

A Year After Launch of Scouts BSA Girl Troops

The Boy Scouts of America launched Scouts BSA on Feb. 1, 2019. It's the same program that we've all known as Boy Scouting since the beginning of the BSA, but now open to any young person—boy or girl—ages 11 to 17.

So, what's been happening since then?

First, other than changing the name, the launch of Scouts BSA did not change anything related to the troops, program, and experience that has always existed for young men. Each Scouts BSA troop is gender-specific. There are troops for boys and troops for girls, providing all participants a single-gender Scouting experience.

Some units may choose to form a linked troop—separate boy and girl troops that share a chartered organization, troop committee, and some activities. When this option is selected, each unit still operates as a single-gender troop. Over this past year, as troops for girls have formed, comments and experiences from the leaders have been shared on a Facebook page created by a Scouts BSA volunteer leader to provide a place for participants to connect and communicate with each other. The *Now & Then* editorial team visited that page to take a peek on your behalf.

Here's what we found: The coast-to-coast experiences shared through words and photos by Scouts BSA girl troop volunteer leaders reveal that meetings, outings, getting-started challenges, and recruiting are no different than those of every Boy Scout troop that ever existed. And, same as with the Scouts BSA boy troops, the girl troop volunteer leaders have found satisfaction, enjoyment, and fun working with young people.

Here are just a few excerpts that we thought you'd enjoy:

- Girl Troop 1345, Burke, Virginia; “December court of honor: one Star, two First Class, two Second Class, one Tenderfoot, and one Scout rank earned. Oh, and almost all the girls got their Polar Bear Camping Award!”



Scouts BSA Girl Troop 1345 of Burke, Virginia, at their shared court of honor with Boy Troop 1345

- Girl Troop 21, North Florida; “Living our best life, canoe trip camping weekend on the Ichetucknee River and springs. Gorgeous day, lots of memories!”
- Girl Troop 2019, Marietta, Georgia; “The first thing I did was find female leaders that were trained and liked to camp. We started with eight girls and grew to 55.”
- Girl Troop 10, Champaign, Illinois; “Explored Marengo Cave (in) Indiana. Overnight camping in the cave was a hit!”
- From a long-tenured Scouter: “Tonight is the first time I’ve ever watched a young lady receive her Arrow of Light and walk across a bridge into a troop. For a man with only sons, I was surprisingly moved.”

As retirees, it's important that we fondly recall the past and our Scouting roots while we also stay connected with Scouting volunteers and programs serving the families of today.

Consider following the stories of volunteers as they organize and operate Scouts BSA units by joining the BSA Family Packs/Girl Troops page on Facebook. Same as us, you'll find yourself equipped with ongoing firsthand knowledge and inspired by the ways we are reaching and engaging young people through Scouts BSA!



Scouting Update

West Virginia University ... Preparing BSA Professionals



West Virginia University is offering two new degree programs to train future leaders of organizations like the BSA.

The bachelor's degree in Organizational Leadership will prepare students for careers leading nonprofit organizations. This effort may produce the next great generation of council Scout executives and maybe even a future Chief Scout Executive. "We see our program as the next step in development for what could become a lifelong career in the BSA leadership," said Jeff Houghton, an associate professor at WVU and the program's coordinator. "The program will be highly experiential and provide opportunities to do internships and be engaged with the BSA and other not-for-profits."

In addition, WVU Tech's bachelor's degree in Adventure Recreation Management is an ideal fit for Scouts or Venturers with a love for outdoor recreation activities and an interest in leading camps or BSA high-adventure bases.

"Those two programs, I think, will be unique in this country," said WVU President Gordon Gee, a Distinguished Eagle Scout and BSA National Executive Board member. "And more important, they'll be very focused on Scouting."

BSA leadership has long valued specialized college education for potential professional leaders. In 1948, H. Roe Bartle, then Scout executive of the Kansas City Area Council, joined with other career and volunteer Scout leaders to establish American Humanics on college campuses across the country. Through the years this program, now known as the Nonprofit Leadership Alliance, has educated hundreds of youth agency executives who have influenced the lives of millions of young people. The 13th Chief Scout Executive, Mike Surbaugh, and two assistant Chief Scout Executives, Al Lambert and Mark Logemann, graduated from the program.

Students in the new programs at West Virginia University will learn by doing, not just reading and listening. Internships will be offered in many locations. The programs will be focused on youth leadership development. Scouts and Venturers know the impact the Scouting program can have on a young person.

