

## A Special Holiday Message to Retirees

As we move into the holiday season, a thought from our founder, Sir Robert Baden Powell, inspires me.

*“Try to leave this world a little better than you found it...”* is counsel Baden Powell shared with Scouts and leaders. It is worthy of our consideration as we conclude this year and begin a new year.

You dedicated a significant portion of your life to leaving this world better through your work in Scouting. Indeed, you have, and the fruit of your labors is seen in the Scouting legacy passed from generation to generation in communities across our nation.

Today we strive to follow the example set in your day of rising to the challenge with fellow staff and volunteers to deliver Scouting in ways that meet the contemporary needs of young people and families. And, same as in years past, we remain committed to our core mission and values while being open to new and different methods.

*Family Scouting* is an example of a change in our methods launched this year. For decades, girls with brothers in Cub Scouting have been informal participants at pack and den meetings and activities, while young women have been registered members of Exploring and Venturing. In response to the desire of our busier-than-ever parents and grandparents, this year we opened our program to girls and young women, so they can have the same great activities and values for their daughters that we provide for their sons. Does this mean the BSA is going coed? The short answer is “no.”

What Scouting provides for boys and young men is vital to preserve for their future. But girls and young women can benefit from those same opportunities. Learning and living the values of Scouting and becoming a leader is not gender specific. We created a model where a Cub Scout pack can now be all boys, all girls, or both. If the chartered organization and pack leaders choose to have boys and girls in one pack, the dens must be organized by separate gender.

In a bit of a throwback to the '70s, we're now calling the Boy Scout program *Scouts BSA* to provide both young men and young women



the opportunities of Scouting. Troops can be organized only as separate troops of young men or young women. This provides each gender the values, experiences, and leadership development of Scouting, but in single-gender groups. The *Scouts BSA* program for young women launches in February 2019.

The outcomes and values of Scouting remain the same. But *Family Scouting* provides the current generation of volunteer and staff leaders the opportunity to welcome hundreds of thousands of new families into our Scouting movement. How is it going? The numbers to date from our fall 2018 recruiting indicate families like this new option.

At the end of October, councils had recruited thousands more new members than last year. Among those, more than 50,000 were girls. As recruitment continues through the end of the year, we anticipate record Cub Scout membership growth this year. Check out the article in this issue titled “What Councils Are Saying About the BSA Family Scouting Program”—I think you’ll be as encouraged and inspired as our volunteers and staff.

Through *Family Scouting*, we are striving to “leave this world a little better” for young people and families today. I am pleased to tell you that, through this and many other efforts, the future of the BSA is bright.

Lisa joins me in the wish that this holiday season and your new year will be filled with joy and blessings. I am grateful to you and for you!

Michael B. Surbaugh | Chief Scout Executive



# Proud Moments

## ***National Museum Dedicated at Philmont***



*Two members of our retiree family, Gerald and Linda Robinson, took the opportunity to attend the official dedication of the new National*

*Scouting Museum in late September, and they agreed to share that experience with you. Here is Gerald's account of the trip.*

Linda and I were delighted to be able to attend the dedication of the National Scouting Museum at Philmont. Since we had been docents when the museum was in Irving, this was a special occasion for us.

While on vacation, we drove from Pagosa Springs, Colorado to Taos, New Mexico and then to Philmont in time for the ceremony the next day. It was sad to drive past the charred remnants left by the recent forest fire in Cimarron Canyon. However, Philmont's headquarters were unscathed and the view of the Tooth of Time was as spectacular as ever! Also, the beautiful setting and grandeur of the new building that houses the museum is befitting of the New Mexico region. It is very striking with its bold exterior of stucco and rock.

On arrival at Philmont, we were directed into a parking area across from the new museum and shuttled to the ceremony site by a pleasant and courteous Philmont staffer. The first thing that caught our eye was a bench with a Southwest Region retiree plaque on it that served as recognition for the gift of the bench.

I don't know what I was expecting, but I was surprised by the large and distinguished attendance. A quick glance at the names on the agenda indicated that this was an important occasion. Presiding over the ceremony was Doyle Parrish, chairman of the National Adventures Committee, and presenters included Chief Scout Executive Michael Surbaugh and Susana Martinez, governor of the State of New Mexico. The only drawback was the temperature. There wasn't a cloud in the sky, it was almost noon, and there was no shade. It was HOT!

