

Scouting Offers Innovative and Exciting Opportunities

If someone asks you, a BSA retiree, “What’s this STEM Scouts program I am starting to hear about?” what would you tell them? Even though we’re retirees, we need to stay in the loop about new happenings as Scouting continues to move forward.

STEM Scouts is a new coed program of the Boy Scouts of America open to youth in three divisions: elementary school, grades 3–5; middle school, grades 6–8; and high school, grades 9–12. The program is designed to give youth a fun and exciting learning environment to increase their interest in science, technology, engineering, and math (STEM).

Because STEM Scouts combines Scouting ideals with different programmatic after-school activities, the BSA can reach a new population of young people who have never before been a part of the Scouting family.

STEM Scouts focuses on fun and exciting opportunities and activities that appeal to youth who may be more interested in science and math experiments than in outdoor adventures, and it expands openings for delivery of the values of the Boy Scouts of America. The possibilities and potential service to the emerging youth population are enormous.

STEM Scouts depends on chartered organizations to sponsor units known as labs and on volunteers to lead the weekly experiments and labs. The basic uniform for a STEM Scout is a white lab coat with the embroidered STEM Scouts insignia. Field trips and weekly interactions with STEM professionals provide students with an inside look into how STEM skills are used in the real world. In addition, STEM Scouts will have opportunities to go on field trips to see how real people in real companies use hands-on experiments like the ones they’ll do in the STEM lab to invent new technologies, machines, and medicines, and to develop ideas that change lives.

The innovative STEM Scouts program concept has been piloted in the Great Smoky Mountain Council in Tennessee since last fall. The pilot



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program revealed that STEM Scouts attracts young people who otherwise did not choose to join Cub Scouting, Boy Scouting, or Venturing. More than 370 youth signed up, 85 percent of whom were new to Scouting. In addition, 75 adult leaders were recruited. That’s a tremendous testament to how innovative programs like these have a bright future within Scouting—they deliver activities that kids want while relying on the core methods of Scouting to produce the right outcomes.

Following the successful pilot, the BSA announced a pilot extension to include these additional 12 councils (pending their board approval):

- Capitol Area Council; Austin, Texas
- Pathway to Adventure Council; Chicago, Illinois
- Circle Ten Council; Dallas, Texas
- Denver Area Council; Denver, Colorado
- Connecticut Rivers Council; East Hartford, Connecticut
- Sam Houston Area Council; Houston, Texas
- Crossroads of America Council; Indianapolis, Indiana
- Middle Tennessee Council; Nashville, Tennessee
- Greater St. Louis Area Council; St. Louis, Missouri
- Catalina Council; Tucson, Arizona

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Michael Surbaugh Named Next Chief Scout Executive

Following an extensive selection process, the Boy Scouts of America named Michael Surbaugh its next Chief Scout Executive, the organization's top professional. Surbaugh, the BSA's current group director of HR, Innovation, Exploring, and Learning for Life, will provide general direction of administrative work of the BSA. He follows Wayne Brock, who will retire in October after serving as Chief Scout Executive for three years.

"I am honored and humbled to have been selected as the Boy Scouts of America's Chief Scout Executive," said Michael Surbaugh. "As I transition into this role, I am committed to continuing the legacy of leadership to solidify Scouting's role in the development of America's youth and to empower our volunteers to deliver the kind of life-changing experiences that can only be found within Scouting."

Serving as group director since 2014, Surbaugh has demonstrated a record of success and achievement in fundraising, membership, and program development. He has developed numerous innovative programs designed to meet the needs of employees, volunteers, and youth. In each assignment, Surbaugh has also worked to extend Scouting's reach to disadvantaged communities, Native American youth, and those with special needs.

Surbaugh began his career in 1984 as a district executive in Jacksonville, Florida, and then served as a senior district executive and program director in Syracuse, New York; director of field



Michael Surbaugh

services, director of development, field director, and development director in Minneapolis, Minnesota; Scout executive in Sioux Falls, South Dakota; Scout executive in Appleton, Wisconsin; and Scout executive in Pittsburgh, Pennsylvania.

