

## ***A Chat With the Next Chief***

*By Allen Mossman, 186th NTS*



I thought it would be nice if retirees had the opportunity to get acquainted with Michael Surbaugh as he becomes the 13th Chief Scout Executive on October 1. So I asked Mike if we could meet and chat about his new and critically important leadership role in Scouting. He graciously accepted so we sat down for a visit.

First let me say that when you meet Mike, you get a warm, friendly sense of his enthusiasm for the strong values of the Boy Scouts of America. He quickly lets you know that he believes our society needs those values today more than ever before and that Scouting is vital to the future of our changing nation.

Mike spent his boyhood in the area of Pittsburgh, Pennsylvania. He had a great Scouting experience from his time as a Cub Scout to the day he received his Eagle Scout badge in 1976. As a Scout he served in a number of summer camp staff capacities including camp director. He is a vigil member of the Order of the Arrow and Wood Badge-trained, which gives him a rich program background.

He decided on Salem College in Salem, West Virginia, when it was time to further his formal education and pursue a career.

He earned a BA degree in youth agency administration (American Humanics) and, while an undergraduate, continued in Scouting as a member of the Sigma Mu Sigma service fraternity and president of the Humanics Student Association.

I asked Mike what led him to become a professional Scouter. He said it was because his Scout executive encouraged him to consider a life career in the BSA.

When Mike received his Eagle Scout rank in the Greater Pittsburgh Council, he was invited to meet with Ron Moranville, his Scout executive. Moranville made it a personal practice one evening every month to sit down and talk with each new Eagle Scout, to get acquainted and discuss life choices and possibilities for the future.

Mike said, “Ron reinforced the choice of a Scouting career when I was on the summer camp staff. I’ll never forget sitting in the chair across from him and he said, ‘You never know, you might sit in this chair.’ Being Scout executive of Pittsburgh seemed highly unlikely at age 17. I really enjoyed—years later when Ron came up for the 40th anniversary of Flag Plaza—sitting in the Scout executive chair while he sat in the ‘guest chair.’”

Thirty-one years ago Mike entered the professional career service of the Boy Scouts of America as a young district executive. His dream was to make the rich Scouting program he had experienced available to other young people as a guide for life.

Over time he successfully served six local councils with increasing responsibility in the Southern, Central, and Northeast regions. Mike has served as program director, finance

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## Continued from page 1

director, field director, director of financial services, and director of field service as well as Scout executive of four councils. In 2014 he moved from serving as Scout executive of the Laurel Highlands Council in Pittsburgh to accept the position of group director of Human Resources, Innovation, Exploring, and Learning for Life at the National Service Center in Irving, Texas. In this key role he was chief innovation officer of the BSA, leading the departments of Scouting University, Human Resources, and Program Design and Development. He gave direction to the learning component of Scouting, empowerment of our human capital, and development of new large scale projects such as STEM Scouts.

Mike has an in-depth knowledge of the movement's history and the challenges that Scouting has overcome through the years. So I asked what he saw as the important issues facing the movement today and in the foreseeable future.

He responded that although the Boy Scouts of America remains the leading youth recreational education organization in the nation, we must address and reverse the continuing losses in youth membership that have occurred since 1972. This situation reminds us that we are not the same society we were in the 1970s. Young people now have different interests than those of past generations. A lot has altered in the way we live, work, and play, and we should remember that change is constant—it will always be with us.

Our next chief feels that the *unchanging* values expressed in the Scout Oath and Law are desperately needed today. High-quality life experiences are provided through the Scouting program for youth as they grow and become adults. Holding fast to our values, we must be innovative in seeking ways to expand the program for high appeal to young people, parents, and Scout leaders today.

From our chat, it is clear to me that our new chief will focus on the challenge to *grow the movement*—thinking and acting beyond traditional program models and methods to meet the needs of those we serve and to inspire sustainable, quality membership growth.

One example of this is STEM Scouts, which reaches a youth segment that may not be captivated by traditional program delivery methods or the outdoor program concept. STEM presents the Scout program and values in a model highly appealing to young people with interests in science, technology, engineering, and mathematics.

Finally I asked Mike what role retirees could serve in the future of Scouting. “What would they like to do?” he said with a smile. “I can assure you there are many Scout executives ready and eager to accept retiree skills and volunteers.”

I guess the message is clear. What do we, as retirees, want to contribute of our skills, experience, and deep-seated interests? We can be unit leaders, serve on committees, volunteer for office work, teach methods and skills, raise project money, organize units, and so much more. What we can and *should* do as retired career Scouters is unlimited.

