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Fifty State - Fifty Milers

By Jeff Rand

THE PLAN:

Retirement can take one from an active lifestyle to more sedentary pursuits. Some change is good, but abrupt change can lead to a decline in health. About a decade ago, I set January 2021 as a potential retirement date with the idea I would pursue a significant bicycle trip at that point and thus remain healthy. As the BSA faced severe external financial challenges in an uncertain future, I retired after 40 years' service shortly before my planned excursion.

Initially, I planned to start in Florida during February on a continuous bicycling route through the lower 48. It would involve riding about 6,000 miles. The trek would require most of the year and involve flights home for periods, then pick up where I left off. There were some logistical challenges to this plan that became more pronounced as I approached retirement.

When two friends suggested that I should aim for the best ride in each state (including Alaska and Hawai'i) rather than just catching the borders of some states, a more reasonable approach developed. I would do a fifty miler in all fifty states.

I learned early in life to set goals, to plan, and to execute. Not surprising, the best outlet for me to develop these talents was a youth program called Scouting. I further cultivated these talents through my experiences in the Order of the Arrow and years of professional service in the organization. I would take this into preparing for a healthy retirement.

Much effort was devoted to researching routes and planning the schedule for the best conditions. Fortunately, I had fair knowledge of US geography (having previously been to all 3,140+ counties). I developed a plan to do the first ride in Florida during February (no change from the initial concept) and finish with a fifty miler in Tennessee in October. I was fortunate to have fellow retiree and friend Bob Dees to keep me on track and inform others of my progress through *Facebook*.

THE REALITY:

During 2020, I set about conditioning for next year's adventure. Then Covid hit. As a result, my health improved. My schedule shifted from traveling on weekly business trips and eating in restaurants to working from home with an early morning bike ride.

On February 13, 2021, I departed from Arizona headed to Florida for my first 50 miler. I drove 650 miles that day and camped in the Davis Mountains in West Texas. When I woke the next morning, my water bottle was frozen, and freezing rain had started. By the time I reached I-10, the roads were covered with ice from the increasing precipitation. The next 2½ days

were the toughest part of the fifty-state adventure. For the next 1,000 miles, through Texas and as far as the Mississippi River in Louisiana, the road was covered with ice, making for treacherous driving.



The highway was loaded with jackknifed semis and wrecked cars. (The I-10 bridge across the Mississippi was even closed.)

I started my ride a day late in Florida, but had learned to adapt, especially to changing weather conditions. At that point, each state provided a new adventure. The next state was Georgia, and it was flooding. Alabama was short on daylight in order to ride the same day as a 300-mile drive and avoid rain predicted for the next day. I could not avoid the rain in Arkansas. On March 1, I rode in the hills of Oklahoma and had to go into a crawlspace to shut off the water in the leaking shower house after my use. (I was the only camper.)



As the year progressed there was a new adventure in each state, including beautiful mountains, deserts, plains, forests, and oceans. I rode in a snowstorm in the Colorado Rockies (during May.) Took my bike on a crowded ferry to Mackinac Island. New England had the toughest riding with warm summer temperatures and high August humidity. Travel to Hawai'i was difficult due to a required Covid test from a selected provider.

Throughout my travels I enjoyed the hospitality of some friends in staying in their homes or enjoying a meal together. I stayed overnight at some Scout camps, including Philmont.

When I finished my last ride on October 5, I had met my goals for the year:

- 50-mile bike ride in a single day in every state
- At least one night camping in every state
- Improved health with no major injuries

In addition, here are some other numbers:

- Miles driving an automobile: 33,161
- Total bicycling mileage: 6,300 (January - December 2021)
- States encountered: 50 plus D. C.
- National Park units visited: 38 (404 lifetime)
- New National Park units - first visit: 6
- Weight (mass) lost training and riding - 15 kg / 33 lbs.

Philmont Acoustic Music Camp

By Roger Morgan, Photo and Video Editor

If you love Philmont and string music, then pack your instrument and come to the ranch this summer!

Philmont and renowned music camp leader Gerald Jones will host the inaugural Philmont Acoustic Music Camp July 3-7, 2022.

You'll receive world class instruction in guitar, mandolin, banjo, fiddle, and bass.

Get set for lively classroom instruction, daily jam sessions, and a nightly instructor jam that will challenge and inspire students to new levels of playing!

Gerald Jones has led the Acoustic Music Camp in Dallas, Texas, for more than twenty years and now will offer this experience as a destination camp at the Philmont Training Center.

Don't delay signing up because class size is limited to 12 students per instructor.

Join us at this foot stomping, chord riffing, finger picking event at Philmont Scout Ranch in the Sangre de Cristo Mountains outside historic Cimarron, New Mexico.

Follow this link to register www.PhillmontTrainingCenter.org



You Can Help Bring the Fun and Adventure of Scouting to Young People and Families in 2022

by Bob Mersereau, Associate Editor

As a young boy I remember one day coming across a *Boy Scout Handbook* at my local public library. As I looked through the pages of that book, I was excited with what I saw and taken with the idea of someday becoming a Scout. I wanted to learn, do, and be all I saw in the pages of that book.

