

NOW & Then

VOL. 53, NO. 3

Fall 2020

Embrace Change, Today and Tomorrow

Since our founding, each generation of Scouting leadership has led change required by the circumstances to sustain the movement for future generations. Faced with the challenges of today, in 2019 the BSA National Executive Committee (NEC) asked six teams of volunteers and professionals from the local, area, regional and national levels – including youth members – to develop plans in six key areas of BSA operations.

Teams also included subject matter experts. Input was obtained from more than 1,100 volunteers and professionals, focusing on Youth Safety – Program – Communications and Marketing – Organizational Structure – National Council Effectiveness and BSA Financial Health.

These six groups assessed their areas and determined opportunities for growth and improvement to bring Scouting to youth of all backgrounds – regardless of race, faith, nationality, gender, or economic circumstances. While the groups were encouraged to think broadly and include input from interviews and research, all efforts were anchored in delivering our proven programs in a safe manner grounded in the Scout Oath and Law.

In June 2020, the six groups presented to the NEC recommendations they believed would be needed to strengthen Scouting so that our next century is even stronger than our past.

In the next phase, the National Executive Committee has asked the National Management Team to evaluate the recommendations (noted at right) and develop plans should the NEC decide to move forward with the recommendations.

It is important to note that the proposals are under review by the National Management Team and appropriate committees and have not yet been approved by the NEC.

After deliberation, the Management Team and the appropriate committees will

recommend to the NEC whether proposals should be adopted, amended, delayed, or declined.

This fall, the NEC will review these proposals to decide whether to accept the recommendation, how to implement them, and in what timeframe.

Here are several of the 26 considerations:



- **Maintain** our focus on "Keeping Young People Safe."
- **Provide** tools/resources for councils to deliver Youth Protection/Safety Seminars.
- **Combine** Sea Scouting into Exploring.
- **Sunset** Learning for Life in-school program.
- **Evaluate** program methods to provide older youth members a transition to adult leadership.
- **Establish** a volunteer corps for young adults ages 18-29.
- **Streamline** the unit rechartering process.
- **Consolidate** local and national websites into a single unified web platform.
- **Combine** National Annual Meeting and Top Hands.
- **Establish** minimum standards to be considered a council.
- National should **focus** on providing councils with critical program and administration support.
- **Replace** areas and regions with one streamlined support structure focused on council sustainability and effectiveness.
- **Establish** a fee-based structure for councils instead of National collecting membership fees.
- **Transition** to digital merit badge resources.

Scouters and Retirees are invited to provide input to the proposed recommendations. To do so, enter "**Understanding the Churchill Plan and What it Means for Scouting**" into your internet search browser for a BSA article and link to an online comments form.



BOY SCOUTS OF AMERICA®

Scouting Update

BSA Personnel Realignment Provides New Flexibility

Roger Mosby, BSA President and CEO, recently issued the following information to National Council employees and Scout executives:

I am pleased to announce a major realignment in personnel and the services they provide from the National Council to all local councils and will lead the BSA through and beyond the bankruptcy.

The realignment is accompanied by title changes in positions held within the National Council. These title changes do not affect titling in local councils. The positions named will be part of the executive management team and will report to me. The changes are as follows:

Patrick Sterrett becomes Executive Vice President and Chief Operating Officer.

Patrick will be responsible for all Regional and Council Operations, Membership, Council Services, Research, OD Efficiency and Performance Management. Patrick will continue to serve as Assistant Chief Scout Executive.

Mike Ashline becomes Executive Vice President and Chief Financial Officer.

Mike will be responsible for financial matters including Controller, Treasury, Investments and Contracts.

Lisa Shorb becomes Executive Vice President of Administration and Chief of Staff.

Lisa will be responsible for Supply, Information Technology, Human Resources, Corporate Services, and Building Services.

John Mosby becomes Executive Vice President and Chief Youth Development Officer.

John will be responsible for Youth Programming, Youth Development and Enterprise Risk Management, as well as Brand Marketing, Digital and Publications since the position of Chief Marketing and Communication Officer that has been recommended by the Churchill project is not being filled at this time. John will continue to serve as Assistant Chief Scout Executive.

Steve McGowan becomes Executive Vice President and General Counsel.