It was announced that not only had the campaign to cover the cost of the museum construction been an outstanding success, but an additional \$2 million had been put in trust to provide for maintenance expenses. This brought a mighty cheer from those present.

In his invocation, Padre Gettelfinger referred to the museum as a "house of memories." That struck me as an appropriate name for any museum, and when you walk through the doors of this one, it feels like a museum. The displays depict history and, as we view them, they stir memories of our personal history.

We recognized many of the displays from the Irving building, but when added to the Seton collection and New Mexico history section, an already first-class BSA museum now provides a world-class history of the Southwest.

These thoughts stood out as we left the dedication:

One, the entire museum facility is very impressive. The architecture is fitting for the area, and there is room for the displays to grow.

Two, the staff at Philmont, people in nearby Cimarron, and the State of New Mexico are excited about the museum. It is a really big deal for them and they will not take it for granted.

Three, I think the new home for the museum has a lot going for it, and the move will prove to be more than satisfying. It won't take long for the National Scouting Museum to become a "must see" stop for travelers.



# Scouting Update

## West Virginia University to Educate Future BSA Executives



*The university, founded in 1867, is in Morgantown, West Virginia. The 2,800-acre campus supports more than 22,000 undergraduate students.*

Many retirees probably remember—or are graduates of—the Salem College undergraduate programs that once provided degrees to Scouting professionals. Among those who went through the programs are our current Chief Scout Executive and two assistant Chief Scout Executives.

Similar to courses of old at Salem College and other American Humanics schools, the BSA is partnering with West Virginia University, this time to offer two new degree programs to train future leaders for youth development organizations like the BSA.

The *bachelor's degree in organizational leadership*, set to debut in spring 2019, is designed to prepare students for careers in leading nonprofit organizations. Jeff Houghton, an associate professor at WVU, is the degree program's coordinator. He said: "We see our program as the next step in development for what could become a lifelong career in the BSA leadership."

The second program, culminating in a *bachelor's degree in adventure recreation management*, began this fall to provide an ideal fit for students with a love for outdoor recreation activities and an interest in leading council camps or BSA high-adventure bases. This program is offered at the West Virginia University Institute of Technology campus in Beckley, West Virginia, a 20-minute drive from the Summit Bechtel Family National Scout Reserve (SBR).

You may wonder, why West Virginia University? *One big factor* was the university's support of the 2013 and 2017 National Scout jamborees held at the Summit. WVU recruited students to work at the jamborees, paid their way, and gave them a \$500 scholarship for their efforts.

*The second big factor:* The university's president, Gordon Gee, is a lifelong advocate for Scouting. "Those two programs, I think, will be unique in this country. ... And, more important, they'll be very focused on Scouting," said Dr. Gee, a recipient of the Distinguished Eagle Scout Award and a member of the BSA National Executive Board.

At the Top Hands meeting in August, Dr. Gee introduced the new visionary degree programs and asked for the BSA's support. "We need to think about how we're going to replace all of you, eventually," he told the crowd. "We want you to identify those young people who really want to dedicate themselves to Scouting."

Courses of study are designed for students to learn by doing, not just reading and listening. Real-world experience will be gained from a hands-on curriculum with internship locations in 25 different states and 10 different countries.

The program at WVU features a strong focus on youth leadership development that helps students channel their passion and equips them to make a difference right after graduating. Curriculum will focus on skills and practical experiences vital to the BSA's success: developing and managing budgets, ethical leadership, leading change, financial management, fundraising, developing volunteers, and recruiting adult and youth membership.

WVU's organizational leadership program is offered by the College of Business and Economics. That means the program imparts the business skills essential to successfully manage nonprofit organizations.

The university will also take full advantage of its campus being just three hours away from the Summit. Through the partnership between WVU and the BSA, the SBR will become a student's laboratory for experiential learning. In addition, the university foresees using the Summit for programming related to its courses and having program-related annual leadership summits and conferences.

Lastly, students will start the degree program with an orientation experience at the Summit to begin their learning experience.

