818 |
| More than five years | <u>20,852</u> |
| Total undiscounted pledges | <u>\$ 93,109</u> |

Pledges are evaluated for collectability and assigned a discount rate related to the risk of uncollectable amounts. The discount rates for valuing 2018 pledges ranged from 1.18 to 5.03 percent.

Notes to Consolidated Financial Statements *(\$ stated in thousands)*

Note 5. Land, Buildings, and Equipment

At December 31, 2018, land, buildings, and equipment comprised the following:

| | |
|---|-------------------|
| National office, less accumulated depreciation of \$19,926 | \$ 9,810 |
| High-adventure bases, less accumulated depreciation of \$32,082 | 63,057 |
| National Distribution Center, less accumulated depreciation of \$7,268 | 3,341 |
| Summit Bechtel Family National Scout Reserve, less accumulated depreciation of \$49,423 | 374,104 |
| Furniture, equipment, and software, less accumulated depreciation and amortization of \$81,755 | <u>37,385</u> |
| Total land, buildings, and equipment, less accumulated depreciation and amortization of \$190,454..... | <u>\$ 487,697</u> |

Depreciation expense was \$21,544 in 2018.

High-adventure bases include Philmont Scout Ranch, Florida Sea Base, and Northern Tier.

Notes to Consolidated Financial Statements *(\$ stated in thousands)*

Note 6. Notes Payable

Notes payable consists of the following at December 31, 2018:

| | 2018 Principal Payment | Interest Rate | Maturity Date | Outstanding at December 31, 2018 |
|---|------------------------------|------------------|------------------|--|
| Revolving \$75,000 line of credit (0.15% fee for unused credit) | 0 | 1.25% + LIBOR | 2020 | 46,856 |
| 2010 Bond issuance (Series B) of \$50,000 | 1,290 | 3.22% fixed | 2020 | 41,695 |
| 2012 Bond issuance of \$175,000 | 4,464 | 2.94% fixed | 2022 | 151,038 |
| Term Loan of \$25,000 payable in 20 equal payments of \$1,250, including interest and principal | <u>5,000</u> | 1% + LIBOR | 2022 | <u>17,500</u> |
| Total | <u>\$ 10,754</u> | | | <u>\$ 257,089</u> |

In March 2012, the National Council issued debt to finance the development of the SBR. \$175,000 in 10-year, tax-exempt bonds was added to the existing 2010 Series A and B bonds, and the 5-year \$50,000 line of credit was increased by \$25,000 to \$75,000. Bond issuance costs were \$100. The Series A bond was paid in 2015 and the Series B bond has a monthly principal and interest payment with a balloon payment of \$40,363 due in 2020.

The \$175,000 bonds payable, requires monthly interest and principal payments with a balloon payment of \$136,834 due in 2022.

The organization's entire bond proceeds have been used for development of the SBR. All the bonds are senior obligations of the organization and collateralized by the National Council's unrestricted gross revenues and the pledges pertaining to the project. The bond agreements include the standard covenants and events of default, including limitations on incurring additional indebtedness, a requirement to maintain a minimum ratio of certain cash and pledge amounts to debt, and a requirement to maintain a minimum ratio of unrestricted net assets to debt.

Other terms for the \$75,000 line of credit are as follows: The non-usage fee as amended is 0.15 percent per annum. The interest rate on amounts utilized is LIBOR plus 1.25 percent or prime rate of 4.5 percent for funds based on the flexibility needed on funds outstanding.

In March 2017, the National Council amended the \$175,000, 10-year tax-exempt bonds and the 2010 Series A and B were amended. The amendments changed the minimum ratio of unrestricted net assets to debt.

In December 2018, \$25,000 was distributed from the endowment to pay down the line of credit for additional GLIP standby letters of credit to be issued; \$11,644 of the \$25,000 was used in 2018.