Steve will be responsible for all legal services to the BSA, the office of the Deputy General Counsel (Joseph Zirkman becomes Senior Vice President and Deputy General Counsel), Membership Standards, and Records Management.



Chasity McReynolds becomes Executive Vice President of Development and Chief Development Officer.

Chasity will be responsible for the Office of Development directing development priorities that support the mission of Scouting.

Effie Delimarkos becomes Vice President Corporate Communications.

Effie will be responsible for both Internal and External Corporate Communications and BSA Partnerships.

Al Lambert will continue to serve as Assistant Chief Scout Executive.

Al will continue to be responsible for all Outdoor Programs and the four High Adventure Bases.

Elizabeth Ramirez-Washka becomes Vice President Diversity and Inclusion and Chief Diversity Officer.

Elizabeth will be responsible for all Diversity and Inclusion initiatives within the BSA and will report to me on these matters. She will continue in her role as Associate General Counsel for employment matters and will report to Steve McGowan.

David Kline, Director of Internal Audit, will continue to report me.

As I have mentioned in the past, my role is to position the BSA with the most flexibility in meeting the challenges ahead – some of this is reflected in new titling, leadership positions and contemporary thinking. The move to retain some of the titling used throughout our history is to honor the rich legacy of BSA profession. I fully believe this is the hallmark of our dynamic movement that will survive our time and provide positive impact on the future of the Boy Scouts of America and its mission.

Scouting in Action

Scouting Perseveres in a COVID-19 World

By John Erickson, associate editor Now & Then

All of us can remember when something beyond our control completely altered our way of delivering Scouting to the youth in our council. It may have been the weather, a new school district policy or a reversal of a major funding source. This year, COVID-19 has impacted council operation, when units cannot meet, camps cannot open and students are not allowed in schools.

The good news is that Scouting is not only persevering, but it is also fostering the development of new ways to make the “stay-in-place” Scouting experience real and effective in daily Scout family life, all across the nation. Thanks to the creative thinking, positive actions, technical resources and commitment of dedicated staff and volunteers in local councils including support and encouragement from the National Service Center, the BSA continues to move forward fulfilling its mission serving youth and families.

Here are just a few great things happening across the country:

Fall Recruiting: Ralph Voelker in Bay-Lakes Council said that this fall no outside people will be allowed in schools. Access to schools has been a key factor in fall membership recruiting. So, they are developing a major media advertising campaign followed by a Facebook campaign to reach new families. Stephen Hoitt in Seneca Waterways Council has already recruited 250 coordinators to work with units to use new recruiting methods this fall, including significant weekly prizes to Scouts who recruit their friends.

Family Relationships: In the Del-Mar-Va Council, Robert Nakagawa told us about special efforts through staff and volunteers to reach every Scouting family to be sure they are safe during the pandemic and to share with them creative activities for the entire family. Scouting at its best is not just a youth program; it is a total family-educational recreational activity.

Friends of Scouting: Jason Pierce shared the Lincoln Heritage Council's plan to



combine meaningful contacts with families — first, to assure their wellness and with FOS second. The initial visit was followed up with an email outlining all of the resources that were available to them, including an opportunity to support Scouting.

A typical example of the online resources local councils are sharing with members and families came to us from Matt Armstrong of the Heart of America Council.

It is a comprehensive approach called “Scouting-at-Home.” Practical program information such as a Guide to Video Conferencing and Scouts BSA COVID-19 FAQ, aids to at-home advancement including Scouts BSA 30 Day Challenge to Rank Advancement – Tenderfoot to First Class, 58 home merit badges to work on, and Cub Scout daily check lists to rank advancement.

Other topics included virtual field trips, a free *Boys' Life* app, at home Cub Scout projects and more including links to features from other councils. Check out www.hoac-bsa.org/scouting-at-home.

In spite of today's challenges, there are great things happening all across the country to keep Scouting alive and growing. Many of us Retirees are active in councils and are doing all we can to help in these unusual times. Every Scout council needs encouragement and support now ... and most actions will not require you to leave home. Give your local council a call and ask how you can help!

Your Questions and Comments

A comment from Allen:

I have had several continuing concerns expressed over the widespread information released in the press and on the internet regarding the so-called mortgaging of our beloved **Philmont Scout Ranch**.

Let me set the record straight based on my understanding from my conversations I have had with **Al Lambert**, Assistant Chief Scout Executive for Outdoor Program and High Adventure Bases.