# Your Questions and Comments

## Question

*Hi, Allen. I think there is a typo on page 3 of the Fall 2018 issue of Now & Then. I believe the Exploring age group is 14–20, not 10–20. Hope you are doing well. Good to see you in New Bern.—Bill McCleery*



You always have an option to refuse delivery of the mail and not pay the extra postage. Or, you can just throw the unwanted mail in the trash when it arrives. A letter has been sent to the violator requesting that the directory not be used for any other purpose.

## Answer

You are absolutely correct, Bill, and we'll have to take our "40 lashes with a wet noodle." Thank you for being so astute and letting us know you are out there reading *Now & Then*. We sincerely apologize for the proofing oversight. You are correct, the Exploring program is for young men and women ages 14 to 20. And we will definitely try to do better to make it zero-defect in future issues! Keep on reading *Now & Then*.

## Question

*Over the past few years I have received several packets stuffed with materials making no sense, plus postage due. I believe I have traced the source to our Retiree Directory. Can you or the BSA in some way prevent our names being used in this way? I have a feeling I am not the only one.—R. White*

## Answer

Thank you for sharing your concern, Richard. I tried to contact you by telephone to discuss the matter, at your number listed in the directory, and received a message that the number was no longer in service. I'm sorry that we could not talk about the issue.

I am not aware of anything we can do to prevent someone from copying an address from the *Retiree Directory*. As you know the directory is printed and distributed only to BSA retirees with the intent that the document is not to be reproduced or used for anything other than personal, private use to keep in touch with other retirees.

The information used in the directory is readily available in telephone directories and other easily available sources of public record.

## Question

*Are all retirees' survivors listed in the Retiree Directory, or only those still receiving the deceased retiree's pension annuity?—Charley Wetter*

## Answer

Charley, the answer is yes for all survivors, unless a survivor has opted to not have their name listed in the annual publication of the *BSA Retiree Directory*. Survivors who have not been listed but who wish to have their names included in the directory should contact Allie Wayman, benefits analyst at the BSA National Service Center, by telephone at 972-580-2172.

## On a Personal Note

### Don't forget that BSA retiree online registration for 2019 is available beginning in December.

The Boy Scouts of America has given all of us, as BSA retirees, the opportunity to have an impact for the good of mankind in a very special way through serving youth.

I am humbly proud of my association with the Boy Scouts of America, as well as commitment and dedication to the principals of the Scout Oath and Scout Law as the touchstone for living life. And I hope you share that same feeling.

It is vitally important that we as retirees continue to support and sustain what we believe in and have invested ourselves toward. Join me—*be a proud BSA-registered member in 2019!*

*Allen*

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 volunteer editor of *Now & Then*.

# Scouting in Action

## What Councils Are Saying About the BSA Family Scouting Program

The launch of the BSA Family Scouting program is having positive and significant impact in councils and family life. Here is a very small sampling of growing successes from councils:

**Connecticut Rivers Council, East Hartford, Connecticut:** Pack 15 recruited 17 last year; this year recruited 36, all boys, and they are still not done. Pack 22 recruited four last year; this year recruited 12—nine boys and three girls. Pack 230 recruited 13 last year; this year they recruited 26, all boys. The geofencing initiative is going great and is really making a difference along with our traditional methods.



**Palmetto Council, Spartanburg, South Carolina:** Once this week's membership applications are processed, each of our traditional districts will have achieved year-end Cub Scouting growth at the end of September! Third quarter recruiting is up 29.5 percent as compared to last year. We have units that chose not to embrace Family Scouting but are now reconsidering because they see their neighboring packs doubling in size! Major kudos to Taylor Thomas, field director, for engaging the right recruiting team in the right places at the right time.

**Glacier's Edge Council, Madison, Wisconsin:** A big success in Baraboo, Wisconsin. Pack 377, with 22 registered youth, had a total of 48 new youth show up at their recruitment night. With this, the pack has more than doubled their size, increased adult leadership, and started a whole new, healthy Lion den.

Down the road in the Wisconsin Dells Area, Pack 79 has recruited 20 new youth. They have expanded their pack from 13 to 33 in a little more than a week. Just three years ago, we had virtually no Cub Scouts in this community!

**Laurel Highlands Council, Pittsburgh, Pennsylvania:** Pack 843 recruited 25 youth last year, and collected 52 applications this year! Eight were girls and 12 were Lions. (They did not recruit Lions last year during the pilot.) Independence Elementary didn't have enough youth or leaders to renew their charter for this

year, but then a dad with a young daughter stepped up and wanted to revive the pack. They had a table at an open house Thursday night, and received 22 new Scouts including six girls!