At the time, I was still a bit too young to even be a Cub Scout much less a Boy Scout. Still, I took that book home and did what most boys would do; with blankets, rope, and some sticks from the nearby woods I began building my own version of a Boy Scout tent and practicing Scoutcraft skills in my backyard.

The day finally came when I was old enough to join my local Cub Scout pack. I got my uniform, my handbook, den assignment, and began life as a Scout. It's been a wonderful journey ever since. From youth member to Eagle Scout to young adult leader to BSA career executive to now a retiree; the people, program, and experiences of Scouting enriched my life in ways I never could have imagined and for which I will be forever grateful.



I wonder if you have a story like mine.

Or perhaps yours is a story of Scouting having a similar influence on the life of your child or grandchild.

I know many and perhaps nearly all my fellow retirees have stories with wonderful memories of the joy and adventure Scouting brought to them and family members.

Whatever your story or mine might be, these are also the stories of life enrichment of the young people and families of every generation of Scouts since, including those of today.

While our national organization wrestles with risks and threats to keep Scouting alive and well, as it has through every generation of Scouting; young people, parents, and leaders in Scouting units of all types across the nation are doing today what those at the unit level have always done. They are gathering week by week and month by month doing the Scouting program and finding joy, adventure, and growth along the way.

And, same as the program of our youth and that of our kids and grandkids was made possible by those who stepped forward as volunteers and donors, Scouting today can only thrive if those of us who know its value and experienced its benefits also step forward to help.

As retirees, our season of being in roles wrestling with the big local and national organizational risks and threats has passed to the current generation of staff and volunteer leadership. Same as us, they'll get some things right and some things wrong. They'll celebrate victories and find a way forward through defeats.

And the same as every generation of BSA retirees who came before us, we now can also leave the big challenges for someone else to solve while we lend a hand as volunteers and financial supporters in whatever ways best fit our time, interests, and finances.

As we all know *paying-it-back-and-paying-it-forward* in life is far more about opportunity than burden and about being involved in something bigger than ourselves.

To that end, this issue of *Now & Then* includes the stories of fellow retirees who are serving and supporting Scouting in ways important and unique to them.

While each of these stories is worthy of this salute, and *Now & Then* is grateful to each for permitting us to tell their story, they would agree this is more about simply offering ideas and examples for fellow retirees who may want to find their own unique way to serve others through Scouting.

You'll find those stories below. But first, if supporting Scouting as a volunteer or donor is something you'd like to do this year, here are a few fundamentals to help you get started.

2022 Registration and Youth Protection Training: If you haven't already done so, begin by completing your annual registration and making sure your Youth Protection Training is up to date.

Even if your BSA or non-BSA volunteer role in retirement is not working directly with young people, the knowledge gained through the online BSA Youth Protection Training equips each of us to be better informed citizens about spotting and reacting to possible instances of child abuse or neglect anywhere we see kids and adults in our communities interacting with one another.

Don Day, BSA Supervisor of Shared Services provided an article in this issue to guide you through completing your BSA registration and Youth Protection Training.

Volunteer Service: You'll see in these stories that fellow retirees and spouse are serving as BSA volunteers at the unit, local council, territory (region), and national levels. Their reasons and pathways to those roles are as unique as each of them. Yet, common among all is the enjoyment of being involved in an organization they know so well and the satisfaction that comes from the differences their involvement makes in the lives of others.

If serving as a BSA volunteer is of interest, the stories may spark ideas. You can also arrange to visit with your local Scout executive or other local Scouters to get connected in a role that fits your time and interests.

Financial Support: Many and perhaps most of our retirees make financial gifts in whatever amounts best fit their interests and budgets at the unit, local council, or national levels. As we all know, financial gifts are the fuel that makes Scouting possible. We could not have succeeded in our careers without the financial support of others. As retirees we can now help encourage and support the BSA staff and volunteers of today with our gifts.

Help Tell the Scouting story: It's common for family and friends of BSA retirees to occasionally ask questions or share comments with them about Scouting. Perhaps you've had that experience.

Most retirees enjoy discussing Scouting with others. But the months and years following retirement, can leave us feeling *"out of the communication loop,"* and a bit challenged in our knowledge or understanding - especially as changes occur.

A simple way to stay on top of the latest Scouting news and equip ourselves to help tell others about Scouting is to subscribe to the email updates of *Scouting Wire* and *Bryan on Scouting*.

These are the two most popular Scouting news sources of the National Council filled with news, updates, fun and inspiring stories on the latest happenings at every level of Scouting across the country. You'll quickly be in-the-know by simply following the news delivered directly to your email inbox through these two sources.

Subscribe to *Scouting Wire* at [Scoutingwire.org/newsletters/](https://scoutingwire.org/newsletters/) then select "stay connected" at the bottom of the page.

Subscribe to *Bryan on Scouting* at [blog.Scoutingmagazine.org/contact](https://blog.scoutingmagazine.org/contact) (see the right side of the page for the subscription box).

