

# NOW & Then

VOL. 49, NO. 1 Spring 2016

## 2016 Focuses on National Growth Initiative

A plan is in place to move aggressively forward this year, reintroducing Scouting values throughout the nation and growing the Boy Scouts of America again with renewed vigor and commitment. 2016 promises to be an exciting and fulfilling time for all involved in the Scouting program!

Chief Scout Executive Mike Surbaugh recently announced the promotion of Northeast Region Director Don McChesney to serve as assistant Chief Scout Executive/national director of field service. In his new role, Don will lead the four regions and their support operations. He will also lead the new membership growth group, which will be responsible for program development, council program support, and Learning for Life.

I recently had the opportunity, as a fellow retiree and on behalf of all career service retirees, to spend some time with Don chatting about plans for moving the BSA forward. He was eager to share some important background information and ideas for the future growth and sustainability of the Scouting movement. Here are some highlights from our conversation:

The 2016 National Growth Initiative is well thought out. Its objectives provide a clear pathway for the movement to achieve membership growth and financial stability while maintaining high standards of quality in clearly defined, brand-specific character and leadership programs.

The movement has been on a rough journey for some years, facing the challenges of a changing society and the shifting attitudes, needs, and desires of the youth market. We “know what we know,” based on experience and study in the local councils and at the National Council. Now it’s time for new focus and taking action toward quality, sustainable growth that will ensure Scouting’s impact on the next generation.

A short-term execution strategy will utilize current program strengths and focus on high-growth opportunities using existing capacity.



*Don McChesney (left), the BSA’s new assistant CSE/national director of field service, with Allen Mossman, editor of Now & Then*

The national initiative seeks to achieve growth based on local council objectives with an emphasis on maintaining and strengthening our core program. This will involve four components:

- **Build an Adventure**—a focused effort to recruit more Cub Scouts and welcome new families to Scouting
- **Exploring Explosion**—Providing more opportunities to our teenage market, focusing on the workplace and on introducing youth to exciting new career fields
- **Units**—Recruiting more youth means we will need more packs, troops, crews, and posts. Plans include support for organizing exceptional new units and retaining existing ones.
- **Pilots**—This part of the plan will introduce potential new programs that may not fit precisely in traditional Cub Scouting and Boy Scouting but still focus and deliver on what we do best: character and leadership development. A good example is STEM Scouts, which continues in beta testing to fully examine and develop program.

Let’s change the course of the BSA’s future, starting now. Together, we can and will grow the movement!



BOY SCOUTS OF AMERICA®

# Proud Moments

## **A Tribute to Veteran Scouting Trailblazers**

*It is with pride and deep appreciation that the Boy Scouts of America recognizes the following retirees for their dedicated service to the movement and the youth of our nation. Each of these career veterans has achieved completion of another five-year milestone of continuous, registered Scouting service. They qualified for their new status level during the period of January 1 through December 31, 2015. Congratulations!*

### **50 years**

Robert M. Gilbert  
Donald Grillo  
Dale Holbrook  
James R. Jordan  
Ronald Douglas Palmer  
Paul B. Parker

James J. Carter  
Nelson E. Clements  
Carroll E. France Jr.  
Richard L. Fulton  
David A. Gibbs  
John F. Kemper  
Lloyd E. Roitstein  
Stuart R. Schwarzer  
Jeffrey H. Stanley

Clifford A. Waters  
John C. Whetten  
Albert W. Zenz

H.M. Billups  
Orville B. Collins  
Herbert J. Croft  
Paul I. Ernst  
Frank E. Hebb  
Buford Hill  
Bruce Raymond Kern  
J. Devere Pomroy  
Charles M. Speicher  
Darwyn A. Van Gorp  
Donald G. Warner

### **55 years**

Joe F. Banks  
Charles H. Frieman  
Robert Louis Hedley  
Craig A. Johnson  
David J. Kukucka  
Carleton Robert Myers  
Anthony A. Roth  
Edward C. Vincent

### **65 years**

Steven J. Domotor  
John L. Erickson  
Tom D. Knight Sr.  
Ralph S. Kroehler  
Robert H. McGinnis  
Robert E. Preston  
Manuel L. Quintana  
Nick W. Stamos

### **70 years**

Henry Penn Bernhardt  
Anthony C. Booth  
William M. McElroy  
Ronald "Ronnie"  
L. Oakes  
Norbert Olson  
John Alexander Ross  
Norman F. Schaefer  
Donald G. Souza  
James G. Stevenson  
Robert B. Wood

### **80 years**

Timothy M. Collins  
John N. Holman  
Sumner H. Morse  
Philip T. Pegues

### **60 years**

Donald F. Blacker  
Harley F. Burger Sr.