### Family Scouting's Impact

Michelle Harris, vice president of her Phoenix, Arizona, family dental office, has two children and serves as a Pack 431 den leader. She highlighted the positive impact that Scouting's broadened opportunities have had on her family in a recent opinion piece posted by azcentral.com:

*"As a mom of twins, I have my hands full. It might be easier if they were same-sex twins, but they are not. Combining dance, play dates, herpetological society, sports, and separate Scouts is no easy task. That's why I was excited when the Cub Scouts announced they would welcome girls into the program.*

*"We were always bringing my daughter to most Cub Scout events anyway. She would sit and watch, but she could only participate in sibling-inclusive events. She would learn the skills but couldn't earn awards.*

*". . . So, practically, this means that we are all part of one pack. We will be together for pack meetings and activities and have separate den meetings because dens are all-boy or all-girl.*

*". . . The Cub Scouts didn't have to invite my daughter into Scouting; from her perspective, she was already here. I just needed to buy her a uniform and get out of her way.*

*". . . As a mom, I volunteered to be a part of their journey because what Scouting teaches them inspires me too."*

# Health and Well-Being

## How's Your Balancing Act?

All retirees need to be aware that maintaining good balance is a persistent concern for millions of older Americans and triggers many serious falls.

Balance is largely an automatic reflex for young, healthy adults. However, gradual changes that are just part of growing older—such as weaker or inflexible muscles, slower reflexes, and degenerating eyesight—can reduce physical fitness and affect a person's sense of balance. Health problems like inner-ear disorders and irregular heart rhythm can also upset balance. Alcohol consumption and, sometimes, medications may also be contributing factors.

Given all of the above, perhaps it isn't surprising that reports show, each year, at least one out of every three people over age 65 will experience a fall related to poor balance.

Often, in retirement, we tend to move around less during the day. The risk of cutting back too much on our activities is that it can cause a downward spiral in maintaining balance. Then, as we feel less confident in our ability to get around the way we used to, our activity level can drop even more. As a result, the muscles essential to our balance will weaken, unsteadiness will increase, and we'll be even more afraid of falling. It's not a good cycle to be trapped in!

Most of us don't worry about our balance until it's too late and we've actually fallen or injured ourselves. But balance training can be beneficial to everyone at any stage in life, so now is as good a time as any to get started. Achieving good balance with a strong body core of deep muscles will usually lead to improved posture, less back pain, and an increased ability to exercise.

Maybe you have seen advertisements for special fitness equipment designed to help you improve your balance: everything from stability balls to balance boards, inflatable balance discs, etc. While it's possible these kinds of items can enhance a daily workout, you really don't need fancy gadgets to reach the goal. In fact, just about any routine strength-training or flexibility exercise can



*Photo courtesy Shutterstock.com, ©StockLite*

perform double duty, improving your balance while it also strengthens your muscles.

Remember, balance is your ability to maintain your center of gravity over your base of support. When someone is standing up, the legs are the base of support. When your legs are spread apart a bit, your base of support will be wider—which, in turn, makes it easier to balance your body. If you bring your legs closer together, the base of support becomes narrower and it will be harder to stay balanced.

You may want to try this procedure to help improve your balance: While doing a standing exercise, slowly narrow your base of support until your feet and legs come completely together, and concentrate on keeping your balance as you do it.

Your sense of vision is another big factor. Your vision interacts with your inner ear and your brain to maintain balance and keep you from falling. Try looking at a single focal point, which will minimize your head and eye movement as you walk and make balancing easier.

Hiking a wooded trail. Riding a bike. Walking with confidence up or down a flight of stairs. These and other simple activities become easier when you commit to living a healthy lifestyle with proper exercise, and they will serve as proof that your body is in balance. Even when you're not thinking about it, your body will be balancing in everything you do.

Take time to improve and sustain your balance! It's in your best interest.

## **The Good Turn That Almost Went Bad: A fellow BSA retiree's real-life experience**

Where money is concerned, we should try to be prepared and not fall prey to scammers. Watch out for emails that just do not feel right.