Notes to Consolidated Financial Statements *(\$ stated in thousands)*

Aggregate maturities of notes payable for each of the years subsequent to December 31, 2018, are as follows:

| | |
|------------|-------------------|
| 2019 | \$ 10,928 |
| 2020 | 96,953 |
| 2021 | 9,874 |
| 2022 | <u>139,334</u> |
| Total..... | <u>\$ 257,089</u> |

Interest incurred, capitalized, expensed, and paid during the year ending December 31, 2018, were:

| | | | |
|---------------------------|-----------------|---------------------|----------|
| Interest incurred | \$ 7,015 | | |
| Interest capitalized | <u>0</u> | Interest paid | \$ 6,982 |
| Interest expensed | <u>\$ 7,015</u> | | |

Note 7. Credit Arrangements

At December 31, 2018, the National Council has provided a \$1,020 irrevocable letter of credit for the benefit of an insurance company to guarantee payments in conjunction with a self-insured workers' compensation program. In addition, the National Council has an import letter of credit of \$10,000 in order to guarantee payments in conjunction with Supply Group international purchases. As of December 31, 2018, the National Council had a total of four import letters of credit outstanding of \$2,733. Additional letters of credit are discussed in Note 1.

Note 8. Commitments and Contingencies

The National Council rents various office equipment and occupies various Scout shops and other office space under non-cancellable operating leases expiring at various dates through 2024. Rental commitments for Scout shop leases are contingent on future sales levels. Real estate leases are renewable at the option of the National Council. Total rental expense for all operating leases for the year ended December 31, 2018, amounted to \$10,707. The estimated minimum rental commitments under operating leases that have initial or remaining non-cancellable terms as of December 31, 2018, are as follows (as of December 31 for each year):

| | |
|---------------------------------------|------------------|
| 2019 | \$ 8,904 |
| 2020 | 5,558 |
| 2021 | 2,153 |
| 2022 | 1,087 |
| 2023 and after | <u>534</u> |
| Total minimum payments required | <u>\$ 18,236</u> |

Notes to Consolidated Financial Statements *(\$ stated in thousands)*

Note 9. Net Assets Without Donor Restrictions

At December 31, 2018, unrestricted net assets with a controlling interest comprised the following:

| | |
|---|-----------------------|
| General operations | \$ (24,814) |
| Board-designated: | |
| General endowment | 107,576 |
| Properties | 255,557 |
| Retirement Benefits Trust (Note 12) | 113,690 |
| Insurance Programs | (2,291,616) |
| Other | <u>104,767</u> |
| Total board-designated net assets | <u>(1,710,026)</u> |
| Total unrestricted net assets, controlling interest | <u>\$ (1,734,840)</u> |

Unrestricted net assets attributed to noncontrolling interests represent the local councils' ownership in the Partnership. Total unrestricted net assets have changed as follows:

| | Controlling <u>Interest</u> | Noncontrolling <u>Interest</u> | Total <u>Unrestricted</u> |
|--|--------------------------------|-----------------------------------|------------------------------|
| Net assets as of December 31, 2017 | \$ 535,842 | \$ 229,121 | \$ 764,963 |
| Change in net assets | <u>(2,270,682)</u> | <u>22,805</u> | <u>(2,247,877)</u> |
| Net assets as of December 31, 2018 | <u>\$ (1,734,840)</u> | <u>\$ 251,926</u> | <u>\$ (1,482,914)</u> |

Notes to Consolidated Financial Statements *(\$ stated in thousands)*

Note 10. Net Assets With Donor Restrictions

At December 31, 2018, restricted net assets comprised the following:

Permanently restricted net assets:

| | |
|---|---------------|
| John W. Watzek Jr. (income supports general operations)..... | \$ 10,349 |
| National Scouting Museum (income supports museum operations) | 8,700 |
| Waite Phillips Scholarship (income supports Philmont scholarships) | 6,384 |
| Cooke Eagle Endowment (income supports Eagle Scout scholarships) | 5,450 |
| Genevieve and Waite Phillips (income supports maintenance of Philmont) | 5,280 |
| DeWitt-Wallace Foundation (income supports leadership programs) | 3,248 |
| Kenneth McIntosh (income supports Scouting around the world) | 2,898 |
| High adventure (income benefits high-adventure program) | 2,621 |
| Scoutmaster Recognition (income supports scholarships for outstanding Scoutmasters) | 2,572 |
| Southern Region Trust Fund (income supports Southern Region) | 2,453 |
| Steve Fossett High-Adventure Base Endowment (income supports high-adventure bases) ... | 1,759 |
| Hall Scholarship (income supports Eagle Scout scholarships) | 1,705 |
| Sonia S. Maguire (income supports Philmont camperships) | 1,697 |
| Augustus F. Hook Jr. (income supports professional staff in Indiana) | 1,488 |
| Mortimer L. Schiff (income supports professional training and development) | 1,483 |
| Thomas J. Watson (income supports general operations) | 1,462 |
| Genevieve Phillips (income maintains Philmont Villa and grounds) | 1,442 |
| Summerfield Endowment (income supports general operations) | 1,384 |
| NESA Scholarship (income provides academic scholarships for Eagle Scouts)..... | 1,308 |
| Northeast Region Main Trust Fund (income supports Northeast Region)..... | 1,293 |
| Other | <u>21,913</u> |
| Total permanently restricted net assets | <u>86,889</u> |

