

## **Order of the Arrow Marks 100 Years of Service**

*By Matt Dukeman, National Staff OA Specialist*

2015 marks the centennial anniversary of the Order of the Arrow. Many retirees have special memories of participating as youth and adults in service projects, lodge fellowships, and national Order of the Arrow conferences.

In 1948 the executive board of the Boy Scouts of America took action to approve the OA as the official honor camper society of the movement. It was incorporated as part of the Scouting program in recognition of its vital involvement in youth leadership development and outstanding support to local councils.

More than 100 Arrowmen selected from across the nation gathered in late December at the Marriott Solana Hotel in Westlake, Texas, for the OA's National Planning Meeting (see photo below). National youth officers were elected at the four-day meeting, and plans were made for anniversary celebrations and other exciting events around the country this year. The most highly anticipated is the National Order of the Arrow Conference (NOAC) to be held at Michigan State University, Aug. 3–8.

The 2015 NOAC theme, "It Starts With Us," was announced at the planning meeting. The conference will be the largest in OA history with 15,000 Arrowmen in attendance, and it is already sold out. Those who cannot attend will be able to watch the sessions streamed live over the Internet at [www.oe-bsa.org](http://www.oe-bsa.org).

When asked about the importance of this anniversary and celebration, National Order of the Arrow Chairman Ray Capp said, "The OA centennial celebration is important because it provides an opportunity for Arrowmen to both reflect upon and celebrate the Order's many contributions to our nation's Scouting movement and then to discern how best to carry those principles forward into our second century. From its long-term commitment to unit service and quality summer camp operations, to cheerfully supporting districts, councils, areas, and regions, OA members have rendered the critical leadership required to ensure success at all levels of the Boy Scouts of America."

In addition to the national conference, the OA is bringing the centennial experience to every region through the ArrowTour program led by the four region chiefs. A specially equipped truck will visit camps and service centers in each region, giving Arrowmen, Scouts, and Scouters an opportunity to learn about the history of the OA and get a glimpse into its future. Participants at each stop will have a chance to brand silk-screen shirts and other items, and enjoy a host of interesting and exciting activities including great fellowship. ArrowTour will closely coordinate with the host lodge and council to showcase both the Scouting program and the Order of the Arrow. A schedule of stops is available at [www.arrowtour.oe-bsa.org](http://www.arrowtour.oe-bsa.org).

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*December 2014 Planning Meeting at Marriot Solana Hotel.*



## Continued from page 1

In honor of the 100th anniversary, Arrowmen can earn the Arrowman Service Award with separate requirements for youth and adults posted at [www.oa-bsa.org](http://www.oa-bsa.org). Those who complete the requirements will be able to wear the award patch on their sash as special recognition. This is only the third patch in OA history to be authorized for placement on the sash.

Council lodges will have an opportunity to recognize “Hometown Heroes” from past and present who have made a profound impact on their lodge and the Order of the Arrow. These individuals will receive the Centurion Award, which includes a certificate and medal. They will be recognized at NOAC in August.

Finally, in recent years, council lodges have been asked to send a Legacy Rock to Capp, engraved with their lodge name and headquarter city. The Legacy Rocks, along with lodge histories and artwork, will be displayed at the national conference and then incorporated into the new Summit Circle at the Summit Bechtel Family National Scout Reserve.

The Summit Circle will also feature the relocated, carefully preserved original ceremony circle—thus blending Scouting history from Treasure Island in the Philadelphia Council (the site where the OA was founded a century ago) to the Summit Bechtel Reserve in the mountains of West Virginia.

As a BSA retiree, if you have not been involved with your local council lodge, we encourage you to help kindle the fire of cheerful service that has propelled the order through the last 100 years. “It Starts With Us”—from the spirit within!



*Pictured from left to right are youth officers elected at the Order of the Arrow National Planning Meeting in December: Alexander Leach (Southern Region chief), Nathan Lee (Western Region chief), Alex Call (national chief), Donald Stephens (national vice chief), Joey Dierdorf (Central Region chief), and Matt Bell (Northeast Region chief).*

# Retirement Adventure

## Retirees Enjoy Spring and Fall Reunions

Great times lay ahead for retirees who experience one of five reunions planned across the country this spring and fall. If you haven't gone to a reunion in the past or you're just now joining the retiree ranks, plan to attend one in your region or an area where you enjoy visiting.

Here are some highlights from reunions held last year:

- Central Region retirees went to the Gerald R. Ford Presidential Library and Museum in Grand Rapids, Michigan, where one section is dedicated to President Ford's Scouting experiences. Retirees saw the Eagle Scout Award he earned in 1927, and learned he was a strong advocate for the Boy Scouts of America as a congressman and, ultimately, as president. Among other attendees, it was a special time for three former Scout executives of the Detroit Area Council: Don Hall, Bob Primrose, and Bob Shoemaker (pictured here, left to right).