Meet the challenge with commitment and service to help grow the movement ... again!



*A Scout explores STEM-related topics in the Technology Quest tent at the 2013 National Scout Jamboree at Summit Bechtel Reserve.*

# Scouting Updates

## ***New Merit Badge Teaches Methods, Technology of Animation***

The Boy Scouts of America relies consistently on ideas from our youth to help increase fun and learning in the Scouting experience. The Animation merit badge is a great example of a program brought to life by Scouts for fellow Scouts.

Animation is an expanding career field in today's tech-savvy world. The U.S. Bureau of Labor Statistics anticipates the need for multimedia artists and animators will increase as consumers continue to demand more realistic video games, 3D animation, and bigger and better visual effects in movies and television.

The BSA merit badge committee consulted with several animation experts after learning from our youth members that animation has great appeal as a way to develop useful creative skills in fields related to science, technology, engineering, and math (STEM). Earning the

Animation merit badge involves learning animation principles, managing complete hands-on design projects, touring animation studios, and working with career professionals as part of the badge requirements.



In another exciting development, the Boy Scouts of America is publishing the merit badge pamphlets for animation and several other badges in both print and digital formats. This introduces a new level of convenience and digital interactivity to a youth's experience in Scouting. Other BSA publications currently available in both Kindle and print versions include the *Fieldbook*, all Cub Scout handbooks and leader guides, and the *Scoutmaster Handbook*. Even more digital editions will be coming in the near future.

## ***Scouting Goes Mobile With Scoutbook***

Two of the BSA's ongoing priorities are to develop fresh, life-changing experiences that instill the values of Scouting and to provide unit leaders with the tools, training, and support they need to deliver those experiences.

The recent acquisition of Scoutbook—a Web application designed for mobile devices—will expand Scouting's presence in the digital world and help us connect with our members when, where, and how they prefer.

Created in 2013 by Shawn Jackson, a parent and active member of the Scouting community, Scoutbook currently has almost 200,000 users. Mr. Jackson, in an April 8 blog post at [www.scoutbook.com](http://www.scoutbook.com), said his team is now “working closely with the National Council on transitioning Scoutbook to become a BSA wholly-owned and operated resource.”

Scoutbook delivers a suite of easy-to-use tools that are helpful to both Scouts and unit leaders. It enables units to better communicate, update records, and manage activities. It can also allow leaders and individual Scouts to track their advancement in real time.

Scoutbook gives us yet another way to connect with the youth of today and deliver an experience that is meaningful and fun for them.



# Your Questions and Comments

## Question

Allen, I am a retiree and my primary registration with the National Service Center. In January, I mailed a check along with the retiree application that I received from national to register. I also took Youth Protection training online, but I could not connect it to my membership. It is June and I still do not have a membership card and membership number from national. How can I acquire these?



## Question

Allen, would you please change my address to ...? I have moved and need to change my telephone number, etc.

## Answer

I frequently receive requests like this one via email. Therefore, I would like to share again some

important information that appeared in *Now & Then* last spring.

Mary D. Jones

You can immediately change and update the following personal data online at the BSA Benefits Center website, <http://bsabenefits.mercerhrs.com>:

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

## Answer

I am very sorry for the inconvenience you have experienced.

After receiving your email I promptly contacted Sandi Trevino, the Member Care Team leader at the National Service Center. She quickly checked the registration file confirming your current membership. The registration record indicated that your 2015 BSA membership card was mailed in March to the address provided on the submitted registration form. Upon further investigation it was discovered that the address to which your card was mailed did not contain an apartment number. That number has been retrieved and immediate action was taken to mail you a new card. This should resolve your difficulty.

If you need further assistance, just call 972-580-2000 and ask for the Member Care Team. I am sure they will be happy to help.

If you do not use computers or prefer to request changes by telephone, you may call the BSA Benefits Center at 800-444-4416. More details about the Benefits Center can be found on page 6 of the 2015 spring issue of *Now & Then*. If you would like an email copy of the information, please send your request to [bsanowandthen@gmail.com](mailto:bsanowandthen@gmail.com).

## Something You May Not Know

The BSA registration file and the BSA Benefits Center file are two separate databases created to meet different needs. Mailings for retirees such as *Now & Then*, monthly retirement benefit checks, and the BSA retiree directory come from the Benefits Center database. Be sure to request changes accordingly. Changing personal data on the registration does not automatically change the record on the Benefit Center file. The databases are not linked because they serve different purposes.

