

## Meet Two New Members of the BSA National Key 3

At the May 2018 National Annual Meeting of the BSA, two new members of the national Key 3 were elected by our National Executive Board. Along with Chief Scout Executive Mike Surbaugh, Jim Turley and Ellie Morrison now form the national Key 3 leadership.



**Jim Turley** has been elected national (board) chair. The former global chairman and CEO of the accounting firm Ernst & Young, he has served as a Scouting volunteer for nearly 25 years. Jim

started with the Houston office of Ernst & Young in 1977, became chairman and CEO in 2001, and served in that role until his retirement in 2013.

While the name of Jim's BSA position—previously called national president—is new, the duties are very similar. He is the 37th individual in BSA history to hold this role. The responsibilities include serving as chair of the national executive committee and the national board, chairing meetings of the National Council, and providing oversight to the BSA's strategic plan.

Jim has been a Scouting volunteer at the local and national levels since 1994 and served as president of the Greater St. Louis Area Council from 2016 to 2018. In 2002, Jim was elected to the BSA's National Executive Board. In 2009, he was recognized with the Silver Buffalo Award—Scouting's highest honor for volunteers.



**Ellie Morrison** is the 11th national commissioner of the BSA—a position first held by Daniel Carter Beard. She is the first woman to serve in the role.

Ellie has served in a wide variety of local, area, regional, and national volunteer leadership roles, including council commissioner, area

commissioner, and a key position on the national commissioner staff leadership team before her election as national commissioner. She also continues to serve as an assistant Scoutmaster in Waco, Texas.

Like commissioners at all levels of Scouting, the national commissioner is an experienced Scouter who helps chartered organizations and unit leaders achieve the aims of Scouting. Ellie has abundant Scouting experience, and her impact on Scouting over many years and positions has been substantial.

In addition, she chaired the New Unit Task Force, a collaboration of the membership and commissioner services that wrote the *Unit Performance Guide*, a resource for building sustainable new units and strengthening existing units. She also chaired the team that created the Commissioner Award of Excellence for Unit Service, an honor for commissioners symbolized by a gold square knot on a red background, and she served as a key member of the committee that designed the Wood Badge for the 21st Century program, for which she also served on staff at the pilot course.

In 2013, Ellie's years of service were recognized with the Silver Buffalo Award. But she didn't stop there. Recently, she was on the committee that developed resources for our new Family Scouting program and the New Member Coordinator position, and she has served as the first chair of the New Member Coordinator Task Force, helping new Scouting families feel welcomed into Scouting.

Outside of Scouting, Ellie has served in a variety of roles at First United Methodist Church in Waco, Texas, including director of Christian education and children's ministries.

We are exceptionally grateful to Jim Turley and Ellie Morrison for their continued service to Scouting in these important roles. They live by the great principle that “the best way to find yourself is to lose yourself in service to others”—as do millions of BSA volunteer leaders who give so generously and selflessly of time and treasure bringing Scouting experiences into the lives of young people.



# Retiree Adventure

## ***Philmont National Scouting Museum Needs a Few Good Retirees!***

Most of us have great memories of Philmont Scout Ranch. Whether you went on a trek as a Scout, served as a leader on the trail, or spent a week at Philmont Training Center, once you have been to Philmont, you want to return to this magic place.

However, some of you may have missed those opportunities. If so, do we have a deal for you!

The Philmont Scout Museum needs docents to serve beginning next summer. A docent serves a period of three days to a week, depending on your travel schedule. Most of us know enough about the history of Scouting that we are well-qualified to share the exhibits with Scouts and leaders at Philmont, as well as people who are just traveling through New Mexico and stop to visit the museum.

Of course, it is a volunteer position, but meals and tent housing are provided. Just being at Philmont with the Scouts and leaders is more than worth your time. For all the details, contact Nancy Klein at Philmont, [nancyklein@scouting.org](mailto:nancyklein@scouting.org). It's a great way to spend a few days at Philmont and visit a beautiful part of America.

As most of you know, for 15 years the National Scouting Museum was in Irving, Texas, next to the National Service Center. Earlier this year the 600,000 artifacts in the museum's collection were packed up and shipped out not only to Philmont but also to the Summit Bechtel Museum in West Virginia.

A "soft reopening" was held at Philmont in May in a new building that has replaced the Philmont Museum and Seton Memorial

Library. The new building, with 19,500 square feet, is significantly larger than the 6,000 square feet of the former Philmont building.