The WVU programs will focus on skills essential to successful management of not-for-profit organizations. Students will gain education in managing budgets, ethical leadership, leading change, financial management, fundraising, developing volunteers, and recruiting members. Best of all, the WVU campus in Morgantown, Virginia, is just three hours from the Summit Bechtel Family National Scout Reserve, so the programs will be able to serve as a laboratory for experiential learning.

We all realize that Scouting as we have always known it is facing some challenging times. Membership is not what it once was, financial support is difficult, the increase in dual-income families makes recruiting volunteers harder, and year-round sports programs are a significant competitor. This new educational effort is a long-range effort to help our future executives meet these challenges. The good news is that we continue to have record numbers of Eagle Scouts, and participation in high-adventure bases is strong.

How can we as retirees help? Many of us are in contact with current Scouts and Venturers. We are involved with units, sit on Eagle boards of review, serve as commissioners, and are active in OA and summer camps. Encourage bright young people to consider careers in Scouting. Tell them about these new programs at WVU. Have them check out scouts.wvu.edu online.

It can make a difference.

Scouting in Action

Family Adventure Camp— Newest Addition to BSA's Outdoor Programs!



Ready for a new kind of adventure? The Boy Scouts of America is about to change the entire concept of adventure camping when we open several of our premier camps to families over the next few years. The BSA Family Adventure Camp program will offer outdoor adventures designed for the entire family!

The Boy Scouts of America and local councils own hundreds of expansive, well-maintained camp facilities around the country. Located in premier locations such as lakefront properties, desert vistas, and mountain resorts, Scout camps are well known to the millions of youth and BSA alumni we have served for nearly 110 years. Soon, whole families will be able to take advantage of the activities available at many Scout camps.

“Scouting is well known for its high-adventure bases and we want to open those camps to families to encourage adults and children to spend time outdoors,” said Al Lambert, assistant Chief Scout Executive and national director of Outdoor Adventures.

The BSA Family Adventure Camp program is being developed and tested nationally at the national high-adventure bases. Test programs began in 2019 at Philmont Scout Ranch and will expand to the Summit Bechtel Family National Scout Reserve and the Florida National High Adventure Sea Base in 2020. Then, potentially beginning in 2021, local councils will be able to apply to become official BSA Family Adventure Camp

locations. The BSA will take great care throughout the launching phase to ensure consistency in the quality of its BSA Family Adventure Camp program across the network of approved sites.

The BSA Family Adventure Camp program will change the paradigm of how BSA families access camp. “Our operating councils have some of the most spectacular facilities in the world,” Lambert explained. “For a long time, those facilities were used only a couple of weeks during the summer. We’d like to see youth and families using them all year long.”

In addition to more flexible and increased use of the facilities throughout the year, BSA Family Adventure Camp will also provide families with choices on how they want to camp. Options will include traditional platform tents, deluxe “adventure suite” tents, cabins, RVs, and more.

Each BSA Family Adventure Camp model will be very different programmatically, and oriented to the specific location. Families will be able to build an adventure, creating packages of programs as well as “a la carte” offerings. For example, some families may want to try a Scouting handicraft, or take a hike, or explore a lake in a canoe. The choice is theirs!

Pricing will be based on site-specific housing choices as well as unique program opportunities available to a particular spot. Another component of this exciting new venture is a combined registration platform. Regardless of which BSA Family Adventure Camp a family wants to visit, there will be one central registration website for booking the adventure.

The BSA Family Adventure Camp program will promise families access to a “backyard” that is not available anywhere else! For more information on BSA Family Adventure Camp, visit www.scouting.org/outdoor-programs/family-adventure-camp/.

Proud Moments

BSA Veteran Membership Milestone Achievement Salute

We take special pride in recognizing retirees who have maintained exemplary registration status in the Boy Scouts of America. Each of them continues faithful, committed support to the Scouting movement.

Those listed below have achieved a new five-year milestone veteran status level upon their 2020 registered membership. Congratulations to each and every one for this significant achievement.

85 years

Sumner Morse

80 years

Charles Ball
Richard Bielefield
Orville Collins
Paul Ernst
Frank Hebb
Buford Hill
Bruce Kern
J. Devere Pomroy
Charles Speicher
Darywyn Van Gorp
Donald Warner

75 years

Anthony Booth
William McElroy
Ronald "Ronnie" Oakes
Norbert Olson
John Ross

Donald Souza
Robert Wood

70 years

Steven Domotor
John Erickson
Carroll France Jr.
Tom Knight Sr.
Ralph Kroehler
Robert McGinnis
Robert Preston
Manuel Quintana Jr.
Nick Stamos
Clifford Waters
John Whetten
Albert Zenz

65 years

David Baur
Donald Blacker
Billy Brackett
Harley Burger Sr.