Surbaugh is an Eagle Scout and an Order of the Arrow Vigil Honor Member, and has completed Wood Badge. He has also served as camp director and a member of summer camp staffs for 12 years. Surbaugh graduated from Salem College with a Bachelor of Arts degree in youth agency administration.

Continued from page 1

- Garden State Council; Westampton, New Jersey
- Samoset Council; Weston, Wisconsin

STEM Scouts is a significant program for the BSA—especially as it continues to innovate ways to extend Scouting's values and life-changing experiences to reach more youth.

Now & Then will feature updates in future issues to keep retirees knowledgeable as the



BSA moves forward with this new approach to continue serving youth and our nation.

Retirement Adventure

The ‘Evolution’ of a Godson

By Ron Phillippo, retired Scout executive, St. Paul, Minnesota

Back in the fall of 2010, I met a young man in his early 20s at the gym in St. Paul where I was doing my daily workout. My observation over the years is that folks rarely introduce themselves in this setting; however, that day the lad on the next machine extended his hand and said, “Hello. I’m Alex and I’m from Seattle.”

I would see him daily, and each time he was very cordial. He always called me by name and eventually asked me about my field of work. Since a Scout is always friendly, we engaged in a Q and A session on my 42-year career with the BSA.

Naturally, I asked him why he was in St. Paul. He freely told me that he was in drug treatment at Hazelden, a world-famous rehabilitation center. He explained that he, at one time, was the No. 1 Halo (a video game) competitor in the U.S. and No. 6 in the world. He went on to say that he got into drugs and alcohol, and that Hazelden was his third attempt at recovery.

During one encounter, I asked him if he’d like to go to church with us, and he agreed. Each week, my wife, Betty, and I would pick him up at the Hazelden residence, attend church, and go out for brunch; we started to bond.

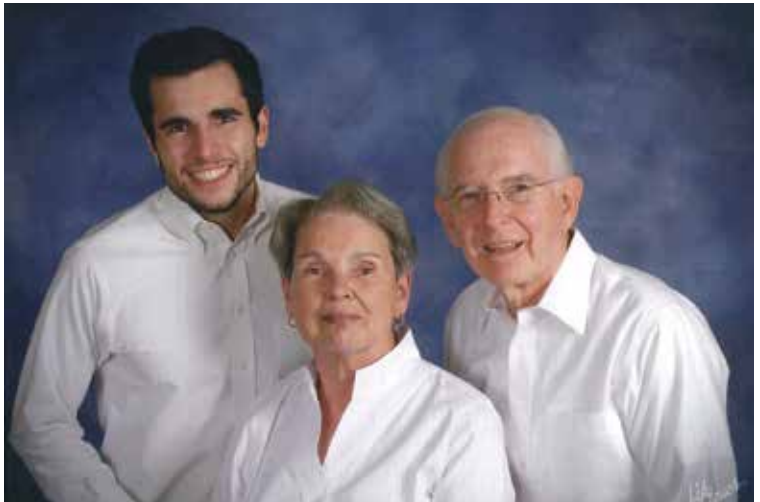
Alex progressed through his treatment that spring and moved to a “sober house.” He now had to do his own cooking—a new adventure. I offered to take him grocery shopping, but he declined. I bartered with him to do some work at our place to pay off the cost of the groceries, and he agreed, kiddingly calling this routine his “indenturedness.”

That summer we discovered that he would turn 23 on September 5. Betty decided she would host a birthday party. Prior to the event I went to our local Hallmark store, and explained that I needed a very special card for an exceptional young friend. The clerk responded by taking me

to the “Godson” section. Thus, Alex became our godson.

All this time we encouraged him to pursue his GED. During his junior and senior years of high school, he had traveled the country playing in large Halo events and did not graduate. Amazingly, he tested out of the GED requirements and soon started taking college-level courses. Last May, he graduated with an Associate of Arts degree with a 4.0 GPA! His mother, brother, and sister-in-law came to St. Paul for his graduation, and Betty hosted a celebration at our home. In time we have developed a fine relationship with his family.