There are two main galleries in the new building. One focuses on the history of Scouting, while the other tells the history of Philmont Scout Ranch and the American Southwest with American Indian artifacts collected by author and BSA cofounder Ernest Thompson Seton. The Seton Memorial Library will continue to be a popular destination for researchers studying the Southwest.

In addition to the main galleries, the new museum features a large outdoor plaza with a spectacular view of the Tooth of Time; an 88-seat Carl M. Marchetti Order of the Arrow conference room; and a lobby and gift shop where visitors can be directed to Philmont's three other museums—the Villa Philmonte, the Kit Carson Museum at Rayado, and the historic Chase Ranch. Despite the wildfire problems experienced at Philmont this summer, a public grand opening of the National Scouting Museum—Philmont Scout Ranch is scheduled for Sept. 15.

Meanwhile, at the Summit Bechtel Reserve, the Scott Visitor Center is now featuring items that tell the history of world Scout jamborees. This will be in place through the 24th World Scout Jamboree in 2019, hosted by the BSA, Scouts Canada, and the Asociación de Scouts de Mexico. Museum plans at the Summit include displays throughout the facility to feature the heritage of Scouting for both participants and visitors.



# Scouting in Action

## **Order of the Arrow Moves to Welcome Scouts BSA Girls**

This fall, the Boy Scouts of America will begin the launch of Family Scouting as follows:

**Cub Scouting** will be offered for boys and girls from kindergarten through age 10 starting in September 2018. There will be three types of Cub Scout packs: all-boy, all-girl, or boys and girls. If pack leadership and parents decide to have boys and girls in the same pack, there must be separate dens for the boys and girls. Lions, which has been a pilot program for those of kindergarten age, will now be an official part of Cub Scouting.

**Scouts BSA** (formerly Boy Scouting), will be the program for boys and girls ages 11 through 17 starting in February 2019. Scout troops must be separate all-boy and all-girl units.

In addition, **Venturing** and **Sea Scouting**—both programs for young men and women 14 through 21 years of age—and **Exploring**, for young men and women ages 10 through 20, will continue as they are.

The Order of the Arrow (OA) was founded in 1915 to recognize Scout campers who displayed living the principles of the Scout Oath and Scout Law. Today the mission and purpose remains steadfast.

In 1948, the BSA National Executive Board acted to make the OA an official part of the Scouting program for boys. With the launch of the new Scouts BSA program, which will be open to both boys and girls, steps are being taken to adjust membership requirements to include and support all members.

The National Order of the Arrow Committee has approved some important updates to OA membership election requirements. Beginning Feb. 1, 2019, membership election will be permitted in Scouts BSA, Venturing, and Sea Scouting units with the following requirements for all members:

- Must be a registered member of the Boy Scouts of America.
- Spend 15 nights camping while registered with a troop, crew, or ship within two years immediately prior to the election as an Order of the Arrow candidate. For Sea Scouts, ship nights may be counted as camping.

- The camping nights must include one, but no more than one, long-term camp consisting of at least five consecutive nights of camping. At least 10 nights must be overnight, weekend, or other short-term camps of, at most, three nights each.
- At the time of their election, youth must be under the age of 21, hold the Scouts BSA First Class rank, the Venturing Discovery Award, or the Sea Scout Ordinary rank or higher, and following approval by the Scoutmaster, Venturing crew Advisor, or Sea Scout Skipper, be elected by the youth members of their unit.
- Registered adults 21 years of age or older who meet the camping requirements may be selected following nomination to the lodge adult selection committee.

### **Early Planning Underway for OA National Service Event**

The OA is partnering with the National Park Service to create a national service event in Washington, D.C., to be held during the summer of 2023.

The weeklong event will include 5,000 Arrowmen working together in multiple service projects designed to help improve local and national parks as well as other possible partnerships for further service. In addition, Scouts will have the opportunity to tour Washington, D.C., and experience our nation's history and government up close.

This large, ambitious, and visionary event will culminate with a spectacular live show on the National Mall celebrating Scouting and its lasting impact on youth and our nation.

**What a way to close a spectacular week: Rekindling our spirit and reintroducing the Boy Scouts of America to the USA!**



# Your Questions and Comments

## Question

Allen, I got my copy of the retirement plan report, and what a difference a day makes. Jan. 31, 2018 plan liabilities were \$1,831,000,000, an increase of over \$500 million since Feb. 1, 2017. What a hit—more than a 30 percent increase from \$1,332,197,949!!!

Not only is there no cost-of-living adjustment, but a decrease in the take-home pay of active employees. An increase from 2 percent to 4.25 percent of pay for employee contribution. What kind of a liability increases over 30 percent in retirement funds, not operating funds?