First, no money changed hands, and the BSA has not incurred any mortgage payback expense due to the lien.

Second, the liens on BSA properties serve as security for JPMorgan Chase Bank issued BSA's credit facilities. The credit facilities include letters of credit required for the General Liability Insurance Program (GLIP) and Supply, and bond debt which



uninterrupted. The BSA is committed to ensuring that the property will continue to serve and benefit the Scouting Outdoor Program as it has in the past and for years to come.

Question

Allen, I plan to start my pension in the next 6 to 12 months and have a few questions that I'm hoping you can clarify.

First, it's my understanding that the pension is protected from Chapter 11 as a separate asset from any other assets of the organization. That being said, do we need to file the Proof of Claim that I have received in the mail? I understand other Retirees have been receiving the same document.

Second, am I eligible to apply for medical benefits when I start my pension?

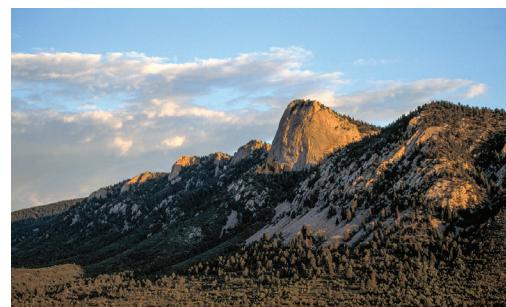
Thanks for your assistance and a wonderfully long (36 years) and amazing career.—Brent B.

Answer

Thanks, Brent, for the opportunity to comment. The notice you received referring to the bankruptcy claims was required to be sent to all Retirees regarding participants in the restoration plan.

Retirees on the BSA Retirement Annuity plan do not need to take any action or file a claim. The restoration plan affects only an extremely few Retirees who exceeded the annual compensation limit and they are aware of the need to file a claim.

Generally, BSA Retirees are eligible to continue health and welfare benefits into retirement if they separate from service and retire after age 55 with 10 years of benefit eligibility. The BSA medical plan coverage ends at age 65 when the Retiree transitions to Medicare. However, Retirees may continue BSA vision and dental plans coverage, provided premiums are paid and have not been cancelled by themselves or covered dependent. Future re-enrollment of cancellations will not be possible. **For further guidance and assistance, please contact the BSA Benefits Center at 800-444-4416, www.bsbenefits.mercerhrs.com, or Benefits Manager Mark Parsons at mark.parsons@scouting.org.**



was not previously secured. The liens were required by the bank when there was a substantial increase in collateral demanded by the GLIP insurer in late 2019, due to historical sex-abuse litigation and claims, 90% of which are from pre-1990.

Third, the liens could be a benefit in the bankruptcy as they secure pre-existing obligations, making it more difficult for creditors access those assets. The BSA has made it clear in the bankruptcy it considers all of the high adventure bases to be core, restricted assets legally protected from creditors and that case is particularly strong when it comes to Philmont.

Operations at Philmont are critical to the delivery of superior Scouting program and will continue

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 80 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

2021 National Jamboree Postponed

Coupled with the impact of unpredictability and restrictions the ongoing COVID-19 pandemic has had on local councils, the BSA has made the difficult decision to postpone the 2021 National Jamboree.

This decision is not unprecedented. Historically, Scouts have stepped up during local and national crises, including world wars, economic downturns, and epidemics. The 1935 National Jamboree was postponed because of a national polio epidemic. Scouting continued and grew. Two years later, in 1937, 25,000 Scouts camped in Washington, D.C., in the shadows of the Washington Monument, for the rescheduled 1935 Jamboree. During WWII, National Jamborees were postponed until 1950.

This decision was not made lightly. Being prepared for the largest national gathering of Scouts takes years. The pandemic and the unresolved issues surrounding it has made it exceedingly difficult to plan for this event and do so in a way that would keep the safety of Scouts, volunteers, staff, and communities at the forefront.

The National Jamboree was slated for July 21-30, 2021, at the Summit Bechtel Reserve in West Virginia. No new date for the Jamboree has been set, but a task force of volunteers and staff will recommend a new date, and registered participants will be informed once that date is selected.