So, with that bit of background on why and how we can each "*Help Bring the Fun and Adventure of Scouting to Young People and Families in 2022*", here are some wonderful stories about your fellow retirees who are doing just that..



Bob McGinnis: I currently serve as an executive board member for the Golden Spread Council, Amarillo, TX and have for twenty plus years, including three years as vice president.

Over the years, I've been pleased to now have contributed more than \$35,000 to the Golden Spread Council for operating and endowment. During my career, I served as Scout executive of three councils over 25 years, including eleven years in Golden Spread. I retired as S.E. in 2001 and still live in Amarillo. I

have been a registered BSA member 73 years, with 40 years as a professional and 33 as a youth and volunteer.



Marc Posner: I'm delighted my wife and I have been a financial supporter of my local council (Indian Waters) during the years we have lived in Columbia SC. We've also given periodic gifts to Buffalo Trace Council (Evansville IN) where I served as Scout executive in the late 80's and into the mid 90's.

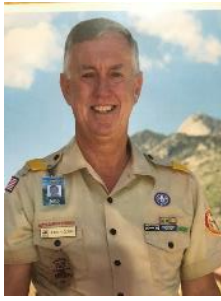
While at BTC we started an endowment program and the council's endowment is in my will and I'm registered as a Cycling merit badge counselor for the Indian Waters Council. My last BSA position was as Scout executive for the Old Colony Council in Canton MA.



Janet Griffin: As the spouse of a BSA retiree, I've so appreciated opportunities to stay involved in Scouting. I have continued my work on National committees and task forces as I'm able to make a contribution. But the best opportunity has been to return for retirement to the Blue Mountain Council, where my husband Mark was previously Scout executive, and to dig in alongside him now as council volunteers.

Mark and I serve on the executive board and various committees, as well as making financial contributions. My next goal is to get busy as a merit badge counselor.

My photo shares a special honor and pleasure I had to help with recognizing the young women in our council's Inaugural Class of female Eagle Scouts.



John Clark: Since my retirement in 2015, I have been serving as the President of the Chase Ranch Foundation in Cimarron, NM. I took the position after retiring as the general manager at Philmont. I did this to continue the relationship between Philmont and the Chase because of the 50-year lease to utilize the Chase property to expand the High Adventure experience.

Unfortunately, due to the BSA bankruptcy, the lease fell into default. However, we were able to work out an annual licensing agreement that still allows Philmont to use the ranch today.

After moving to Amarillo in 2019, I was asked to serve as a Trustee for Kwahadi Heritage, Inc., which serves BSA youth in teaching the traditions of the Native Americans that lived in the Panhandle and manages one of the largest museums of Native American history in West Texas.

Lastly, I continue to support and help raise funds for the Golden Spread Council in Amarillo and the Texas Trails Council in Abilene.



Joe Daniszewski: I'm enjoying serving as a member of the National Catholic Committee on Scouting, the Catalina Council board of directors, as a member of the council finance committee and chair of the endowment committee.

I'm also a member of the Diocese of Tucson Catholic Committee on Scouting specifically working on new unit development and an active member of our NESAs Chapter.

My wife Leah and I contribute to FOS and various special events. We now have 9 ½ James E West Fellowships and are Second Century recipients.



Nancy and Joe Ferrell: Upon retirement, Joe and I remained on the Front Range in Colorado, living now in Colorado Springs and I have been blessed to be able to continue in volunteer service to Scouting, an organization and program that I so love!

I'm a member of the National Philmont Conferences Committee as well as a task force member and staff member to the National Camping School Day Camp Administration training.

Together Joe and I will serve as faculty members at the Philmont Training Center this coming summer and look forward to meeting new Scouting families from across the land.

Joe and I met at Philmont in 1978 while we served on staff. We are so very thankful when we are able to return in service at "Scouting's Paradise", Philmont Scout Ranch where our story began.



Cary Wilson: I retired in June 2019, and I now serve on the executive board for the Gulf Coast Council, BSA. I also serve as council nominating chair and of course raise money during FOS time.

I enjoyed serving on the career side of Scouting for 30 years. Now I find giving back on the volunteer side is rewarding and satisfying too!



Chuck Keathley: I retired from the BSA as Scout executive/CEO of the Greater Los Angeles Area Council.

Since then, Laura and I are enjoying retirement and being Grammie & Papa. I currently serve on the Atlanta Area Council advisory board and we are pleased to contribute at the Golden Eagle level and support the Golden Eagle Luncheon in both dollars and participation.

I've continued my support of Scouting here in our new home state and community through time, talent and treasure because I deeply believe in the Mission of the BSA and have supreme confidence in the top leadership of our Atlanta Area Council.



Paul Moore: Scouting has been a big part of my life since 1957, and I saw no reason to stop when I retired ten years ago. Since then, I've been enjoying serving as the chartered organization representative for the pack and troop at my church and helping to keep Scouts on the Eagle trail.