Feel free to contact me anytime. It is always good to hear from you. I am always at your service!

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

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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*.

# Retirement Adventure

## A Retirement That's for the Birds



Richard with his carving of a scissor-tailed flycatcher.

At work on a pileated woodpecker.

Richard Bentley, who served 38 productive years as a BSA professional and retired as director of the South Central (now Southern) Region, says being retired is “for the birds.” What he means is that he now has time to follow his passion for watching birds in their natural habitat and creating exquisitely carved wooden bird sculptures in the little workshop behind his home.

The retiree got an early start in this interest from his father, who raised homing pigeons for more than 20 years. Richard earned his degree in biology, planning to work for the U.S. government, but that changed when a Scout executive in Austin, Texas, persuaded him to take on a job as program director. The rest of his highly successful Scouting leadership achievement is now history.

Richard tells the story of when he was introduced to a book called *Birds of America* while in high school. He frequently checked the book out of the school library and became enchanted as he read about the many species

of birds and gazed at the colorful illustrations. One day the librarian said that he had read the book so often it was almost worn out, so she presented it to him as a gift. To this day he delights in sharing this treasured book with friends.

He has identified and recorded more than 2,200 species from his bird-watching adventures around the world and recently made a repeat trip to Australia to discover new finds.

Richard enjoys entering his carvings in national competitions where he has won 50–75 honors, including 20 prized rosette award ribbons. His bobwhite quail carving, a special source of satisfaction, has won many competitions, most notably Best of Show at the Pacific South Flyway Club in Los Angeles.

All of his creations are life-size, from hummingbirds to birds of prey and everything in between. Each is meticulously carved from clear-grain poplar wood carefully chosen for each project. Through the years he has carved more than a thousand birds for personal enjoyment, gifts, or on commissions—including one from the owner of the Belk chain of stores.

Every carving requires delicately etching the veins in each feather, precise coloring, and creating a mounting stand that expresses the bird's authentic habitat. Sometimes a carving takes months to complete. Richard's commissioned pieces can earn hundreds to several thousand dollars, and each is truly a work of art by a skilled and talented craftsman.

## Fall BSA Retiree Reunions

It may not be too late to get in on the fun and fellowship if you act fast!

### Central Region

September 15–17

Holiday Inn Hotel,  
Marquette, Michigan

Dew and Susan Jones / Jim  
and Arlene Stone, co-chairs  
dsa3jones@chartermi.net,  
jim5176@hotmail.com

### Western Region

September 29–30

Philmont Scout Ranch,  
Cimarron, New Mexico

Jerry Hasting, chair  
jerry.hasting@gmail.com,  
360-210-4664

### Northeast

September 29–October 1

Dunes Manor Hotel,  
Ocean City, Maryland

Ted Krisanda, Chair  
krisanda@optonline.net,  
973-644-9884

# Information Smorgasbord

## **Take Some Control of Your Health and Well-Being**



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*Adding a bicycle ride or walk in the park to your daily routine can be a great “stress-buster” at any age.*

Most of us, when we retire, look forward to slowing down the pace of life so we can relax and enjoy each day. We must be careful, however, not to get caught up in another lifestyle that allows stress to creep in.

Doctors tell us that stress in our lives can lead to heart disease, stroke, eating and sleep disorders, and other serious health conditions.

We all feel stress from time to time, some people more often than others. Certain practices may help us to minimize and take control of that stress. For example, set aside some time each day to just relax. Enjoy a quiet moment or listen to some soothing music and clear your mind.

If you start to feel anxious or worried, slow down your daily pace. Learn to say no sometimes, and be mindful not to stay in constant motion or to take on too many tasks. Do things that you really enjoy. Give your brain a break. Stretch your body with some exercise such as a relaxing walk. And finally, make sure to watch your diet.

Learning to reduce your stress can help you to live happier, healthier, and maybe even longer.

## **Guaranteed Living Income Benefits**

A recent visit and discussion with a Certified Financial Planner and financial advisor revealed an enlightening bit of information. It could be very important to retirees wanting to maximize investment income through fixed or variable annuities with a “guaranteed living income benefit.”

Contact your advisor or agent if have an annuity with this benefit. Tell them that you want to review your individual situation and need, and be sure to review the topic with them frequently. Be aware it is possible to lose some investment income if the benefit is not taken at the appropriate time.