Last fall, he started as a junior at the University of Minnesota’s Carlson School of Management, one of the upper Midwest’s most respected business schools.



Betty and Ron Phillippo with their godson, Alex (left)

Alex has been sober for over five years and is very active in AA. He has a great job with supportive co-workers and is able to handle his rent, car insurance, tuition, and living expenses.

After working on Sunday became so important to earning a living, we missed seeing him at church except for Christmas and Easter, but we continue to meet with him weekly, which is the highlight of our week.

Truly, Alex is our godson and recognized as such by our family.

Your Questions and Comments



Question

I have just read my husband's Now & Then Spring 2015 edition. Always good to keep up. I am a 39-year veteran and OA Vigil member, currently serving as HR chair under the Extreme Sport—Wheels chairman for the 2017 jamboree. I would like your assistance, please. Would you send me some contact information for the newly elected OA officers and regional chiefs? We would very much like to give them leadership experience in preparation for the world jamboree in 2019. We believe this would be an excellent opportunity for them to experience.

Ginger Smietana

Answer

Thank you for your inquiry, Ginger. This looks like a fine opportunity, and I suggest that you contact the OA specialist at the national office, Matt Dukeman, at 972-580-2455. I am sure he will be able to help you with your request.

Question

On February 6, 2014, I received a nice letter from the Chief Scout Executive to congratulate me on 65 years as a registered Scout. I also have the letter and cards for the 50th, 55th, and 60th anniversary. I was disappointed five years ago when I was not listed in the Proud Moments for 60 years and called and was assured I'd be included when I reached 65 years. Once again, I am disappointed. I remain a very active volunteer who achieved Eagle Scout and the Explorer Silver Award as a youth. I've kept my registration current for all these years and would really like to have the bragging rights that come with the Proud Moments listing.

Also, I just noticed that the number on the bottom of the registration card changed from 900 to 940 for the 65-year veteran. Don't know what this means; just

hope I can last another five years. Hope you can help resolve my concern.

William F. Henderson

Answer

Thanks, Bill, for taking the time to write and the opportunity to be of service.

First, I have been advised that you are indeed a 65-year veteran on record in the national office and it has been verified by the Strategic Performance Office. You definitely should have been listed in the registered veteran recognition in the spring issue of *Now & Then*.

Your request to me was forwarded to Lynn Adcock, who is responsible for providing the list of veterans to be recognized. The unfortunate omission was due to a clerical oversight and should not happen in the future.

On behalf of those responsible for the error, I offer a sincere apology for the inadvertent oversight. Should you have further questions or concerns on this issue, you can contact Lynn directly at 972-580-2513 or Lynn.Adcock@scouting.org.

Also, it is my understanding that the number 900 on your registration card indicates employee registration and 940 indicates retired status. Hope this information is helpful.

Question

Please change my address shown as Florida in the 2013–2014 Retiree Directory to my correct address in New York indicated in this email. Thank you.

John Moore

Answer

Thanks for your inquiry, John.

A check of the 2014–2015 Retiree Directory indicates that the correction you requested has been made.

Reminder to all readers: All requests for changes to your personal information on file should be directed to the BSA Benefits Center. The best, fastest, and most accurate method is via the Internet. Complete instructions were provided on page 6 of the *Now & Then* Spring 2015 issue.

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

c/o Human Resources, Boy Scouts of America
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Irving, Texas 75015-2079
Email: 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

A 'Five for 50' Celebration

Ron Hegwood graduated in the 227th National Training School for Scout executives and is a former BSA national director of personnel. He retired from active service in 1999 as director of the Central Region following a long and outstanding professional career in Scouting.

Ron had a deep desire to continue in service as a volunteer to bring Scouting to young people in an urban area and give them exposure to the benefits of Scouting through personal growth and development. So in September 2008, he started Troop 50, chartered to Main Street United Methodist Church/Aldersgate Mission, in Hattiesburg, Mississippi, the same place where he began his career in 1960 as a district executive.