Judy and I spent much of June this year helping Kerr Scout Ranch at Slippery Falls reboot following a Covid closure. I also serve as the new unit chair for the Last Frontier Council and as the leadership and governance lead for National Service Territory 8, working with 15 councils in Oklahoma, Arkansas, and North Texas.

In the latter role, I enjoyed co-facilitating a board retreat for the Cimarron Council, at camp on a very cold January weekend, and came home smelling of wood smoke and feeling very positive.

Judy and I are also delighted to be financial supporters of the Last Frontier Council, Oklahoma City, Oklahoma.



Rob Hofmann: Since retiring as Southern Region Area-2 director, I've been working on a variety of Scouting projects including providing Scout executive level of support for a few councils on a time-to-time basis.

During my 12-years serving as an area director, I enjoyed working with many Scout executives. Even after retirement, those connections and relationships have remained such that I still assist with occasional ghost-writing of fundraising letters, providing capital campaign advice, and just about anything else I can do to help them succeed.

I'm delighted to have found that being retired does not change relationships and trust built over many years between an AD and SE's, so I still answer the phone and I still will always be available for face-to-face time whenever asked! I'm also glad to support several councils through special events and Friends of Scouting gifts.



John Richers: I'm currently serving as an advisory board member of the National Catholic Committee on Scouting and enjoying consulting work I'm doing with the Greater Yosemite Council BSA in Modesto CA.

I retired in late 2019 from Sequoia Council BSA, serving at its CEO/Scout executive. My wife and I are pleased to be Friends of Scouting supporters of several councils and enjoy our life in retirement here in Fresno CA.



Gordy Przybylski: I retired in January 2014 as the director of development of the Crossroads of America Council, Indianapolis.

Since then, my wife and I winter in Sun City, Arizona and I am Cubmaster of Pack 321 from Sep-Dec and again from May- Aug. in Perham, MN.

I got involved in Scouting at the unit level with my grandkids. I coordinate and promote the Join Scouting Night each September doing "student talks", press releases, yard signs the leading the Joining Night program. I also serve as a den leader and community FOS chair.

Exciting news is that we've grown from 15 Scouts to 75 over the past 5 years! Pretty good for a town of just 3,000 people!



Warren Wenner: In retirement I am delighted to serve alongside so many wonderful Scouters as chair of the National Special Needs & Disabilities Committee, as a member of the National Program Development Committee, and a member the National Camp Accreditation Program (NCAP) team. Since retirement I have also served on the National Camping Committee and the National Cub Scouting Committee.

As chair of the National Special Needs and Disabilities Committee, I have guided a new committee of professionals in the field of Special Needs. They have updated the *Guide to Working with Scouts with Special Needs and Disabilities* to the new electronic inclusion toolbox using many outside agencies to support this work. The committee has added national camping programs at both Philmont and the Florida Sea Base for Scouts with special needs to name just new two projects.

I retired from the Boy Scouts of America in 2013 and then went to work for Interfaith Ministries of Greater Houston as Vice President directing the 7th largest Meals on Wheels in the Nation. I still from time to time advise other nonprofits in that field. Linda and I are happy to support the Greater Tampa Bay Area Council where we live, and where I served as Scout executive and to support the Eagle Scout Jason Wenner Endowment Fund in Heart of America Council that supports special needs Scouting.



Kathy Stone: In 2013 I attended my first BSA Southwest Reunion at Philmont Scout Ranch. I enjoyed being with fellow retirees and spouses so much that when asked if I would serve as the treasurer for this annual gathering, I was very glad to do so. I've been serving in that role ever since. Each year I enjoy working with the reunion chair and committee members as we consider interesting reunion locations, activities, and move forward with the planning and budgeting.

Like others who are spouses of career Scouters, I can often bring a different perspective to the planning and while as a team we have great memories of and honor the past our focus is about the future for us and Scouting. And, like others whose spouses have passed, the reunion committee and reunions keep me connected with the wonderful family of career executives, staff, and spouses whose fellowship I enjoy so much.

I'm also pleased to continue each year as a financial supporter of several councils where Gene served. Along with other donors, I want to help the staff and volunteers of today continue providing outstanding programs for kids and families.

When I'm not "Scouting", I also enjoy my volunteer service as vice president of the Frisco Texas Garden Club and as treasurer of the Frisco Quilt Guild.

While we don't have photos, we also heard from Jim Waters who retired as a career Scouter in February 2019 and now serves as the facilities chair for the HA Moses Scout Reservation of the Western Massachusetts Council and from a number of others who replied to our poll anonymously but inspired us with how they are serving. Those replies included...

- A committee chair for the neighborhood Cub Scout pack
- A district membership committee chair and as a member of the William Hillcourt Museum
- A district training committee chair and unit commissioner
- A member of a local council Special Needs committee
- Serving a local council as the Youth Protection Training Champion, a member of the NCAP committee, and with fund raising events
- As assistant Scoutmaster
- As Skipper of a Sea Scout Ship taking 25 + Scouts on monthly activities and weeklong sailing adventures including chartering 3 boats for a trip to the Virgin Islands.