Says Al Lambert, Assistant Chief Scout Executive for Outdoor Program and High Adventure Bases: "We fully recognize that it may mean some Scouts will not have a Jamboree experience they had looked forward to. We believe, however, that it is the best path forward, and we are committed to hosting this incredible event at a future date. The Boy Scouts of America is committed to the safety of all youth in its programs.

"We believe postponing the 2021 National Jamboree will help bolster much-needed attendance at council camps next summer – by which time we hope the spread of COVID-19 has significantly subsided – and will give councils the opportunity to focus their limited resources on maximizing incredible local Scouting opportunities for families in their communities."

This pandemic has dramatically impacted how councils operate and prompted the closure of 70%



of council summer camp programs this year. Still, Scouting does not stop.

Scout units that had planned to attend the National Jamboree next summer can reserve a spot at the James C. Justice National Scout Camp at the Summit. Also, they can consider other opportunities next year, at the Summit and other national high-adventure bases. Local councils are looking forward to opening camps again in 2021.

National Scout Camp has Banner Summer at the Summit

The beautiful mountains of West Virginia at the James C. Justice National Scout Camp located in the Summit

Bechtel Reserve provided outstanding summer camp opportunities with fun, excitement, and advancement growth to support local councils

whose camps were closed due to the pandemic restrictions. Based on easy access and ideal strategic location to the population center, many councils partnered with the Summit to hold their camps at the Justice National Scout Camp to take advantage of superb resources and excellent trained staff. Of the 467 local council camps, 320 were closed in 2020.



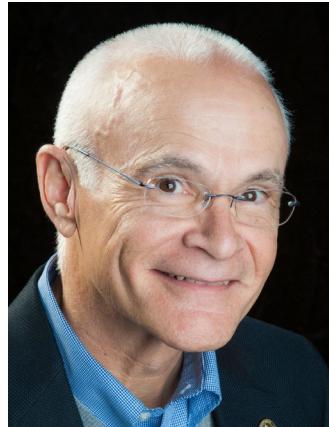
Health and Well-Being

Thoughts on Staying Healthy While Staying at Home

By Jim Wilson, fellow Retiree

Home quarantine

can be a curse or a blessing. If it helps you avoid COVID-19, that's a blessing. But if you also gain weight, grow grumpy, and relieve your anxiety on others, that's definitely a curse. So, what can you do to stay on the blessing side of the equation?



Keep myself physically strong, mentally awake

Sound familiar? Not everything returns to the Scout Oath, but it should. During your stay-at-home, don't neglect your fitness. It might not be possible to head to the gym, but there are many exercises you can do at home every day. Try socially distanced walking for starters.

It may be easy to skip doctor appointments or neglect your medications. Wrong! Try virtual doctor appointments and, for goodness' sake, keep up with your medications. If something isn't feeling right, get in touch with your doctor. Avoiding the virus doesn't work if you're not maintaining your overall health.

Make sure you stay on top of your mental health as well. Try turning the television channel to something other than the 24-hour news reports. You may want to throttle back social media as well. Mentally awake also happens as a result of getting a good night's rest, which can be facilitated by turning off the television well before bedtime.

Helpful, Friendly, Courteous, Kind

Call your friends and family. Try video calls for a greatly enhanced experience. Stay connected by offering your help and your friendship. There are many who are feeling

lonely, depressed, and just plain at a loss while cooped up at home. Give them a call.

Courteous and kind are the watchwords for all you do, now and at all times. So be especially vigilant to the impact that you have on others with your words and your behavior.

Obedient, Cheerful, Thrifty

Wear your mask when you're in a public setting. It seems that nothing can happen without controversy these days. But wearing a mask is a simple gesture to help others at all times while being obedient to our civil authorities.

These are tough times. You can feel it, and so can your friends and family. Your good cheer can bolster their spirits and help them get through this time. Set the example that's expected from a Scout.

One way to be thrifty is to stick with reasonable eating patterns. Stuck at home, it's way too easy to have Double Stuf Oreos delivered — every day. Don't do this. Watch your diet and, in turn, your expenditures on food and other items.

Brave, Clean, Reverent

Facing difficult conditions even when you feel fearful is the definition of brave. Now's the perfect time to step up. Clean is also quite relevant at this time. Washing hands is a given, but it also helps to keep your home clean and orderly, which in turn helps you feel better about your stay-at-home experience.