To most retirees, you and Now & Then are their only voice to the BSA. I will be anxious to see what kind of explanation you will be able to share.—Bill

## Answer

Thanks, Bill, for your interest and taking time to write. I contacted Mark Parsons, director, BSA Benefits and Retirement, and shared your thoughts and concern. Here is what Mark had to say:

“The asset values in the chart provided in the Annual Funding Notice are measured as of the first day of the Plan Year. They are ‘actuarial values.’

“Actuarial values differ from market values in that they do not fluctuate daily based on changes in the stock or other markets. Actuarial values smooth out those fluctuations and can allow for more predictable levels of future contributions.

“Despite the fluctuations, market values tend to show a clearer picture of a plan’s funded status at a given point in time. As of Jan. 31, 2018, the fair market value of the Plan’s assets was \$1,306,000,000. On this same date, the Plan’s liabilities, determined using market rates, were \$1,831,000,000.

“As stated on the Annual Funding Notice, the figure of \$1,831,000,000 quoted was the BSA Retirement Plan’s liabilities as of Jan. 31, 2018, using *market rates*. The figure of



\$1,332,197,949 was the Plan’s liabilities as of Feb. 1, 2017, using *actuarial values*. A brief explanation of the difference in market values and actuarial values is presented on page 2 of the Annual Funding Notice, in the paragraph titled Year-End Assets and Liabilities.

“The two types of values are not comparable, and don’t provide for a meaningful comparison. However, the form and calculation methods must be published to comply with government regulations.

“Bill also shared concern on the increase in current employee contributions from 2 percent to 4.25 percent. This is a part of the overall changes to the retirement programs offered by the BSA and does not affect current retirees. Current employees grandfathered in the BSA Retirement Plan will still have an opportunity to participate in the new BSA Match Savings Plan—a type of 403(b) plan—and all local council employees will have an opportunity to receive matching contributions in the new plan, something not currently offered by all councils. Also, it may be of interest to know that for many years, employees paid an employer contribution of more than 4 percent to participate in the BSA’s pension plan; it is in more recent years that the employees paid 2 percent. The changes to the BSA retirement programs, the Pension Plan, and the new BSA Match Savings Plan will ensure that all employees have an opportunity to save for a meaningful, comfortable retirement, in a way that is sustainable for the BSA and local councils.”

## On a Personal Note

Remember that *Now & Then* is your publication. We want it to keep you informed on a quarterly basis and to be what you as a BSA retiree want to read. Also, we want it to be helpful to you in living your retirement. We need your input about what will be useful and interesting to you. It is always good to hear from you!

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

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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 volunteer editor of *Now & Then*.

# Scouting Update

## **Southern Region Retirees Hold Southeast and Southwest reunions**

BSA retirees always have a fun-filled time at reunions, enjoying great fellowship with old friends. So if you haven't attended a retiree reunion in your area of the country, you definitely need to put it on your bucket list and join in! Two separate reunions were held in the Southern Region this spring:

Retirees in the southeastern part of the region got together in New Bern, North Carolina, for a great time April 25–29, and those in the region's southwestern part gathered May 1–2 in Tulsa, Oklahoma.

Both reunions were held in locations that are important not only in our nation's history but also in connections with Scouting, and everyone was able to explore and see some new things together.



Former Chief Scout Executive Wayne Brock and his wife, Ernestine, were chair hosts for the **Southern SE reunion in New Bern**.

This was special time since Wayne is a native New Berner and started his professional career there as a district executive. Wayne and Ernestine also have a home there, and one of the highlights of the reunion came when they graciously opened their home to all attendees for an evening of fellowship.

Tours of New Bern were also on the program. Participants learned that New Bern was founded in 1710 and is the second oldest town in the state. Also, among many other interesting facts, Pepsi Cola was created there.

Another highlight was having dinner with current Chief Scout Executive Mike Surbaugh and hearing about exciting changes underway to grow and sustain the movement in the future.

Marty and Sandy Mills served as chair hosts of the **Southern SW reunion in Tulsa**, where



participants experienced a tour and lunch at the Philbrook estate, former home of Waite Phillips, donor of Philmont Scout Ranch. It was an extraordinary opportunity to learn about the Phillips family and their impact on Tulsa and the Southwest.

While in Tulsa, retirees also visited and toured the Will Rogers Memorial Museum, where they enjoyed short films and displays about Rogers' years growing up and the impact his life and career had on our culture. One of the interesting displays contained items Rogers had with him when he and his pilot died in a private plane crash in August 1935: The display featured an official Scout knife that was in Rogers' pocket. There was a lot to do in Tulsa, in addition to great fellowship and food!