- Retirees from the Western Region had a great time when they gathered in Salt Lake City. They participated in the Quick Draw Gunslinger shootout, swapped tales, and were entertained by a jug and bottle band. The reunion ended with an outstanding performance by the Mormon Tabernacle Choir and Orchestra before attendees departed for home.
- The quaint and historic town of Annapolis, Maryland, home of the U.S. Naval Academy, was the backdrop for Northeast Region retirees. Food, fellowship, and good times happened when the group toured several local landmarks and, of course, the Naval Academy where they shared a special lunch in the Officers' Club with midshipman Eagle Scouts.

- Southern Region (Southeast) retirees got together in Greensboro, North Carolina, and visited the Guilford Courthouse National Military Park—site of the largest, most hotly contested battle of the Revolutionary War's Southern campaign. They also went to Mount Airy, the hometown of Andy Griffith and considered to be the inspiration for Mayberry. That explains why Jack and Jean Grady wound up in this famous Mayberry location!



- Hot Springs Arkansas, was the fun spot for Southern Region (Southwest) retirees as they enjoyed home-cooked barbecue, a stroll down the historic Bathhouse Row where the rich and famous of the 1930s gathered, and a dinner theater production. Oh, and one other place: We couldn't resist getting a picture of retiree Jerry Outlaw posing with Al Capone at the Gangster Museum of America.



More interesting places are in store for reunion goes this year, so plan to join us! **See the list of reunion dates, locations, and contacts on page 8.**



# Your Questions and Comments



## Question

*Hi, Allen. A couple of questions for the "Ask Allen" column: Why is an "EMP TAX" deducted from a retirement check? Seems like a strange tax to levy when we no longer work for the BSA and have a tough time keeping up with increased cost of living. Also, I forget what the "drug bubble" is all about. According to UHC/Optum Rx, I just fell into the bubble. My drug costs in one instance, for Zetia, jumped from \$105 to more than \$300 for a three months' supply. I'm sure you have answers for these questions.*

Cliff Mansley, NTS 149

## Answer

Good questions, Cliff. The "EMP TAX" on your pension check is not a tax. That refers to the portion of your gross pension annuity payment that is not subject to income tax. The "bubble" in your drug plan is a coverage gap, often referred to as the "doughnut hole." It is my understanding that most Medicare prescription drug plans have this gap.

When you reached \$2,850 in total out-of-pocket costs in 2014, you entered the coverage gap and began paying 100 percent of the cost of your prescription drugs. However, while you are in the doughnut hole, you are receiving a discount on brand-name drugs. You will remain in the doughnut hole until your out-of-pocket cost reaches a level to qualify for the catastrophic coverage. Then you will pay a minimal co-payment for brand-name drugs through the remainder of the year.

In 2015, you will not reach the doughnut hole until you have out-of-pocket expenses of \$2,950. You will leave the doughnut hole for catastrophic coverage when you have reached \$4,700 in out-of-pocket expenses. I believe that for prescriptions filled in the doughnut hole, in 2015 you will get a 55 percent discount on brand-name drugs and a 35 percent discount on generic drugs.

According to Medicare, the doughnut hole (coverage gap) will gradually narrow until it disappears in 2020. See [www.aarp.org](http://www.aarp.org) or [www.medicare.gov](http://www.medicare.gov) to find out more about the health care law and how it benefits you.

## Question

*As a follow-up to our conversation last month, who do I speak with at the national office to merge my two registration numbers? I retired in March 2013, and at the end of the year the BSA registered me as a retiree with a brand new identification number, ignoring the number I had been registered under for years. And it's the one that had all my training records attached. Now I'm getting emails telling me my Youth Protection training, which I renewed in October, needs to be updated in order for me to be registered. The local council registrar says she cannot merge the records (?) because one is a "national."*

John A. Nowak

## Answer

Based on my information, it is my understanding that the identification numbers cannot be merged into a single record. It is recommended that you continue to register as a retired professional with the national office as your primary registration and use that identification number to renew your Youth Protection training certification. Then, attach a copy of the certification for other registered positions that you wish to serve locally. Thanks for your inquiry.

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

c/o Human Resources, 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*.