This is a just a sampling of BSA retirees and spouses finding fulfillment in this season of life by serving alongside others to bring Scouting to young people and families in ways that also brings joy to them.

We know there are many more stories. *Now & Then* will revisit this topic again in the future. Our gratitude to each of the retirees and spouses who shared their stories with us!

Philmont Training Center

By Mark Griffin, Editor in Chief

Did you visit Philmont during your career? Or did you want to, but just never had the opportunity?

Well, you *can* go back, or go for the first time.

We invite all retirees and spouses to consider a trip to “Scouting Paradise” and the Philmont Training Center in 2022.

There are several opportunities available to us this year, and they do not require us to be registered members of the BSA to take part. (And if you act quickly, the “glamping” tents and even some of the roofed housing is available to folks not on the PTC faculty.)

As usual, there is a wide range of learning conferences this summer and fall. Most of the conferences are for those of us who are still involved in Scouting, but there are a few of general interest you might find interesting. See Roger Morgan’s article on the Acoustic Music Camp elsewhere in this issue as an example. The conferences still have the family program for your family members too.

If you do not want to attend a conference, Family Adventure might be an option. Bring the grandchildren and enjoy the Philmont experience with them!

How about the Southwest Retiree Reunion in September?

In addition to the learning, fun, and/or the wonderful atmosphere at Philmont you can experience the National Scouting Museum, Philmont’s museums, and the famous Tooth of Time Traders. Not to mention all the other things to see in the Land of Enchantment.

Take a look at www.PhilmontTrainingCenter.org for more information and videos related to all the opportunities. Visit the retiree reunion information in this issue for info about the retiree event in September.



Retiree Registration

By Don Day, BSA Supervisor, Shared Services

Once again, you are invited to continue as a member of the Scouting family with the opportunity to renew your commitment and support through your annual Boy Scouts of America registration.

As you know, your annual registration is voluntary. However, maintaining affiliation through continuous registered status is very important to some retirees for veteran service recognition.

Therefore, we remind you that you only need to pay one BSA registration fee each year, even if you wish to register in multiple volunteer capacities.

Here are some important tips regarding your personal 2022 registration:

- Youth Protection Training is required to be taken every two years to maintain registration status with the BSA. (<https://my.scouting.org/>)
- It is recommended that all retiree's primary registration be with the National Council, designated as a Retired Professional, Retired Employee, or Employee's Spouse.
- You must be currently registered to maintain veteran (BSA continuous) registration recognition.
- If you have paid your annual registration fee to a local council, you are not required to pay again and can multiple register with the National Council via the link below.
- If you have not paid through your local council, you may register as a member of the National Council and pay your registration fees via the link below.
- Your registration includes an electronic subscription to *Scouting*. You also have the option of subscribing to *Scout Life* magazine for an additional \$12 per year.
- A "Background Check Disclosure" form is required for everyone registering. If you have previously submitted this form, you do not need to do so again. The form may be found at this link, [Background Authorization 2](#), and in the "Files" section of the Now & Then Facebook page.
- You can register, or multiple register, at <http://www.scouting.org/retiree>

Instructions to print your membership card may also be found in the "Files" section of our Facebook page. We are working on a membership card process for those who do not use My.Scouting and will let you know when that is in place.

If you have any questions or need assistance, please feel free to contact Donna Arnold or Don Day at the National Service Center. 972-580-2551.

Editor's Note: Visit <https://www.facebook.com/groups/nowandthenbsa> and look in the "Media" section and select "Videos" for help with My.Scouting and Youth Protection Training.

Schedule Of 2022 Regional Retiree Reunions

(Note: Each of the following reunions is open to all interested retirees)

SOUTHERN REGION - SAVANNAH, GA - APRIL 12-15, 2022

April in Savannah, the best month of the year to witness the beauty of azaleas in full bloom, and the southern charm of the city. Also, experience the historic significance of Savannah as the fortification to protect Charleston from the French and Native Americans from an area now known as Florida.



Our reunion committee has organized three days of fun, fellowship, and time to allow you to experience Savannah to the fullest. For the history buffs, there will be hop on/off tours to take advantage of all that the nearby historic district offers, including an evening ghost tour. And, yes, there will be golf at a course just minutes from the hotel.

An opening night dinner will be held at a local favorite restaurant at the beach, and a closing dinner cruise (with southern entertainment) aboard

the River Queen. For the fishermen the committee has arranged inshore and offshore fishing off Warsaw Sound through Miss Judy Charters.

The reunion hotel will be the Country Inn and Suites by Radisson-midtown (with breakfast included). Hosts for the reunion are Bruce and Brenda Tuten (912) 656-4115 or (912) 344-9550. For more information Google bsa-srrr.org, or go to Boy Scouts of America Southern Region Retirees Reunion on Facebook.

SOUTHWEST REGION - PHILMONT SCOUT RANCH - SEPTEMBER 12-15, 2022

The Southwest Region Retirees Reunion has been rescheduled, with a reduced price.

Enjoy Philmont Scout Ranch during the fall by attending the Southwest Region retiree reunion scheduled for September 12-15, 2022.