James Carter
Nelson Clements
Richard Fulton
David Gibbs
John Kemper
Stuart Schwarzer
Jeffrey Stanley

60 years

George Anderson
Rollin Baker
Joe Banks
Charles Frieman
Robert Hedley
Craig Johnson
Steven Montgomery
Carleton ("C") Myers
Timothy (Tim) Nicholson
Anthony Roth
Edward Vincent

55 years

William Griffin
Donald Grillo
Stephen Henning
Dale Holbrook
Randy Larson
David Loosen
Jeffrey Rand
Steven Royster
Robert Steele
Thomas Stoeber

50 years

Greg Brownfield
Richard Diles
Richard Good
Robbie Horne
Kevin Les Callette
Robert Oatman
Kenneth O'Brien
Carl Rennell

2019–2020 Retiree Directory Is Now Digital

Retirees can now access the directory on the BSA Benefits Center website at www.bsabenefits.mercerhrs.com: After logging in to the website, go to the blue bar at the top of the page and click on "Resource Center." From there, you should scroll down and click on "Newsletter," and then click on "2019–2020 Directory."

The *2019–2020 Retiree Directory* is in PDF format and can be downloaded to your computer for easy access. You will be able to search for individuals by typing the desired name (last name first) in the search box at the upper-left corner of the title page.

If you wish to have a printed hard copy, contact Linda Sandmann at the BSA National Service Center, linda.sandmann@scouting.org, 972-580-2560.

2020 Registration Available Online

All retirees should register their primary position as "BSA retired" and submit on the official 2020 registration form sent to each retiree from the BSA National Service Center. This will help in maintaining current veteran registration status.

It is strongly recommended that retirees use online registration if possible. That way, there are no stamps to buy, no checks to write, and nothing to send through the mail. By registering online, you will be doing it the fast and easy way with quick confirmation of receipt. Keeping your registration current is important to the sustainability and support of Scouting.

Thank you for your personal continuing membership in the greatest and most successful, relevant youth movement in history!

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

c/o HR Compensation and Benefits, Boy Scouts of America
1325 West Walnut Hill Lane
P.O. Box 152079
Irving, Texas 75015-2079
Email: bsanowandthen@gmail.com



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*.

Retiree Adventure

Retirement Offers New Opportunities

Retirement after a fulfilling career provides each of us with many opportunities to explore new adventures in life. BSA retiree Steve Domotor shares his retirement adventure as follows:

I retired 25 years ago. My last assignment was in the Supply Division. Since I wasn't ready to settle down after 30 years of professional Scouting, I signed on with a company that owned and operated private colleges. I recruited students from high schools and colleges—sounds a lot like Exploring, with a twist. The company expanded rapidly and promoted me to assistant director of the West Coast schools, managing 12 representatives.



I was with the company for 12 years, and then my wife, Joan, and I started our own business. We went with what I knew best: Scouting. My first product was a Boy Scout skills card game. The Supply Division purchased and reordered these cards several times. The next three games involved Cub Scouting and camping. I needed people to manage customs since I produced the cards in China. International manufacturing was a new part of our company experience. To date, we still own the business and have new products on the drawing board.

Gardening is a longtime hobby of ours. We have 16 varietal fruit trees. We make homemade applesauce, apricot jam, and fresh squeezed orange juice, and our citrus trees are prolific!

Joan and I have always enjoyed traveling—especially cruising. I recommend the Baltic cruise, which goes to Norway, Sweden, Russia,

Germany, and more. Joan's heritage is Irish, so we took a fun three-week trip to Ireland. We also made two trips to London and British Columbia and took two Alaskan cruises.

During the Arizona summers, we have rented a home on Whidbey Island in Washington State. Our golden retriever, Daisy, keeps trying to catch the deer; to date, the score is deer 12, Daisy zero. Recently, we purchased a summer home in the White Mountains of Arizona, where summer temperatures range between 55 and 75 degrees Fahrenheit. There are many lakes, bears, deer, elk, and eagles. It's a place where we can continue to experience the wonders of God's creation in real time.