### **75 years**

Charles D. Ball  
Richard Bielefeld

### **85 years**

Arnold R. Schenk

In order for BSA retirees to be recognized for veteran registration status, the following must occur:

- 1. Current registration is required.** The retiree primary registration position should be as a "Retired Professional" submitted to the BSA National Council, rather than through your local council, by completing and submitting a retiree registration application with annual registration fee. To save time and postage, retiree registration may now be submitted online with credit card payment at [www.bsa.kintera.org/retiree/](http://www.bsa.kintera.org/retiree/). You may serve in other positions, if desired, with no additional fee. **Note:** Persons who pay the registration fee in a different capacity (i.e., unit, district, council, etc.) must still complete a retiree registration application and submit it to the National Service Center for veteran recognition. An additional registration fee is not required.
- 2. A completed veteran application is required to be on file at the National Service Center.** **Note:** The veteran application only needs to be submitted one time. After the first submission, registered veteran recognition will be automatically processed in five-year increments. Requests for a veteran application or veteran status can be made to Member Care, Boy Scouts of America, 1325 West Walnut Hill Lane, PO Box 152079, Irving, TX 75015-2079; telephone: 972-580-2000; email: [myscouting@scouting.org](mailto:myscouting@scouting.org)

**Every retiree is encouraged to keep their registration current.** Those whose status has lapsed may wish to restore veteran status by contacting the Member Data Shared Services Team at the National Service Center and paying their back fees for registration.

All registered adult leaders must complete Youth Protection Training. Training is available online at [www.myscouting.org](http://www.myscouting.org) or through your local council office. For more information regarding your registration, address questions to: Member Data Shared Services Team S270, Boy Scouts of America, 1325 West Walnut Hill Lane, PO Box 152079, Irving, TX 75015-2079; telephone: 972-580-2097; email: [correspondenceRSS@scouting.org](mailto:correspondenceRSS@scouting.org)



# Retirement Adventure

## Retiree Goes Underground



Bill Steele retired in August 2014 after a successful 34-year BSA professional career that began in San Antonio, Texas. He served in a number of positions through the years, as district executive, director of support services, Scout executive, and several national staff assignments. When he retired, Bill was the director of the National Eagle Scout Association. In addition, during the last eight years of his career, he served as the BSA national director for alumni relations.

Bill says that his BSA professional claim to fame is being the first to recruit a volunteer for an assignment while that person was in orbit aboard the International Space Station. And the NASA astronaut, who was an Eagle Scout, did the job while in zero gravity.

Bill was “bitten by the spelunking bug” at age 13 on a cave exploring adventure with his Scout troop. Since then he has been in more than 2,500 caves including the longest ones in several U.S. states. He has gone on two expeditions to China, and he has explored the deepest and longest caves in Mexico as well as the longest one in the world, the Mammoth Cave in Kentucky.

He’s the real deal, an active explorer of caves for 50 years—before, during, and after his BSA career. The prestigious Explorers Club has recognized him with a certificate of merit and as a Fellow Emeritus member. The National Speleological Society (NSS), which he joined at age 16, has awarded him with a fellowship and the Lew Bicking Award for exemplary exploratory leadership. (The NSS

gives this award, as well as their arts and letters award and their certificate of merit, to one American per year.)

The author of two published books on caving, Bill is currently working on a third book with a goal of having it published in early 2017. He also continues to add to his memoirs, an ongoing project.

The BSA magazine division says that Bill is the only person who has been profiled in all three of its magazines: *Scouting* in March/April 1986, *Boys’ Life* in August 2014, and *Eagles’ Call*, the NESAs magazine, 2015 Winter issue.

As a retirement gig, Bill is a cruise ship speaker. To date, he’s enjoyed two cruises in the Mediterranean Sea and one to the Caribbean. In 2016 he is booked on three cruises to Europe, and when he entertains passengers with tales of his underground adventures, he always acknowledges the role of Scouting in taking him down that path.

Bill also organizes annual expeditions to Sistema Huautla (ancient Aztec for “Cave of the Eagles”), the deepest cave in the Western Hemisphere, the eighth deepest in the world, and the longest of the world’s 17 deepest caves. All expert speleologists who have seen it call it the “greatest cave on earth.”