# Proud Moments

*It is with pride and deep appreciation that the Boy Scouts of America recognizes the following retirees for their dedicated service and achievement of a new five-year milestone of registered veteran status encompassing 50 years or more during the period of Jan. 1–Dec. 31, 2014.*

## 50 years

Claude N. Barrow  
Gary A. Beus  
Jon C. Halter  
Antonio Huie  
S. Alexander Jervis Jr.  
Thomas F. Leet  
Robert A. Marinucci  
Joe G. Ramirez

## 55 years

Gary Erlinger  
Daniel R. Gasparo  
George Hartley Jones Jr.  
Charles William Louree  
Skulason Moe  
Jack F. Moore  
John Olynick  
Charles H. Wetter

## 60 years

Ronald L. Barker  
Gino D. Bartolucci  
John A. Brown  
David W. Capstick  
Richard Allen Davis  
Donald E. Hamrick  
Benny High  
Gary Douglas Jensen  
Larry G. Mahoney  
Raymond M. Moyer  
Edward R. Ostrosky  
Dennis Prefontaine  
Harold V. Tate Jr.  
Clifford A. Waters  
Perry Winkler

## 65 years

Glenn E. Alexander  
Lyle K. Antonides  
David R. Bates  
Richard O. Bentley

Michael E. Dixon  
William J. Drzymalla  
James L. Hall  
Joe C. Hawkins  
C. Michael Hoover Jr.  
Rudolph W. Hudnell  
Melvin D. Hunter Jr.  
James A. Rupert  
Russell Frederick Swenson  
Lee R. Tripp  
Russell W. Vick

## 70 years

J. “Bill” W. Copeland  
William B. Dean  
Ernest P. Doclar  
Everard J. Grain  
Boyd R. Ivie  
William J. Moran  
Phyllis L. Neely  
Harold W. Spanier

Robert B. Svoboda  
Dean E. Tooley  
Joe D. Yoke

## 75 years

William F. Downs  
Graham T. Howard  
James C. Langridge  
Clifford D. Mansley Sr.  
E. Mick McAllister  
Robert F. Meinholtz  
R. Lynn Mortensen  
G. Allen Mossman  
Delbert A. Raby  
Albert L. Smith  
F. Willard Vickery

## 80 years

Albert N. Falcone  
Derrald L. Watkins

## 85 years

Pierre R. Thyvaert

In order for BSA retirees to receive veteran registration recognition, the following must occur:

**A person must be registered as a retiree with the BSA National Council** by completing and submitting a retiree application and the registration fee annually. It is recommended that the retired professional’s primary registration be as a retired professional Scouter with the National Council. Multiple register in different capacities, if desired. **Note:** *If the person is registered and paid in a different capacity (i.e., unit, district, council, national), a retiree application must still be completed and submitted to the BSA National Council, but an additional registration fee is not required.*

**Each person must have a completed veteran application on file at the National Council.**

**Note:** *The veteran application need only be submitted one time. After the first submission, registration for veteran recognition will be automatically processed in five-year increments.*

**All retirees are encouraged to keep their BSA registration current.** Those with a lapse in registration status have the opportunity to back register to restore veteran status by contacting the Member Data Shared Services Team at the national office and paying back registration fees.

**All registered adults must complete Youth Protection training.** Training is available online at [www.myscouting.org](http://www.myscouting.org) or by contacting your local council office. Requests for a veteran application or veteran status can be made to Lynn Adcock, Strategic Performance Department, Evaluation and Reporting Team, Boy Scouts of America, 1325 West Walnut Hill Lane, P.O. Box 152079, Irving, TX 75015-2079. Phone: 972-580-2513; email: [lynn.adcock@scouting.org](mailto:lynn.adcock@scouting.org).

**Further information** regarding your retiree registration should be addressed to the Member Data Shared Services Team S270, Boy Scouts of America, 1325 West Walnut Hill Lane, P.O. Box 152079, Irving, TX 75015-2079. Phone: 972-580-2097; email: [correspondenceRSS@scouting.org](mailto:correspondenceRSS@scouting.org).



# Your BSA Benefits Center

## Quick and Easy Access

Did you know that your BSA Benefits Center provides a lot of health and wealth information including helpful tools at your fingertips or through a telephone call?

The website <http://bsabenefits.mercerhrs.com> gives each BSA retiree instant access to make and record changes to his or her personal benefits information. You can control the information in your benefit file and assure its accuracy, quickly and conveniently. No wait, no hassle, and no need to make a phone call. It is available 24 hours a day, seven days a week!

If you do not already have access to the website, you will need to register your new account by creating and submitting a user name and password.

You can personally change the following through the BSA Benefits Center:

- 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

You can change your beneficiary at any time for your life and SEA benefits, but you cannot change the survivor designated in the Joint and Survivor options once you are in payment from the BSA Retirement Plan. This is because the Retirement Plan calculation done when you retired is based on your life expectancy and the life expectancy of the beneficiary you named at the time of your retirement. Unfortunately, we are unable to change to a different beneficiary when you are in pay because the annuity amount you currently receive is based on your life expectancy and that of your spouse—not anyone else.