I served in the Marine Corps, stationed in Japan, and got involved with international Scouting and Troop 1 in Yokohama. Scouts from around the world shared their knowledge and experience, and I became the senior Scout advisor. In 1961, I also became a member of the World Bureau, and I hold this warrant today. I am still active with Troop 1. We are currently completing a 100-year anniversary booklet. It's nice to work with the Scoutmaster, even this far away.

"Once a Marine, always a Marine." I stay active in the Marine Corps League, comprised of Marines who volunteer at VA hospitals, participate in parades, and help run bingo and raise money. Additionally, we help Marines with job placement and financial assistance. I am proud to be a past commandant of this 150-strong unit.

Joan and I have been married for 57 years, and this year I celebrate 70 years in Scouting. I hope everyone is enjoying good health and happiness in your retirement. *Semper fi* and happy trails.



As Mike and Lisa Surbaugh begin a new adventure in life as new members of our retiree family, we want to express welcome and appreciation for Mike's exemplary commitment and dedicated service as our 13th Chief Scout Executive. His leadership has opened the door for countless unserved youth to have the opportunity to experience the indelible character development benefits of the Boy Scouts of America program. We are grateful. Best wishes, always!

Health and Well-Being

One in Three Adults Over Age 65 Falls Each Year



Photo courtesy Shutterstock.com, ©cunaplus

Between 20 and 30 percent of older adults who fall suffer moderate to severe injuries, according to the Centers for Disease Control and Prevention. In addition, many people who fall develop a fear of falling again, so they become less active and mobile.

Personal independence and mobility are vital to our well-being and dependent on maintaining physical balance. If your balance is beginning to waver, check out the following information that may help you improve it and feel more stable and secure.

Your eyes impact your balance and stability. Did you know that your brain uses visual cues to help balance your body?

As you age, cataracts, glaucoma, macular degeneration, and other vision problems can interfere with the brain's ability to take cues from surroundings. Vision checkups and corrections are important to your balance.

Your ears impact your balance and stability.

Inside your ears is a complex system of bone and tissue called the vestibular system—a key factor in your body's balance. This system contains three semicircular canals that can detect your head and body movements and communicate information to the brain. The brain then communicates to your muscles, adjusting movement to maintain balance.

Your medications impact your balance and stability. Medications sometimes lead to balance disorders, often by causing temporary or permanent damage to the ears' vestibular

system. Certain antibiotics, blood pressure medications, and even aspirin-based pain relievers can disrupt and damage the balance system in the ears. Your doctor or pharmacist will be able to review your medications and tell you if your prescriptions may be interfering with your balance. Check with your doctor.

Your core muscles impact your balance and stability.

As we get older, we lose muscle mass at an alarming rate of half a pound per year. A strong muscle

core is essential to maintaining and stabilizing your body as you stand, sit, and move. Your abdominal muscles consist of layers with fibers running in all different directions: horizontal, vertical, and even opposing diagonals. When these muscles are well toned, they provide tight, strong, encircling support to the spine and a good base for limb motion. Check with your health care provider for simple core exercises to use.

Robust leg and back muscles are also vital to a well-balanced system. Our daily activities require tough, resilient muscles to get in and out of chairs, to climb stairs, and to safely navigate elevated or rough surfaces with confidence and stability.

Remember, falls are the leading cause of injuries to older Americans and are potentially even fatal. At the very least, they can result in suffering, higher medical expenses, and reduced quality of life. However, falling is not an inevitable part of aging.

Well-designed exercise programs will improve your strength, endurance, balance, and flexibility. Also, exercise can ease the pain of arthritic joints and increase ease of mobility!

Through lifestyle adjustments, proper exercise, and community partnerships, falls among seniors can be reduced substantially. Contact your local community senior center or the National Falls Prevention Resource Center of the National Council on Aging (NCOA), which can be accessed online at www.ncoa.org/healthy-aging/falls-prevention/.

Financial Well-Being

2019 Federal Income Tax Tips

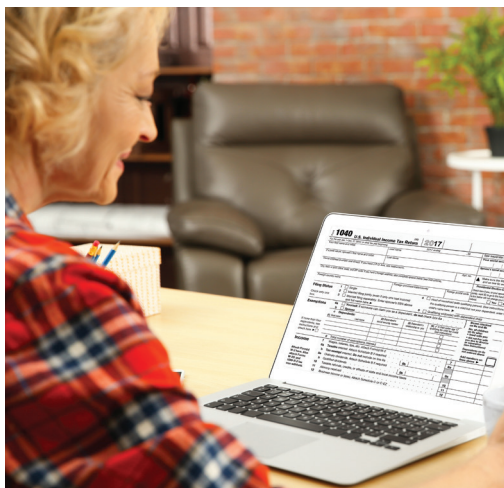


Photo courtesy Shutterstock.com, ©Africa Studio

April 15 will be here before you know it, and Uncle Sam will be expecting your tax return for 2019. So, let's review some important issues you might need to consider as you prepare to file your taxes.