Activities will include back country tours (in the Philmont Suburbans) and visits to the Chase Ranch and Kit Carson historical site. The Villa Philmonte and National Scouting Museum will also be available, as well as the Tooth of Time Trading Post. Lodging will be in fixed roof housing units on the Philmont Training Center side of the ranch.



The reunion registration fee is \$300.00 per person (includes housing, meals, tours and activities, memorial service, conference, and meeting costs, etc.).

Questions? Contact Kathy at c: 469-525-3498 genestonejr@yahoo.com, or go to <https://www.facebook.com/groups/BSASWRR>

CENTRAL REGION - CLEVELAND, OH - SEPTEMBER 12-15, 2022



Cleveland is the cultural, manufacturing, and commercial center of north-eastern Ohio located on Lake Erie with numerous attractions in the arts, medical centers, entertainment, restaurants, and sporting events. Reunion participants will have a great time exploring all the city has to offer.

The reunion will operate out of the recently remodeled Embassy Suites by Hilton hotel located at 5800 Rockside Woods Blvd, Independence, OH.

The hotel guest rate will be \$125.00 per night (plus tax) and include internet access, free parking, and a complimentary happy hour each evening. Make room reservations at (800) 315-1185, and mention group code RBS, reference group name *Central Region BSA Retirees Reunion*.

Although the reunion officially starts on Tuesday, participants should plan on arriving a day early on Monday, September 12th to attend a pre-reunion reception at the hotel. Also, for any avid golfers, the committee is organizing a fun day of golf on Tuesday, September 13th from 10:00 am to 3:00 pm at the Sleepy Hollow Golf Course in nearby Brecksville. A special opening night clam bake will be held at the Clifton Beach Club on Lake Erie from 6:00 - 8:00 pm. For those who enjoy fishing, there will also be an opportunity for a post-reunion Walleye expedition onto Lake Erie on Thursday, from 7:00 am to 3:00 pm. We will need 4 people to keep the price to \$150.00 per person (5 people maximum).

The registration fee for the reunion is \$165.00 per person which covers the cost of meals (except lunches), hospitality room, remembrance service, printing & postage. etc. For further information contact reunion chair Tim Mohr at (216) 941-7319 or email him at tseliot2@sbcglobal.net. Payment questions? Contact reunion treasurer, Bob Rydell at c: (616) 566-2391 or rydellbob@aol.com.

NORTHEAST REGION - GETTYSBURG, PA - SEPTEMBER 19-22, 2022

The Comfort Inn and Suites in Gettysburg, PA (945 Baltimore Pike) , will site of the 2022 BSA Northeast Retiree Reunion next September. The hotel located at 945 Baltimore Pike is located within walking distance of many area attractions. The room rate will be \$124.99 per night, and include free parking and breakfast. In addition, there will be a individual registration fee of \$99.00 per person. Gettysburg, PA. is rich in Civil War history (battlefields and museums), plus offers many other things to see and do. Plan to arrive early and stay until the reunion concludes.

Tuesday special guests will be Jeff Goldsmith, BSA Territory Chair, and Jim Hans, BSA Territory Director. Jeff and Jim are known to many as they have served Scouting in what we knew as the Northeast Region. Both have played key roles in the organization and support of Scouting. Jeff lives in South Orange, NJ, and Jim lives in Easton, PA.



Our Wednesday evening special guest will be Dan Ownby, BSA National Chair. Dan will be able to give us an insider's update on the BSA's emergence from bankruptcy. He was the leading planner for last four World Scout Jamborees. He has served as a member of the World Scout Committee (2011-2017), Chairman of the WOSM Finance Committee (2011-2014), and Vice Chairman of the World

Scout Committee (2014-2017). During his terms, he led the development of the human rights Task Force, and was twice a member of the Secretary General Search Committee. Dan has been a tireless champion of Scouting through different positions at the Council and National levels, most recently serving as Internal Commissioner.

Visit the [Destination Gettysburg](#) or the [You Tube Channel](#) websites to explore information about Gettysburg and the surrounding Adams County area:

<https://destinationgettysburg.com> or <https://www.youtube.com/user/gettysburgCVB>

General reunion questions? Contact Bob Myers at (972) 358-3898 or crmscout@gmail.com.

WESTERN REGION - COEUR D'ALENE, ID - OCTOBER 16-19, 2022

Mark your calendars now for the Western Region's 2022 special vacation/reunion at the fabulous Coeur d Alene Resort located on the shores of beautiful Lake Coeur d'Alene. The resort is an easy walk from the shops, restaurants, galleries, and brewpubs of downtown.

The fellowship and fun will include a dinner cruise on the lake offering great views of the colorful fall foliage. The Coeur d'Alene area offers museums, art galleries, and old mining towns to explore. Biking, hiking, boating, zip-lining, golf, and sporting clays are just some of the other activities to enjoy



There is a shuttle from the Spokane airport directly to the Coeur d'Alene Resort. Since most everything is within walking distance, participants won't have need of a car. A shuttle will be provided for off site activities.