Temporarily restricted net assets:

| | |
|--|-------------------|
| Arrow WV (contributions and income supports SBR) | 63,507 |
| Arnold Coin Match Advised Fund (provides grants to local council hard to serve areas)..... | 3,843 |
| Goodrich Lake Endowment Fund (maintains lake at SBR)..... | 2,673 |
| Doug Cook Memorial Fund (supports Chief Okemo council) | 1,978 |
| Philmont Restricted Contributions (supports Philmont projects) | 1,970 |
| Cabela Family Foundation Fund (used to rehabilitate Cimarroncita at Philmont)..... | 1,585 |
| Glen Adams Eagle Scout Scholarships (supports Eagle Scout scholarships) | 1,503 |
| Waite Phillips Scholarship Income (supports Philmont scholarships)..... | 1,490 |
| World Scouting Youth (supports leadership training at SBR) | 1,426 |
| Arnold Scoutreach Fund (supports charitable purposes of the Boy Scouts of America) | 1,385 |
| Scoutmaster Recognition (supports scholarships for outstanding Scoutmasters) | 1,296 |
| Arnold Advised Fund (supports charitable purposes of the Boy Scouts of America)..... | 1,249 |
| Southern Region Trust Income (supports Southern Region)..... | 1,200 |
| Other | <u>24,177</u> |
| Total temporarily restricted net assets..... | <u>109,282</u> |
| Total restricted net assets | <u>\$ 196,171</u> |

Notes to Consolidated Financial Statements *(\$ stated in thousands)*

Note 11. Fees

During 2018, fees comprised the following:

| | |
|---|-------------------|
| Registration and license fees | \$ 73,341 |
| National service fees from local councils | 8,473 |
| High-adventure bases | 27,861 |
| SBR | 4,353 |
| Other | <u>9,681</u> |
| Total fees | <u>\$ 123,709</u> |

Note 12. Retirement Benefits Trust

The Retirement Benefits Trust (the “Trust”), a grantor trust, is funded at the discretion of the National Council by payments from local councils, the National Council, and by investment income. In 2018, neither the National Council nor the local councils made payments to the Trust. Net investment losses for the Trust in 2018 equaled \$5,099, and at December 31, 2018, the Trust’s net assets were \$113,690.

In accordance with the Trust agreement, Trust funds may be used as follows: (1) to subsidize the cost of medical insurance benefits for retired employees of local councils and the National Council and their dependents; (2) to supplement the funding of the “qualified” defined benefit retirement plan, should the fair value of its assets fall below 125 percent of its accumulated benefit obligation; (3) to pay costs related to a “non-qualified” defined benefit retirement plan; or (4) for any other purpose deemed by the National Executive Board to be in the best interests of the Boy Scouts of America.

In 2018, \$10,900 from the Trust was used to supplement the qualified defined benefit plan.

Note 13. Health, Life, and Other Welfare Insurance Programs

The National Council offers health, life, and other welfare insurance programs that operate for the benefit of employees of local councils and the National Council and their dependents as well as certain retirees (defined in Note 12). These insurance programs provide health, life, dental, vision, accidental death and dismemberment, and long-term disability benefits. The health and dental programs are self-insured, and the other programs are fully insured. Premiums, losses, and costs of the medical, dental, and vision insurance plans are the responsibility of the Welfare Benefits Trust, a VEBA trust whose beneficiaries are the same as those previously described.

During 2018, the National Council’s total expense for the employees’ insurance coverage of the benefits covered by the Welfare Benefits Trust was \$9,109. This is included in the cost of benefits for Supply operations, Magazine publications, and the respective functional areas included in the Consolidated Statement of Functional Expenses.