A Scout is Reverent. Stay connected with your church through online worship services, prayer groups, and daily devotionals. If you don't currently have a church home, now is a great time to find one and attend via their online activities.

We Will Make It Through This

Stay-at-home shouldn't be a curse. Not if you take care to keep fit, mentally healthy, and help others at all times.

Financial Well-Being

Protecting Your Assets During A Pandemic

It has been a very trying time for all of us dealing with COVID-19. Most of us reading this are in the high-risk group, so we should be taking extra precautions. However, don't panic! Hopefully, this strain will weaken or a vaccine will be available soon. We are certainly living with many uncertainties that we've never experienced before.

*Of course, you should wear a mask when going outside and stay home as much as possible. Many Retirees are on a fixed income or relying on investments for retirement income. So, we asked **Mark Henderson, a certified financial advisor** with a number of clients who are BSA Retirees, to offer his professional insights. Here are his observations and thoughts on the current crisis:*

Most of the managers, advisors, economists, etc. we stay in contact with feel that the worst is behind us. But we're not out of the woods yet. Plus, the stock market is different than the economy. They tell us the stock market is a six- to nine-month leading indicator for the economy, which tells them that much of the COVID-19 impact is already factored into the current stock prices. Remember that the stock market doesn't like surprises! And for your income, there are plenty of good stocks and bonds that have annual distributions of up to 9% or more, paid quarterly. This sure beats the bank or credit unions! Ask your Advisor for research and assistance.

Be prepared for the news media to begin using the term "recession" frequently. And they will be correct. By definition, a recession is where the gross domestic product goes negative for two quarters in a row. The second quarter was worse economically than the first quarter, so, yes, by definition we are in a recession. That does NOT mean the stock market should automatically plunge again; remember, the stock market is a



leading indicator, so it has already priced in the second quarter. Furthermore, most economists believe that in the third and fourth quarters the economy will begin improving and will continue improving throughout next year.

So have a little patience, don't panic at the doom and gloom word "recession," and realize that this was caused by a virus and the shutdown, not by our economic fundamentals.

Let me finish by saying that because of COVID-19 and all the unrest unfolding across our great nation, our way of life will probably change a little until we can return to our normal lifestyle. But it will take some time and a lot of patience.

While I think this is inevitable, I sure hope and pray they will be minor changes so everyone can resume seeing and visiting their extended families across this great nation!

Remember, change is inevitable. Our reaction to the change makes it positive or negative. Stay positive!

God bless you all!

* * *

Mark S. Henderson began his career in the financial planning industry in 1971 with one of the nation's largest financial planning firms. He earned the Certified Financial Planner (CFP) designation in 1982 from the College for Financial Planning in Denver, Colo. In 1992 Mark founded and became CEO of The Asset Preservation Group, Inc., an independent advisory firm specializing in retirement, estate and tax planning strategies, and consisting of several financial planners.



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National Membership Participation Report July 31, 2020

Lions	2,495
Tigers	63,687
Wolves/Bears	231,157
Webelos Scouts	322,672
Cub Scout–age Youth	620,077
Scouts BSA	451,795
Varsity Scouts	17
Scouts BSA–age Youth	452,219
Venturers	22,267
Sea Scouts	2,180
Explorers	56,014
Young Adults	80,461
STEM Scouts	2,987
New Market Youth	2,987
Subtotal	1,155,744
Learning for Life	150,010
Grand Total Youth	1,305,754
Total Adults	471,230
Total Units	51,382

Alumni Award Knot Recognizes Scouters Who Help Others to Reconnect

Here are the requirements:

- 1 Alumni identification and promotion, such as contacting former members, planning alumni activities, or presenting to non-Scout groups.
- 2 Alumni engagement, including helping two former members become registered Scouters or recruiting alumni to volunteer at events.
- 3 Personal participation, which could mean serving on an alumni committee or sharing your experiences on the BSA Alumni website.
- 4 Personal education, such as completing the online alumni training or taking an alumni course at the Philmont Training Center.



If you're an Eagle Scout, you'll also need to be a registered member of the National Eagle Scout Association. For the requirements, go to www.scouting.org/awards/awards-central/alumni-award

All requirements must be completed after June 1, 2009 / Applicants must be currently registered / All applicants must receive the approval of their local council's alumni committee chair and Scout executive.

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