For complete reunion details, contact co-chairs Carrol Murray at cbmurray29@gmail.com or Eric Murray at mericmurray@gmail.com Of special note: This will be the 1st Western Region BSA Retirees Reunion to be held in the Pacific Northwest.

Fall 2021 Retiree Reunion Photos



Central Region Retirees at Philmont Scout Ranch



Western Region Retirees - Scottsdale, AZ



Northeast Region Retirees - Buffalo, NY

BSA Retiree Directory

We are pleased to announce that retirees can now access an online version of the BSA retiree directory by going to <https://nowandthenbsa.org/retiree-directory/> and entering the password **BSA2021retiree**.

Please check the directory to be sure you are included, and that all information is correct.

If you are not included, or if you just need to update some information, go to the online form at <https://nowandthenbsa.org/bsa-retiree-directory/> then complete and submit the information.

It's important to remember that the information in this directory is still the same as that in the last version from BSA National published in the fall of 2019, **unless you have submitted an online update. This is especially true if you retired after November 1, 2019.**

Please note that all submissions will only update the Now & Then Retiree Directory and will not update any contact information with BSA Benefits.

BSA Bankruptcy Update

This month (February 2022) is an important month in the BSA's Chapter 11 Restructuring. A confirmation hearing for the plan of reorganization and a victims' compensation plan is scheduled for February 22, 2022. Voting on the proposed restructuring plan by those involved concluded on December 28, 2021.

Please take a look at <https://www.bsarestructuring.org/> for the latest information.

The screenshot shows the 'NOW & Then ONLINE' website. The main navigation bar includes 'News', 'Newsletter', 'Retiree Directory', 'In Remembrance', and 'BSA Registration'. The 'Retiree Directory' section is active, displaying the 'BSA Retiree Directory' page. The page contains the following text:

BSA Retiree Directory

Here's the link to an updated [BSA Retiree Directory](#). This page is password protected. You can find the password in the current issue of the [Now & Then Newsletter](#).

If you'd like to be included, or if you'd like to update information that's changed since the last directory was published, please complete the form below.

Please note that this will only update the Now & Then Retiree Directory. It will not update any contact information with BSA Benefits.

Digital Retiree Directory Update

Update your information for the BSA retiree directory.

Name *

Prefix First Middle Last Suffix

Council Performance Standards

By Mark Griffin - Editor in Chief

For many of us, success in councils during our careers was largely measured by how total youth membership compared to last year. In some cases, it was pure membership, in others it was based on growth in market share. We also had a set of criteria to become a “Quality” council or district, or more recently attain a level in the Journey to Excellence, to let us know how we were doing.

With the challenges created by the departure of the Church of Jesus Christ of latter-day Saints, the National Council’s bankruptcy, and the Covid-19 pandemic, comparing year-to year membership - or almost anything else - is apples and oranges for at least the near future. Further, the welcoming of females to Cub Scouting and Scouts BSA makes market share comparisons to the past irrelevant.

As it was in our day, councils are still measured against an established set of performance standards. The standards identify threshold values the council must meet. Councils who do not meet these standards will be subject to an improvement process.

But today’s performance standards, while recognizable, are a bit different and are largely regarded as minimum standards for a council.

As part of the task force recommendations, the council performance standards committee identified and recommended the following items to measure:

- Youth Safety - 98% of registered adults are current with their Youth Protection Training
- Youth Market Share - 2% of the total available youth in the council are registered
- Youth Retention - 62% of registered youth eligible to renew are retained
- Financial Sustainability - the council has a minimum of three months of cash liquidity for operations
- Youth Ethnic and Gender Diversity - 10% of youth membership is female and the youth membership reflects community’s youth of color percentage

So, how is it looking?

At the end of 2021, 95% of our registered adult leaders were current in Youth Protection Training. This training is mandatory to register with the BSA, so the missing 5% is attributable to Scouters whose training expired during the year and have not been renewed. Current thinking is to work towards the elimination the issues that prevent 100% and then look to the Safe Scouting Committee to propose a new Youth Safety standard.

Overall, 190 (of 250) councils met the 2% market share standard in 2021. Nationally, the market share was 2.8%. The range among councils is from 20% to 0.4%. Remember, TAY now includes boys and girls.

For 2021, the standard for youth retention was reduced to 50% from 62%, partially because of Covid and the uncertainty of the bankruptcy. Still, 84 councils exceeded the 62% mark. An *additional* 137 exceeded 50%.

The aspirational standard for ethnic diversity is for the youth membership of the council to reflect the actual diversity of the council territory. For now, the standard is set at a -20 differential (for example, if a council's available youth market is 50% minority, the standard would be 30%) as we strive to gather more information and reach the aspirational level. Nationally at the end of 2020 (2021 totals are not out yet) the percentage of our youth membership was 22.1% diverse. There are 17 councils over 50% in 2021.

Part 2 of the diversity performance standard is gender diversity. The standard is 10% of a council's youth membership being female, with a 50% aspirational standard. At the end of 2021, 186 councils met the 10% standard, and three of those were over 30%.