It is not too late to plan and join one or two of the retiree reunions planned for this fall!

### **Central Region, Sept. 11–13, 2018**

Crown Plaza Hotel, Cincinnati, Ohio  
Contact: John Young, Cell: (513) 706-8410,  
jyatbountifulharvest@fuse.net

### **Western Region, Sept. 17–19, 2018**

Crown Plaza Hotel, Tucson, Arizona  
Contact: Lou Salute, (520) 812-7160,  
lousalute@gmail.com

### **Northeast Region, Sept. 27–30, 2018**

Crown Plaza Hotel, Dulles Airport,  
Washington, D.C.  
Contact: Ron Rogers, Cell: (570) 855-2573,  
Home: (570) 674-5040,  
rogers13@frontiernet.net

# Health and Well-Being

## ***Time to Review Your Health Insurance Plan***

Needless to say, managing and maintaining adequate medical insurance is a key issue for all retirees. Every year we should stop and evaluate the health insurance plan under which we are covered, and it's just about that time now. With the annual open enrollment period coming this fall, each of us needs to review our medical needs, assess whether we have the proper coverage, and decide which health insurance and drug plan are best suited to our particular health needs.

The open enrollment period for 2019 will be Oct. 15 through Dec. 7, 2018, with Jan. 1, 2019 being the date our new plans become effective. During open enrollment you can decide to add, drop, or change your coverage for health insurance as well as disability insurance and life insurance.

A Medicare annual enrollment period is made available for people who qualify for Medicare benefits. Anyone who is eligible for Medicare Parts A, B, and D can enroll in or make changes to their Medicare coverage. This includes being able to change from Original Medicare to Medicare Advantage; change from Medicare Advantage back to Original Medicare; switch from your current Medicare Advantage plan to a different Medicare Advantage plan; make changes to your Medicare Part D coverage (the Medicare prescription drug benefit); or apply for Medicare Part D even if you didn't when you first became eligible, although some fees may be incurred.

### **Some Tips to Keep in Mind**

It's important to be aware of all the options available to you during the Medicare open enrollment/annual enrollment period. There are a great number of different plans available, but only certain ones will give you the coverage you need. And the quality of the different plans varies greatly.

You need to be aware that your monthly premium is not the only cost of a health insurance plan. Most plans require some level of cost-sharing that you will be responsible for when you receive medical care. Cost-sharing can take the form of copayments, deductibles,



*Photo courtesy Shutterstock.com, ©Marta Design*

or coinsurance. Be aware of all of your cost-sharing requirements before you apply for a plan.

Make sure you know which doctors and hospitals are accepted by any new plan before deciding to change to it. Health plans often limit your coverage to networks of preferred doctors and hospitals, or they may charge you more if you use out-of-network care.

To review the above information, during the 2019 Medicare Open Enrollment period you can:

- Change from Original Medicare to Medicare Advantage, or vice versa.
- If you have Medicare Advantage, choose a different Medicare Advantage plan.
- Make changes to your current Medicare Part D coverage.
- Apply for Medicare Part D, although fees may be required.

Here is what you *cannot* do during the Medicare Open Enrollment period:

- Enroll in Medicare Part B without a qualifying medical event.
- Apply for Medicare Advantage Plans that are not in your geographic region.
- Make changes between your Medicare plans without answering medical questions.

## Stretch Your Retirement Dollars

A fixed income is always a challenge due to a changing economy and inflation on costs for everyday needs. Being left with fewer dollars available after attending to life's necessities can have a huge impact on our ability to pay for things we enjoy and want to do for fun and relaxation of the body and mind.

Are you aware there many savings discounts available to retirees that will make your buck go farther? All you have to do is ask!

For example, here's a list of saving options you might consider the next time you feel like eating out. Keep in mind that senior discount deals often change without notice and, as noted below, may vary at participating locations.