Learn more about Bill’s passion for adventure on the Web: <http://blueprintearth.org/blog/backend/billsteele>



# Your Questions and Comments

## Question

*I served 32 years with the Boy Scouts of America before retiring in 2004 from a professional career in Scouting.*

*I want to know why my benefits are different from those who made \$100,000 or more. ... I get about 32 percent of salary minus medical, life insurance, etc. I make more in SS ... Shouldn't all be treated equal? Lastly, why has there not been an increase over the last "umpteen" years in retiree benefit payments? It seems to be set in stone.*

*I planned ahead by saving and investing, and life is good for me other than being 100 percent disabled from the Vietnam War, which finally caught up with me. I would appreciate addressing these issues that have plagued me ever since I left the profession.*

Wynne Ritch

## Answer

Thank you for your questions and concern.

First, let me assure you that the BSA Retirement Plan applies the same formulas to all participating employees regardless of salary at the time of retirement. It is a defined benefit pension plan that provides a monthly annuity payment to participating employees who meet the vesting requirements of the plan. Retiree personal circumstances vary by individual, and the benefit is calculated using several variables including final average compensation and credited benefit service. The calculation uses the formulas found in the plan document.

Individual monthly annuity payment is affected by personal variances in optional withholding for federal and state tax, group benefits, etc. Among other factors, individuals who choose to apply for early retirement may see a reduction applied for early commencement. Employees who choose a Joint and Survivor



payment option will see a factor applied that takes into account the additional life that the plan will cover; this factor reflects the life expectancy of both the participant and the survivor.

The BSA Retirement Plan does not prescribe that any cost-of-living adjustments be given by the plan, nor is there any commitment by the plan to grant a regular adjustment. During the early 1980s through the early 2000s, the funding level of the retirement plan, as well as income and expense assumptions, made several cost-of-living adjustments possible. Since then, the plan has not been able to provide a cost-of-living adjustment for retirees.

The BSA Retirement Plan is reviewed with our actuaries annually. The most recent review determined an adjustment was not advisable at this time or in the foreseeable future.

## Question

*I read an interesting article in the Salt Lake Desert News regarding a new Scouter Code of Conduct. Is this official? I may have missed.*

Glenn Pannell

## Answer

I appreciate your question because I was not aware either. Yes, there is an official Boy Scouts of America Code of Conduct for leaders to sign and follow. The code covers specific expectations of personal conduct related to leadership participation in Scouting; issues of conduct related to support of BSA standards, principles and policies; youth protection; use of addictive substances; concealed weapons; and reporting of activity inconsistent with Scouting values. If you want see the code, go to [www.google.com](http://www.google.com) on your computer and type in "Scouter Code of Conduct - Boy Scouts of America," for a PDF. Contact your local council for further information on this subject.

Have a question? Have a concern? Want information?  
Send your comments to ASK ALLEN

c/o HR Compensation and Benefits, Boy Scouts of America  
1325 W. Walnut Hill Lane  
P.O. Box 152079  
Irving, Texas 75015-2079  
Email: [bsanowandthen@gmail.com](mailto:bsanowandthen@gmail.com)



Allen Mossman is a retired BSA professional with more than 75 years of Scouting in his background. He retired with 30 years of active service on the national executive staff and serves as the editor of *Now & Then*.



# Spring Reunions

## **Make Plans Now to Attend a 2016 Retiree Reunion**

Let this be the year that you participate in a BSA retiree reunion of your choice. Enjoy great fellowship and food, and keep up to date on what is happening in Scouting.

### **Southern Region SW**

*April 18–21 at the Inn on Barons Creek, Fredericksburg, Texas*

Great fellowship will be packed with moments of discovery when retirees get together in Fredericks-



burg, Texas, for a 45th reunion. Fredericksburg is located in the Hill Country of Texas, an area of rich history where the landscape blooms in the spring with breathtaking wildflowers. The town, named after Prince Frederick of Prussia, was founded in 1846 and was home to Fleet Admiral Chester Nimitz (1885–1966), commander-in-chief of the U.S. Pacific Forces in World War II. The Lyndon B. Johnson Ranch and Texas White House are only a few miles away! There is a lot to see and enjoy with a rich program of opportunities planned for participants. Contact: Ron Garland, 512-508-6767, brgarland1@gmail.com

### **Southern Region SE**

*April 21–24 at the Sheraton Imperial Hotel, Durham, North Carolina*

Retirees will enjoy spending time together in Durham, home of renowned Duke University. This city of deep roots began as a popular home for two tribes of American Indians, although it was named for Dr. Bartlett S. Durham, a physician and entrepreneur. Durham is rich in Southern cultural tradition and the history of both the Revolutionary and Civil wars. The American tobacco industry was anchored in Durham following the Civil War reconstruction period. There is a lot to see and do in the Raleigh/Durham area, and several entertaining events and tours are planned for the reunion. Contact: John Fitzpatrick, 678-637-3676, jcfitzp@msn.com