*One of our retirees recently received an email from a dear retiree friend asking for help with a birthday gift for his niece. This request seemed a little unusual, so the retiree checked the email address of the sender. The address did appear to be his friend's, and looked OK.*

*The email indicated that the sender was having trouble purchasing a couple of iTunes gift cards for his niece's birthday and could not get his computer to take the gift card order. So the friend was asking the retiree to go to Best Buy and pick up a couple of gift cards, for which reimbursement would be made as soon as the friend was back in town.*

*Our retiree then proceeded to fulfill the urgent request for help—since they were good friends, saw each other often, and even went to church together. He felt sure the money would be returned to him.*

*However, the email did not include how much to pay for the gift cards. Therefore, the retiree tried to call his friend's cell phone to get the information. No one answered, so he left a message.*

*After waiting and not receiving a return call, the retiree decided to go ahead and send a reply to the original email asking for the needed information. A quick response came, asking that the retiree purchase two \$100 gift cards, then scratch off the hidden control number of the back of each card, take a cell phone picture of the numbers, and email the numbers to his friend so that they could be forwarded to the niece in time for her birthday.*

*Two iTunes gift cards were purchased for \$200 at Best Buy, and the retiree thought to himself, "I'll just stop here in the store, scratch the numbers, take the pictures, email the numbers, and be done with the Good Turn request."*



*Photo courtesy Shutterstock.com, ©Nerthuz*

*The retiree had just finished scratching off the first card and had the second card in his hand to do the same when his cell phone rang! It was his real friend in a panic, saying, "It's not me! ... My email has been hacked and I did not send you the email."*

*After the initial shock, our retiree came to the realization that he had been the victim of a clever scam and had nearly been robbed of \$200. Fortunately, the store allowed the retiree to return the cards after he explained what had happened.*

This new scam has a lesson for all of us!

1. Always check a sender's email address carefully and thoroughly. (The scammer had skillfully installed an alternate email account to divert replies to the scam email address.)
2. Don't rush to comply with any request for financial resources without contacting and verifying the source making the request for your money.
3. If you determine that the email was a scam, you can report it to authorities by forwarding the email to the Federal Trade Commission reporting address, [spam@uce.gov](mailto:spam@uce.gov), and to the Internet Crime Complaint Center (IC3), formerly known as the Internet Fraud Complaint Center. The IC3 provides a way for the public to report internet crimes of any type to the FBI.

**BE ALERT, BE AWARE, BE PREPARED.**

# Prepared. For Life.®

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## National Membership Participation Report September 30, 2018

Lions	49,492
Tigers	112,993
Wolves/Bears	463,992
Webelos Scouts	436,221
<b>Cub Scout–age Youth</b>	<b>1,062,698</b>
Boy Scouts	765,305
Varsity Scouts	105
<b>Boy Scout–age Youth</b>	<b>765,410</b>
Venturers	43,966
Sea Scouts	2,953
Explorers	76,450
<b>Coed Young Adults</b>	<b>123,369</b>
STEM Scouts	4,470
<b>New Market Youth</b>	<b>4,470</b>
<b>Subtotal</b>	<b>1,955,947</b>
Learning for Life	267,621
<b>Grand Total Youth</b>	<b>2,223,568</b>
<b>Total Adults</b>	<b>775,105</b>
<b>Total Units</b>	<b>79,165</b>

## U.S. Coast Guard Auxiliary Names Sea Scouts Official Youth Program



The BSA and the U.S. Coast Guard Auxiliary have announced a new agreement to make Sea Scouting the official youth program of the Auxiliary, the uniformed volunteer component of the U.S. Coast Guard.

The new agreement, and the enhancement of the longtime friendship between these two organizations, will benefit both parties. Sea Scouts will get access to state-of-the-art Coast Guard training, Auxiliary vessels, and a broader pool of adult leaders. The Auxiliary will be able to extend its message about safe boating and maritime careers to more young people. For Sea Scouts, the Coast Guard Auxiliary will lower its entry age from 17 to 14.

“The BSA is proud to continue our partnership with the U.S. Coast Guard Auxiliary as we continually strive to improve leadership development, real-life skill-building, and unique STEM training through the Sea Scout program,” said Mike Surbaugh, BSA Chief Scout Executive.

This new partnership will begin in Maryland, North Carolina, Virginia, and portions of New York, Ohio, and Pennsylvania before a nationwide rollout.

*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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