- **Burger King**—10 percent discount depending on location (60+)
- **Country Kitchen**—Senior menu (55+)
- **Fazoli's**—Club 62 for special senior menu items (62+)
- **Friendly's restaurants**—10 percent off your meal with free coffee at breakfast or a free small ice cream on Sunday during non-breakfast hours
- **Golden Corral**—senior discount (varies by location)
- **IHOP**—10 percent discount (55+) and a menu for people age 55 and over at participating locations
- **KFC**—free small drink with any meal depending on location (55+)
- **Krispy Kreme**—10 percent discount (age and discount varies depending on location)
- **McDonald's**—discounts on coffee and beverages (55+)
- **Old Country Buffet**—Daily discounts for seniors (55+)
- **The Old Spaghetti Factory**—Senior Menu that offers a list of discounted entrees
- **Papa John's**—senior discount policy varies by location
- **Perkins Restaurant and Bakery**—Fifty-Five Plus menu offering special deals

- **Piccadilly cafeterias**—10 percent discount with the Prime Time for Seniors card
- **Sizzler**—Honored Guest Menu (60+, varies by location)
- **Subway**—10 percent off (60+, varies by location)
- **Uno Pizzeria & Grill**—Double Nickel Club offers 25 percent off on Wednesday (55+)
- **Wendy's**—free coffee or other discounts depending on location
- **Whataburger**—free drink with the purchase of a meal, depending on location (55+)

### Did You Know?

Kohl's gives a 15 percent discount to customers age 55 and over every Wednesday. Ross offers 10 percent off to shoppers 55 and over on Tuesdays when they sign up for the Every Tuesday Club.

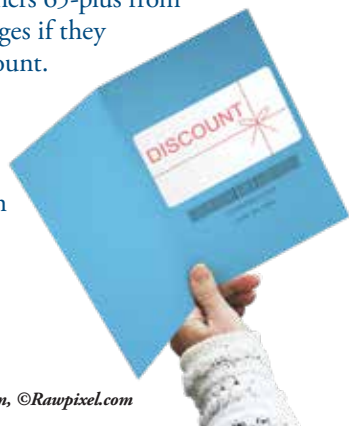
The national automotive service chains Jiffy Lube and Midas offer senior discounts. The age requirement and the discount vary by location.

Seniors age 60 and over can save up to 30 percent on regular admission at most AMC Theatres and up to 60 percent on Tuesday Senior Days at select locations. Showcase Cinemas offers a discounted \$6 admission on Senior Wednesdays. Discounts at Cinemark Theatres vary by location.

For \$10, people age 62 and over can purchase a senior pass good for lifetime access to more than 2,000 federal recreational sites and national parks.

It's also worth contacting your utility providers and municipal government about discounted rates for seniors. For example, Georgia Power offers seniors 65 and over a discount on their metered service if they meet income qualifications, and the City of Chicago exempts homeowners 65-plus from sewer service charges if they apply for the discount.

Always ask for a senior discount if one is available. It could be money in your pocket!



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## National Membership Participation Report June 30, 2018

Lions	3,966
Tigers	50,676
Wolves/Bears	390,051
Webelos Scouts	410,718
<b>Cub Scout–age Youth</b>	<b>855,411</b>
Boy Scouts	743,778
Varsity Scouts	89
<b>Boy Scout–age Youth</b>	<b>743,867</b>
Venturers	42,884
Sea Scouts	2,642
Explorers	76,284
<b>Coed Young Adults</b>	<b>121,810</b>
STEM Scouts	4,104
<b>New Market Youth</b>	<b>4,104</b>
<b>Subtotal</b>	<b>1,725,192</b>
Learning for Life	266,614
<b>Grand Total Youth</b>	<b>1,991,806</b>
<b>Total Adults</b>	<b>745,927</b>
<b>Total Units</b>	<b>78,460</b>

*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.  
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## Will You Serve as a BSA Retiree Scouting Ambassador?



As a BSA retiree, I occasionally hear questions or comments from family and friends about Scouting. Perhaps you've had the same experience?

I enjoy discussing Scouting, and yet in the months and years after retirement, we can start to feel as if we're "out of the communication loop" and a bit

challenged in our knowledge or understanding. This becomes especially true as changes occur in the Scouting program.

A simple, effective way to stay on top of the latest Scouting news is to subscribe to the email updates of *Scouting Wire* and *Bryan on Scouting*. These are the two most popular official Scouting news sources, filled with the latest happenings in Scouting across the country.

Subscribe to *Scouting Wire* at [scoutingwire.org/](http://scoutingwire.org/) newsletter and to *Bryan on Scouting* at [blog.scoutingmagazine.org/contact](http://blog.scoutingmagazine.org/contact).

Please let me know at [bobmersereau@outlook.com](mailto:bobmersereau@outlook.com) if you subscribe. We'd like to thank you and recognize you as a BSA Retiree Scouting Ambassador with a note and special gift from our Chief Scout Executive.

—Bob Mersereau (retired)  
Director, Office of the Chief Scout Executive

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