## **Fall Reunions**

### **Western Region**

*September 19–21 at Hotel Corque, Solvang, California*

Located in the California wine country, Solvang has a rich Danish heritage. Founded by Danish immigrants in 1911, the community boasts authentic architecture, thatched roofs, Old World craftsmanship, and traditional windmills. You can visit the 210-year-old Mission Santa Inés, which has survived natural disasters, political turmoil, and financial hardships to emerge as one of the most successful of the southern California missions. Many diverse and interesting events are planned for everyone to enjoy. Contact: Larry Clark, 209-484-1774, showmensam@comcast.net



### **Northeast Region**

*September 22–25 at the Hilton Christiana Hotel, Newark, Delaware*

Newark, Delaware, was founded in the early 1700s by English, Scots-Irish, and Welsh settlers. The community, which grew along two American Indian trails, is home to the University of Delaware and enjoys a significant place in the history of our nation. By 1758, the area and country crossroads received a charter from King George II, and Newark was officially born to serve travelers on route from colonial Philadelphia. Retirees will relish the program planned for this reunion, from the afternoon tea time to memorable local tours and activities. Plus, everyone will enjoy shopping tax-free in Delaware. Contact: Doug Fullman, 609-275-4965, dougfullman@prodigy.net or Pat Bain, 212-828-2873, patricia.bain@gmail.com



### **Central Region**

*September 27–30 at Philmont Scout Ranch, Cimarron, New Mexico*

Reunions at Philmont are always special, and every retiree looks forward to being refreshed in spirit as they share great times with old and new friends. This year will be no different. There are many things to enjoy together at Philmont, including a visit to a local ranch, a trip to Taos, and seeing all the new program features available. Contact: Steve Miller, 815-347-4450, smiller54@gmail.com



# Your BSA Benefits Center

## Tips to Help You Use the Benefits Center Website



You can change your beneficiary at any time on the website for your life and SEA benefits, **but you cannot change the survivor designated in the Joint and Survivor options once you begin receiving payment from the BSA Retirement Plan.** This is because the Retirement Plan calculations performed when you retired were based on your life expectancy and the life expectancy of the beneficiary you named at the time of your retirement. There can be no change to a different beneficiary when you are in payment status because the annuity amount you currently receive is based on your life expectancy and the life expectancy of your spouse.

Many retirees appear to be unaware that an excellent resource is available to them 24 hours a day, seven days a week, giving them personal control of their BSA retiree benefit database. Due to the number of requests received to update retiree personal information, it's important that we reprint some procedures previously published in *Now & Then*.

For online changes to personal information, direct deposit, federal tax, and state tax:

Your **BSA Benefits Center** provides a lot of health and wealth resources and helpful tools for quickly retrieving and updating your personal information.

Log on to the BSA Benefits Center website at <http://bsabenefits.mercerhrs.com>.

Log on at <http://bsabenefits.mercerhrs.com>, where you can input and record corrections or changes to your benefits file, ensuring its accuracy quickly and conveniently through your computer. No wait, no hassle, and no need to make a phone call, fill in a form, or write a letter. And all of this is available anytime!

- Click on the "My Wealth" section.
- Click on "BSA Retirement Plan."
- Click on the topic you want shown to the right of "Plan Overview" on the Summary tab.

The first time you visit the website, you will need to register to start your online account. You will be asked to create a username and password to gain access to your information. Be sure to write down both the username and password, and keep them in a safe place for future use.

For online changes to beneficiaries or life status:

Here's a summary of what you can quickly update or correct through the website:

- Log on to the website.
- Click on the "My Health" section.
- Click on "See all your coverages" shown to the right of "Overview" on the Health tab.
- Click the topic you want.

- Address information
- Telephone number
- Email address
- Marital status
- Basic and dependent life insurance beneficiary
- Accidental death and dismemberment insurance beneficiary
- Scout Executives' Alliance beneficiary
- Direct bank deposit information
- Federal and state tax deductions

Always log out before leaving the website to protect the private information of yourself and others.

You can also use the website to download forms that are important to your health and wealth needs. Once downloaded, the forms may be printed and mailed if necessary.

If you are not using this online benefit tool, give it a try! If you have any questions, call the BSA Benefits Center at 800-444-4416. You may also call or write to

Director, Benefits and Retirement  
Boy Scouts of America  
1325 West Walnut Hill Lane  
PO Box 152079  
Irving, TX 75015-2079  
Telephone: 972-580-2221

# Financial Well-Being

## ***Be Smart About Your Money in 2016***

Retirees, like everyone else, often resolve in the New Year to do a better job of managing their personal finances. For some of us, it's as simple as spending less and taking action to conserve more of our financial resources. Other popular money resolutions include paying down debt and developing long-term financial plans and goals.