We also do not have the financials yet for the financial stability standard.

For all the standards "show improvement" for councils below the standard is considered when evaluating a council's progress.

Supporting councils in the attainment of these five standards is the role of the new national service territories. (Take a look at the Summer 2021 *Now & Then* for more information about the territories.) Unlike the area and region structures of the past who had responsibility for pretty much everything, these five standards and helping councils exceed them are intended to be the entire focus of the territories' efforts. Other functions, such as the Order of the Arrow, Scouting University, camp accreditation, etc. support councils directly through their national committees.

At the end of 2021, the Boy Scouts of America had 1,010,101 youth members in 44,916 units. While those numbers are not what we are used to, it is still significant in this time in our nation. Despite all that the BSA has faced the last few years, there are over one million youth benefiting from the BSA program. As a retiree serving in a volunteer role on a national service territory team, my sense is that when the bankruptcy and the pandemic are behind us, the BSA will grow as it did after the challenges we faced in the past.

In Fond Remembrance: In Tribute and Gratitude for Distinguished Service

- | | |
|--|--------------------|
| • James P. Bopp, Sr. - Goshen, IN | November 27, 2020 |
| • Paul I. Ernst - Grapevine, TX | January 18, 2022 |
| • Daniel A. O'Brien - Chatham, IL | January 13, 2022 |
| • Nancy Ellen Tate Hilal - Charlotte, NC | January 22, 2022 |
| • Donald L. Watkins - Logan, UT (Obituary Unavailable) | September 20, 2020 |
| • John E. Gibbens - Eugene, OR (Obituary Unavailable) | December 31, 2021 |



PLEASE NOTE:

Each issue of Now & Then will share this summary of names and links to obituaries of retirees and spouses reported to us who have passed since our last issue. If you become aware of a fellow BSA retiree or spouse who has passed, please alert our *In Fond Remembrance, New Horizons, and Retiree Directory Editor, Bob Rydell* at rydellbob@aol.com

When accessing our on-line BSA retiree directory found at nowandthenbsa.org, should you notice the name of a BSA colleague who has passed, please also alert Bob Rydell at rydellbob@aol.com

Scouting Memories

110 Years Ago in 1912 - Arthur R. Eldred of Troop 1 in Oceanside, N.Y., becomes the first Eagle Scout. BSA youth membership at the end of the year is not known as registration with the national council did not begin until 1914.

100 Years Ago in 1922 - Order of the Arrow and two other camp fraternities were deemed “official experiments” of the Boy Scouts of America. The other two groups are Tribe of Gimogash and Ku-Ni-Eh. Year end membership is 405,111.

95 Years Ago In 1927 -The BSA’s Inter-Racial Service is established to promote Scouting in minority communities. Scouting service (tenure) is added to Star, Life, and Eagle. The concept of Eagle Scout palms is introduced. Year end membership is 596,565.

90 Years ago in 1932 - The property which would become the Mortimer L. Schiff Scout Reservation is purchased for the BSA by Mrs. Jacob Schiff in memory of her son, Mortimer, who died while President of the BSA in 1931. Year end membership is 680,372.

85 Years Ago In 1937 - The first National Scout Jamboree is held in Washington, DC. Year end membership 874,599.

75 Years Ago in 1947 - Cubbing becomes Cub Scouting. Year end membership is 1,584,927.

55 Years Ago in 1967 - The Cub Scout Lion badge is ended and replaced with the new Webelos program. The den mother position is changed to den leader and opened to males and females. Year end membership is 4,461,111.

50 Years Ago in 1972 - The “Improved Scouting Program” is introduced with significant changes in the Boy Scout advancement program. The National Eagle Scout Association is created. Year end membership is 4,891,926 - the high point of traditional membership.

40 Years Ago in 1982 - Alexander Holsinger of Normal, Illinois, becomes the BSA’s millionth Eagle Scout. Tiger Cubs introduced. Year end membership is 3,417,580.

30 Years Ago in 1992 - National council organized into four regions. Year end membership is 5,154,920. Traditional membership is 3,453,187.

5 Years Ago in 2017 - BSA National Executive Board approves the registration of girls into the Cub Scout and Scouts BSA program. 19th National Scout Jamboree held. Year end membership is 2,540,126. Traditional membership is 2,167,833.

And 115 Years Ago - Lord Robert Baden-Powell holds first encampment on Brownsea Island to test his ideas for Scouting.



Now & Then on the Web

You can find *Now & Then*, resources, past issues, news, and more on our Facebook page and our web page. Please bookmark these pages and share them with other BSA retirees and spouses.

<https://nowandthenbsa.org>

www.facebook.com/groups/nowandthenbsa/

Please Share *Now & Then* with fellow retirees: If you know of a BSA retiree or retiree spouse with limited or no computer access, please do a Good Turn; print and mail or bring a copy of this issue of *Now & Then* to them to help assure they feel informed, included, and cared about. Thanks!

Now & Then is published quarterly for the benefit of BSA retirees and spouses by the Now & Then BSA Retiree Communications Team, a group of volunteer BSA retirees.

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