To check or make changes to your **personal information, direct deposit, or federal or state tax deductions**, log on to the BSA Benefits Center website. Go to the “my Wealth” section, click on “BSA Retirement Plan,” and then click on the topic you want shown to the right of Plan Overview on the Summary tab.

To make changes to beneficiaries or life status, or to review your health and benefit coverage, go to the “my Health” section and click on “See all your coverages.” To the right of Overview on the Health tab, select the topic you need.

You can also find important forms on the website for “Wealth” and “Health” needs. These forms may be printed, filled out, and mailed if necessary.

**To protect yourself and others, please log out before leaving the website.** If you have any questions, you can contact the BSA Benefits Center at 800-444-4416 Monday–Friday, 9:00 CT to 6:00 CT.



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# Financial Well-Being

## Stretch Your Bucks in 2015

Yes, we have now entered the new year, and the cost of living is still rising! Let us see if we can make our retirement income go a little farther with a few money-stretching ideas.

**Get a money plan.** If you don't yet have a spending plan, you should establish one to guide you through the coming months. Some people resist the budgeting process, but building a monthly budget based on your fixed and discretionary expenses can save you from a lot of stress in the long term. Examples of fixed expenses are utilities, medical requirements, insurances, etc. Examples of discretionary (optional) expenses are eating out, going to the movies, etc.

**Pay yourself first.** Make sure to put savings at the top of your plan to stretch money. Regularly setting aside some amount, no matter how small, will add up in the end! Try committing to a yearlong simple savings plan; start by saving one dollar each week, and increase that deposit each succeeding week. Guess what? Within a year you will have deposited more than \$1,300 in the bank without even knowing it! Or set up a savings account that allows automated transfers and arrange for an amount to be transferred into it on a weekly or monthly basis. It's similar to setting up auto-pay for your bills, except that you're paying yourself.

**Track yourself.** Start by keeping a record of all the money you spend during one month, including even small purchases. You may be surprised to see that just a little spending on luxuries here and there can really add up over time. Imagine how much you would save by changing this habit.

**Live within income.** A lot of people feel they are struggling to get by, but if they look around, it's easy to find others who manage successfully on even less income. Do your best to keep expenses in line, and live within your means.



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**Shop for value.** Shop in bulk or join a warehouse club to get more value for your money. Look for good sales on the items you need and, when it comes to more expensive necessities, remember that big-ticket items usually depreciate a lot in the first few years after you purchase them. Consider buying warrantied pre-owned vehicles and demonstration model appliances.

**Manage debt.** Reducing debt also cuts down on finance charges. Remember that making a big credit purchase means you are committing to pay over a period of time from income that you don't yet have. Take advantage of interest-free sales offers if you know you can pay off the purchase before the term of free interest expires.

Some Food for Thought

The person who doesn't know where his next dollar is coming from usually doesn't know where his last dollar went.—Unknown

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## 2015 Retiree Reunion Calendar

### Southern Region (Southeast)

April 7–10

WinShape Retreat Center, Rome, Georgia  
Chick and Mary Jo Harvey, co-chairs  
[ecupirate80@comcast.net](mailto:ecupirate80@comcast.net); 706-290-9388

### Southern Region (Southwest)

April 28–May 1

The Tower Hotel, Oklahoma City, Oklahoma  
Paul and Judy Moore, co-chairs  
[Paulmoore405@gmail.com](mailto:Paulmoore405@gmail.com); 626-660-5446

### Central Region

September 15–17

Holiday Inn Hotel, Marquette, Michigan  
Dew and Susan Jones/Jim and Arlene Stone, co-chairs  
[dsa3jones@chartermi.net](mailto:dsa3jones@chartermi.net)/[jim5176@hotmail.com](mailto:jim5176@hotmail.com)

### Western Region

September 28–30

Philmont Scout Ranch, Cimarron, New Mexico  
Jerry Hasting, chair  
[Jerry.hasting@gmail.com](mailto:Jerry.hasting@gmail.com); 360-210-4664

### Northeast Region

September 29–October 1

Dunes Manor Hotel, Ocean City, Maryland  
Ted Krisanda, Chair  
[krisanda@optonline.net](mailto:krisanda@optonline.net); 973-644-9884

## BSA membership as of December 31, 2014

Cub Scouts	1,295,527
Boy Scouts	854,692
Venturers	157,655
Explorers	110,853
Total Youth	2,418,727
Grand Total Youth and Adults	3,399,609
Packs	41,076
Troops and Teams	44,687
Crews	14,908
Posts	4,928
Total Units and Explorer Posts	105,599
Learning for Life, Estimated Served	422,139
Local Councils	280

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*Now & Then* is now online!

You can find it at <http://scout-wire.org> in the BSA Newsletters section.