If you are like the majority of retirees, your taxes are based on Social Security, BSA retirement annuity/pension, interest income, dividends, stock investments, and IRAs.

You may want to consider saving money by having your taxes prepared and filed for free through the AARP Foundation Tax-Aide program. All tax information is confidential, and preparation and filing are provided by trained certified volunteers at no cost to you. For more information, contact your local community senior center or call toll-free nationwide: 888-OUR-AARP (888-687-2277). AARP Foundation Tax-Aide is available year-round to answer your tax questions.

You can also prepare and file your own IRS tax report forms by obtaining one of the numerous tax software packages on the market. TurboTax is a widely recommended tax-filing software that is easy and simple to use. Tax-filing software is available at Best Buy, Walmart, Sam's Club, etc.

Here are some tips to add to your checklist:

- File early to prevent someone filing using your Social Security number. If you believe someone is using your Social Security number to work, get your tax refund, or commit other forms of tax abuse or fraud,

call 1-800-908-4490 or contact the IRS online by going to www.irs.gov/identity-theft-central/.

- If you are age 70½ or older (or a beneficiary of an IRA or retirement account), don't forget to take your annual required minimum distribution (RMD). If you attained age 70½ in 2019, you can delay your first RMD to April 1, 2020, but you'll have to take your second RMD by Dec. 31, 2020. The penalty for not taking the RMD is 50 percent of the required distribution amount.
- Filers often forget to gather receipts for itemized tax deductions. Since the 2018 tax reform virtually doubled the standard deduction, the vast majority of taxpayers will now use that option instead of itemizing, but you may still be able to maximize your deductible expenses and receive a larger tax refund if you take the time to save and collect those receipts for additional money spent during the year. Most deductible expenses come from mortgage interest, medical costs, and property tax.
- The standard tax deduction set by the IRS allows you to reduce your taxable income if you cannot take advantage of more tax deductions by itemizing. The 2019 standard deduction amounts are as follows:
 - \$12,200 if you are single or married filing separately
 - \$24,400 if you are married filing jointly
 - \$18,350 if you are head of household
- Additional standard deduction amounts for tax year 2019:
 - If you are age 65 or older, you may increase your standard deduction by \$1,650 if you file as single or head of household.
 - If you are married filing jointly and you OR your spouse is 65 or older, you may increase your standard deduction by \$1,300.
 - If both you and your spouse are 65 or older, you may increase your standard deduction by \$2,600.

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National Membership Participation Report December 31, 2019

Lions	77,280
Tigers	150,826
Wolves/Bears	497,336
Webelos Scouts	450,677
Cub Scout–age Youth	1,176,119
Scouts BSA	798,488
Varsity Scouts	28
Scouts BSA–age Youth	798,516
Venturers	39,478
Sea Scouts	3,093
Explorers	96,110
Young Adults	138,681
STEM Scouts	5,133
New Market Youth	5,133
Subtotal	2,118,449
Learning for Life	145,462
Grand Total Youth	2,263,911
Total Adults	770,268
Total Units	80,648

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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Retiree Appointed Scout Executives' Alliance Trustee



Fellow retiree W. Robert “Rob” Hofmann has accepted appointment as a trustee for the SEA fund. He is the first retiree to serve in this position. Rob joins four elected Scout executives representing each region, the Chief Scout Executive, and the director of human resources, as trustees.

Many retired members consider the Scout

Executives’ Alliance an important elective benefit, compassionately supporting and helping deceased career members’ families during a difficult period in life.

Rob grew up as the son of a Scout executive; his father, Bill Hofmann, served as a regional director.

Rob retired in April 2019 as a Southern Region area director. He previously served as Scout executive/CEO for the Pine Burr Area Council and the Yucca Council, and as director of finance/chief development officer for the Circle Ten Council.

He is an Eagle Scout, a Vigil member of the Order of the Arrow, and Wood Badge trained.

Congratulations and best wishes, Rob!

Now & Then is now online!
You can find it at <http://scoutingwire.org/newsletters/now-then/>