Note 14. Benefits

The National Council offers a “non-qualified” defined benefit retirement plan (the “non-qualified plan”) to ensure that all employees receive retirement benefits on a comparable basis, notwithstanding limitations imposed upon qualified retirement plans by the tax laws. The National Council also sponsors a “qualified” elective thrift plan where one-half of National Council employee contributions are matched by the National Council, subject to certain limits. The National Council’s pension expense for the non-qualified retirement plans equals the amount of its contributions paid or accrued, such amounts being determined by the administrator of the plans. The National Council 2018 expense related to the non-qualified retirement plan (Note 12) was \$2,340, and the National Council expense in 2018 related to the thrift plan was \$1,587.

In October 2017, the National Executive Board amended the thrift plan to the “BSA Match Savings Plan” effective January 1, 2019. Non-grandfathered employees (see Note 15) will receive an automatic contribution from the National Council of 1.75 percent of pay and \$1 for \$1 matching contributions on personal contributions up to 6 percent of pay.

Notes to Consolidated Financial Statements (*\$ stated in thousands*)

The National Council will match grandfathered employees' personal contributions, \$0.50 per \$1 contributed, up to 6 percent of pay. The change does not have a material effect on the 2018 financial statements.

Note 15. Defined Benefit Retirement Plan

The National Council operates a pension plan for its employees, which is a single employer plan but for accounting purposes reports as a multiemployer plan, and thus reports accordingly, consistent with ASU No. 2011-09.

The National Council participates in a January 31 year-end qualified multiemployer defined benefit retirement plan covering National Council and local council employees with at least one year of service. The plan's legal name is the Boy Scouts of America Retirement Plan for Employees. The plan's three-digit plan number and its Employee Identification Number (EIN) are 001 EIN 22-1576300. The plan is not subject to a collective-bargaining agreement, and coverage under this plan is at the option of the employee. In the event the plan is terminated, no assets will inure to the benefit of the National Council prior to the satisfaction of all benefit obligations to the participants.

The risks of participating in the multiemployer plan are different from a single employer plan in that the assets contributed to a multiemployer plan may be used to provide benefits to employees of other participating employers (i.e., the local councils). If a participating employer stops contributing to the plan, the unfunded obligations of the plan will be borne by the remaining participating employers.

The overall number of employees contributing to the plan decreased in correlation with an overall decrease in employees of 256 to 4,718 in 2018 with each employee contributing 2 percent of his or her salary, subject to certain IRS limitations. The National Council and local councils each contributed an amount equal to 7 percent of an employee's salary in 2018. The National Council's employer contribution for 2018 was \$4,705. The amount represents in excess of 5 percent of total contributions to the plan in each year.

Total employer contributions to the plan, including local councils, were \$19,659 for 2018. Including employees' contributions, total contributions for 2018 were \$25,276. For the year ended December 31, 2018, the plan had net assets of \$1,179,511.

The National Council and local councils contribute such amounts as necessary, on an actuarial basis, to provide the plan with assets sufficient to meet the benefits paid to the plan's members and to meet the funding requirements of the Employee Retirement Income Security Act of 1974 (ERISA), as amended by the Pension Protection Act of 2006 (PPA). Under a provision in the Preservation of Access to Care for Medicare Beneficiaries and Pension Relief Act passed in 2010, the Boy Scouts of America retirement plan was given a temporary exemption until 2017 of funding requirements and benefit restrictions enacted by the PPA. However, in 2014 a Congressional amendment was added to ERISA which provided the Boy Scouts of America retirement plan with a permanent exemption from PPA. The actuarial present value of accumulated plan benefits, based on an annual interest rate of 7 percent and the PPA-prescribed mortality tables for each plan year, for the year ending December 31, 2018, was \$1,229,677. As of December 31, 2018, the pension plan is believed to be at least 80 percent funded with contributions exceeding the minimum funding requirements of ERISA.

In October 2017, the National Executive Board amended the defined benefit retirement program. Effective January 1, 2019, there will be a two-tiered retirement program that distinguishes between employees based upon years of service. Employees with 15 years of service and age plus service equal to 60 years (grandfathered employees) effective January 1, 2019, will continue to participate in the current retirement program. Employees who do not meet the new requirements will automatically be enrolled in the "BSA Match Savings Plan" thrift plan. Contributions to the plan for grandfathered employees will also increase to 4.25 percent of his or her salary and employer contributions are discretionary.

BOY SCOUTS OF AMERICA
1325 West Walnut Hill Lane
P.O. Box 152079
Irving, Texas 75015-2079
www.scouting.org

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