Whatever you decide, it's very important to sit down, review your finances, and determine how you can use what you have to your best advantage in the months ahead. Set positive and achievable goals for your personal financial situation. Don't look at reduced spending as something that deprives you; instead, think about what it will *give* you.

Setting financial goals has at least one thing in common with deciding to lose weight, get fit, stay fit, or anything else: Reaching the goals won't always be easy, and the resolution may be short-lived. Here are some thoughts on the matter that may guide you to a better strategy in 2016:

- Keep your plan simple and reasonably achievable. On a piece of paper, write down your goals and all the positive things each goal will give you. Then put the paper some place where you will see it often and be reminded.
- A goal should be broken down into smaller chunks that are doable. For example, if you want to save \$1,200, plan to save \$24 each week for a year. When the year is over, you'll have \$1,248 in savings!
- The more you can automate tasks with modern technology, the easier it will be to achieve your goals. Have portions of your money automatically deducted from your retirement income

and transferred to your savings account or toward paying down debt on a regular, systematic basis. This helps to get the job done, and it keeps the emotions of spending out of the equation. You know the old saying, "Out of sight, out of mind"? You'll be less tempted to spend too much when you know part of your income is already set aside for a better purpose.

- Sit down at arranged times throughout the year to check your progress in reaching the goals. You may find that you need to recommit to the plan, if you are losing ground.

### ***A Word About Filing Your 2015 Tax Return***

Electronic and early filing works best. Because the IRS processes electronic returns faster than paper ones, you can expect to get your refund at least three to six weeks earlier. If you have your refund deposited directly into your bank account, the waiting time is even less. Electronic filing not only saves time—it also saves paper and postage.

Another advantage to e-filing is that the IRS checks your return to make sure it is complete, which increases your chances of filing an accurate return. Less than 1 percent of electronic returns have errors, compared to 20 percent of paper returns. The IRS also acknowledges that they have received your return—a courtesy you don't get when you send your paper return by certified mail.

Also, be aware that tax thieves usually claim tax refunds by filing returns before the victim can file. So protect yourself by filing as early as possible before the deadline.



*Photo courtesy Shutterstock.com, ©hin255*

# Prepared. For Life.®

Boy Scouts of America  
Compensation and Benefits Department  
P.O. Box 152079  
Irving, TX 75015-2079

Address Service Requested

NONPROFIT ORG.  
U.S. POSTAGE  
**PAID**  
PERMIT NO. 616  
IRVING, TX

## Innovative Planning Approach for Councils in Northeast Region

Retirees in the BSA Northeast Region were graciously invited as guests, by Region Director Don McChesney, to witness a new, centralized planning process to support local councils in the region.



Every retired executive in Scouting can remember annual staff planning conferences where events were calendared and objectives for the year were established. In an effort to improve communication, understanding, and team spirit, all council staffs in the Northeast Region gathered at Harrah's Resort in Atlantic City, January 19–22. The region provided support resources to help each council plan effectively for 2016 in their individual sessions during the gathering.

A special highlight for each participant was hearing Chief Scout Executive Mike Surbaugh preview the 2016 BSA Business Plan, which was presented to the national executive board for approval in February. Congratulations to the Northeast Region for a great kickoff to begin growing the movement again!

## BSA membership as of December 31, 2015

|                                |           |
|--------------------------------|-----------|
| <b>Cub Scouts</b>              | 1,216,314 |
| <b>Boy Scouts</b>              | 840,549   |
| <b>Exploring</b>               | 110,445   |
| <b>Venturing</b>               | 142,885   |
| <b>Total Traditional</b>       | 2,244,748 |
| <b>Total All Programs</b>      | 2,355,193 |
| <b>Total Packs</b>             | 40,037    |
| <b>Total Troops/Teams</b>      | 35,728    |
| <b>Total Posts</b>             | 4,922     |
| <b>Total Crews/Ships</b>       | 14,237    |
| <b>Total Traditional Units</b> | 94,924    |
| <b>Total Councils</b>          | 275       |

*Now & Then* is published by the  
HR Compensation, Benefits, and Retirement  
Department of the Boy Scouts of America,  
P.O. Box 152079, Irving, TX 75015-2079.  
Editor: Allen Mossman  
Staff Advisor: Mark Parsons

***Now & Then* is now online!**  
You can find it at <http://scoutingwire.org/newsletters/now-then/>