He became a committed Scoutmaster for kids growing up in the inner city. Recently the



From left to right, Bolivar Wilson, Jackson Hartung, Scoutmaster Ron Hegwood, Daniel Dunn, Larry McGee III, and Jarvis Johnson.

troop celebrated the honor of five of its 18 members becoming the first to achieve the Eagle Scout rank in the history of the troop. The Scoutmaster is very proud of his boys.

It is a proud moment indeed when a caring person shares of himself or herself in helping young people to be "Prepared. For Life." A well-deserved Scout salute and best wishes to Scoutmaster Ron and Troop 50!

Taking a Big Leap

Some of us have a bucket list of things we want to do in our retirement years before time passes us by. Retiree Bill Moran is one of those people. To celebrate his 80th birthday, he dug into the bucket of adventures he wants to accomplish.

Bill had long had a desire to go skydiving—to experience the sensation of stepping out of an airplane more than 2½ miles in the sky and feeling the rush of a free-fall until a parachute opens to enjoy the float back to Earth. So he and his wife, Jill, spoke with a neighbor who had just gone skydiving for the first time and said it was thrilling. They called Skydive Spaceland in Clewiston, Florida, and scheduled his tandem skydive.

After a film and training by the "dive master," Bill went up in a Cessna to 14,000 feet. He and the very capable skydiver to whom he was attached did an 8,000-foot free-fall and then pulled the ripcord, sailing another 6,000 feet to a perfect, soft landing.



Bill Moran celebrated his 80th birthday with a tandem skydive.

He had the time of his life and said if George H.W. Bush could do it at 73, 75, 80, and 90 years of age, he could do it at 80. When asked if he would do it again, he said, "Probably not," although he really enjoyed it. Aside from some motion sickness after the parachute opened, it was the thrill of a lifetime.

His wife, Jill, said, "He's my hero and I'm proud to be married to a man who is willing to try almost anything."

Health and Well-Being

Don't Wait Until It's Too Late

By Patricia D. Henderson, Attorney at Law

Health and well-being definitely involve a healthy state of mind, and one thing that can put our minds at ease is knowing that we have taken the necessary steps to assure our wishes for the present and future have been adequately addressed. So we asked Patricia Henderson, a highly skilled estate attorney, to discuss some issues that each of us needs to give our attention to before the time arises when we may not be able to make our wishes known.



Patricia D. Henderson

Here is what Pat has to say:

When planning for a year, plant corn. When planning for a decade, plant trees. When planning for life, plan your estate.

Estate planning is bringing the future into the present so that you can do something about it now. Remember, where there is a will, there are 500 relatives wanting to be included. Therefore, a “last will and testament” must be written and reviewed periodically to be sure your wishes are implemented.

A will speaks for you at death; however, powers of attorney speak for you while you are alive. Everyone needs a will and powers of attorney, but few people actually have a plan because estate planning can be regarded as a difficult or unpleasant task.

A **Directive to Physicians** is a document that allows you to address what kind of medical treatment you would like to receive if you ever face a terminal or irreversible medical condition. It is often referred to as the document where you tell the doctors to “pull the plug.” Most people request that all treatments other than those needed to keep them comfortable be discontinued or

withheld so they can be allowed to die as gently as possible.

A **Medical Power of Attorney** is a document that allows you to name an agent to make medical treatment decisions for you in accordance with your wishes if you are not able to do so yourself.

The main difference between the two documents is that the Directive to Physicians is where you express specific preferences as to the use of life-sustaining treatment, and the Medical Power of Attorney is where you name one or more persons to make most medical decisions for you.

Within a Directive to Physicians, it is also possible to name an agent to make medical treatment decisions for you in accordance with your personal wishes if you do not also have a Medical Power of Attorney. Even so, most people sign both a Directive to Physicians and a Medical Power of Attorney, and they do not name an agent within a Directive to Physicians.

If you become seriously ill or unable to handle your financial matters for another reason, a **Financial Durable Power of Attorney** allows you to name someone whom you trust to handle these affairs for you. In most states, this person is known as your agent or attorney-in-fact.