## **Take a Good Look at Your Health Insurance**

Review your health insurance plan each year to make sure you are satisfied with what it provides. It’s best to do that evaluation early this fall so that you can be ready to make any needed adjustments in your 2016 health care plan during the “open enrollment” period that begins November 1, 2015 and ends January 31, 2016.

Here are some thoughts to keep in mind as you evaluate your personal 2016 coverage needs.

- Check to see if 2016 is bringing any changes to your current plan.
- Determine whether your cost will increase:
  - Look at your deductible coinsurance portion, the amount you are responsible for after the deductible is covered.
  - What is your out-of-pocket maximum before the insurance kicks in?
- Evaluate your drug plan and formulary.
- Check the [healthcare.gov](http://healthcare.gov) website.

# A Job Well Done

## **Thanks, Wayne and Ernestine!**

This issue of *Now & Then* is the last edition being published before Chief Scout Executive Wayne Brock retires and joins the BSA retiree family on October 1.

Wayne and Ernestine then will be dividing their time between their roots in North Carolina—where Wayne began his 43-year professional service career in the Boy Scouts of America—and Texas, where the couple's son and Wayne's sister live with their families.

Throughout his highly successful Scouting career, Wayne's service has been marked by deep resolve and commitment. His focus has been to instill positive and lasting life values for the youth of our nation through the Scouting program.

Scouters sometimes wonder, "What is a typical day for the Chief Scout Executive?" Wayne recently answered that question in his Web blog.

Here are some excerpts:

*I am usually in the office only half the time. I make myself as available as I can to make trips to local councils. I may be there to deliver speeches or make other public appearances, but I also take time to get a grasp of how things are going at the unit and council levels to deliver the best Scouting experience possible.*

*I also learn a lot from visits to the heads of national chartered partners, board members, members of Congress, and attending national events. These trips give me a sense of what our decision makers think of how good a job we are doing in serving America's youth, and how we might work with them to offer fresh, new experiences that appeal to today's young people.*

*Back at headquarters, after my first cup of coffee, doing a quick Google search on BSA stories and tackling my to-do list, my "typical" days can quickly fill with meetings on subjects ranging from legal issues to IT strategy and public relations to HR. I also squeeze in video*



*shoots to communicate with our employees and volunteers; I like to use technology whenever possible to stay in touch.*

*It's also great to have visits from local council members who are in town for training courses and help with any concerns or projects that are important to their Scouts. And surprisingly, aside from my weekly call with our national president and national commissioner, I spend relatively little time on the telephone.*

*The job is challenging, sometimes stressful, but always rewarding because I know that for all the stress and challenges, collectively we are making a difference in the lives of young people.*

The BSA has experienced great benefit and a distinguished privilege in having Wayne's steadfast leadership.

On behalf of retired members of the career Scouting family, we express sincere gratitude for Wayne's service as our 12th Chief Scout Executive and his exemplary personal guidance and vision, preparing the future of the Boy Scouts of America, with his wife Ernestine by his side.

We look forward to welcoming Wayne and Ernestine as fellow retirees!

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## Report to the Nation

June 15, 2016 will be the 100th anniversary of President Woodrow Wilson signing the law passed by Congress to grant a federal charter to the Boy Scouts of America.

Each year, by federal law, the BSA is required to present a formal report of achievement. Below are three outstanding achievements presented last February in Washington, D.C., by our Report to the Nation delegation. During 2014:



- Scouts provided more than 14 million hours of service to their communities at a value of more than \$323 million (based on a national volunteer-hour value of \$22.55).
- Nearly 52,000 young men earned the Eagle Scout Award. Earning the Eagle Scout rank requires the completion of an extensive service project, which resulted in more than \$183 million in community service.
- More than 1.1 million Scouts attended BSA high-adventure camps in West Virginia, New Mexico, Minnesota, and Florida, as well as thousands of Scout day and summer camps.

With honor and commitment we are privileged to continue serving the youth of our nation under this significant charter.

## BSA membership as of June 30, 2015

Cub Scouts	890,192
Boy Scouts	772,679
Venturers	121,461
Explorers	77,227
<b>Total Youth</b>	<b>1,861,559</b>
<b>Grand Total Youth and Adults</b>	<b>2,727,646</b>
Packs	38,337
Troops and Teams	43,234
Crews	13,727
Posts	4,289
<b>Total Units and Explorer Posts</b>	<b>99,587</b>
<b>Learning for Life, Estimated Served</b>	<b>428,327</b>
Local Councils	280

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You can find it at <http://scoutingwire.org/newsletters/now-then/>