The word “durable” is important, so that durable powers of attorney will continue to be in effect if you should become incapacitated. The person you name as your attorney-in-fact can manage your expenses, pay your bills, make deposits and withdrawals at your bank, monitor your investments, and handle other financial matters during your incapacity.

The more time you spend contemplating what you should have done, the more time you lose planning what you can and will do. Make or update your estate plan today.

What's in Your Insurance Policy?

By Herb Turner

An important element in our financial well-being is the insurance we carry. Often we take out an insurance policy, pay the premiums, and forget about it until an occasion arises when we need it. As we experience life's changes, many times our insurance needs change too.



Herb Turner

It is important to our financial health that we take the time to review current and future needs to avert possible financial disasters. It is wise to review your insurance coverage with a good insurance agent to understand your needs and to make necessary adjustments. Knowing what is covered and what is not can be important.

Herb Turner, an experienced, qualified independent insurance broker, offers the following insurance coverage information that you might want to consider.

College Student's Belongings—(While this may not be applicable to retirees, this information may be helpful to pass on to family members who have children in college.) I now recommend that students get their own renters policy. They can usually get one for less than \$200 annually with no more than a \$500 deductible. Most of the time the parent's policy will have a much higher deductible, which means more out-of-pocket costs. It also means a loss on the parent's claim history. Sometimes it may be difficult to find in the policy where it states personal property coverage away from the premises is covered. It is best to call your agent if this information is not easily found on your coverage sheet.

Yard Damage/Other Structures from storm and disaster—Understand that

detached garages, gazebos, fences, sheds, barns, and any other structure not attached to the house is considered other structures. Making sure you have enough of the proper coverage is very important.

Food Spoilage—Most of the calls I receive regarding spoiled food revolve around some type of power outage. The customer usually has a freezer or additional refrigerator filled with food. Most insurance carriers do not provide this coverage as part of a home policy unless the house is damaged by a covered peril. For example, the power goes out in your neighborhood and isn't restored for 12 hours. Very few home policies will cover food spoilage in this situation. As another example, say a tornado damages the house and causes a power outage, which results in food spoilage. Coverage would be provided in this case due to a covered loss. It is best to review your home coverage with your agent regarding food spoilage.

Extended Dwelling Coverage—This provides a minimum of 25 percent additional dwelling coverage should the cost to rebuild the home exceed policy limits. I have found that this option can be offered at a very reasonable cost by insurance carriers.

Foundation Water Damage Endorsement—You should consider this option if your home was built on a concrete slab foundation. This covers damage to the foundation due to accidental escape of water or steam from a plumbing or heating system.

Chronic Illness—Some life insurance carriers include accelerated death benefits at no additional charge. An insured who is diagnosed with a terminal illness would be able to get an advance on his or her death benefit. The death benefit is reduced by the amount paid plus accumulated interest.

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Philmont Leadership Mantle Is Passed

John Clark retired as general manager of Philmont Scout Ranch in Cimarron, New Mexico, on May 1 and has turned over the mantle of leadership to Kevin Dowling, who was the team leader at Northern Tier High Adventure Base in Ely, Minnesota.

John's professional Scouting career spanned 37 years of dedicated service at the local council and national levels. In May 2009, a lifelong dream came true when John was selected as the general manager of Philmont and head of the High Adventure Department. His leadership and example of professionalism have brought High Adventure to new levels of excellence. John was recognized for his many achievements at a reception held at the National Annual Meeting in Atlanta. Best wishes to John in his new adventure, and congratulations to Kevin in his new role.



John Clark

BSA membership as of March 31, 2015

| | |
|--|------------------|
| Cub Scouts | 903,650 |
| Boy Scouts | 711,475 |
| Venturers | 114,924 |
| Explorers | 68,810 |
| Total Youth | 1,798,859 |
| Grand Total Youth and Adults | 2,629,690 |
| Packs | 37,588 |
| Troops and Teams | 42,237 |
| Crews | 13,340 |
| Posts | 3,885 |
| Total Units and Explorer Posts | 97,050 |
| Learning for Life, Estimated Served | 424,569 |
| Local Councils | 280 |

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