

Employment Opportunities with Mayflower Council

DIVERSITY – OPPORTUNITY – COMMUNITY

Bring your varied life experiences, education, and perspective, and in return you will have an opportunity to combine those skills and experiences in a career that values and respects others.

Scouting ... a Profession with a Purpose

Since 1910, the Boy Scouts of America (BSA) has helped build future leaders of this country by combining educational and outdoor adventure activities with lifelong values and fun. The Boy Scouts America has a major focus on the development of youth.

What Professional Scouters Do

Several thousand commissioned professional Scouters lead, guide, and facilitate the efforts of more than a million adult volunteers on whom Scouting depends on to carry out its mission. It is the job of the professional Scouter to inspire, recruit, train, and support the BSA's volunteers, in addition to working with community leaders and rallying public support for Scouting's activities.

Responsibilities

The professional Scouter in an entry level management position assigned to a specific role within a local council. Your success will be dependent on your ability to promote, supervise, and work with local volunteers. If you have skills in human relations, public relations, marketing, fundraising, finance, accounting, business management, or sales, then you should consider taking the opportunity to become a

professional in the Mayflower Council of the Boy Scouts of America.

Training and Development = Success

The Boy Scouts of America realizes that in order for people to grow and be productive, they need opportunities to learn. The fact that more than 75 percent of the BSA's professionals receive training each year is a testimony to the commitment by local councils and the national organization. Training courses, with set periods of time to acquire specific information, are part of our overall plan of development.

Professional Scouters receive continuous instruction through formal as well as informal training. The BSA fosters an environment of continuous learning to nurture collective creativity, which benefits both professionals and the organization. We share knowledge, ideas, and experience, creating both a workforce that is involved in decision making and an inclusive work environment that ensures the success of Scouting in the local community.

The BSA is committed to the training and development of individuals because we fully recognize the benefits of mutual growth and development that will unleash the creativity and productivity of its greatest asset: its people!

Compensation and Benefits

We offer a number of practical benefits for professional staffers. In fact, the BSA offers a benefits package considered to be among the best in the nonprofit sector. The package includes major medical, dental, vision, and prescription coverage in addition to long-term disability, accident, and life insurance, and a matching savings plan for retirement. The starting salary is competitive for these entry level positions.

Qualifications

- Bachelor's degree from an accredited college or university
- Must have attained age 21
- People-oriented, having the ability to work well with adult volunteers, community and business leaders, and representatives of other organizations
- Able to work varied hours when necessary to achieve positive objectives
- Believe in the BSA and subscribe to its principles and standards

Current Openings:

- Membership Unit Service Team Members
- Membership Growth Team Members
- Camp Ranger

Interested?

Submit your cover letter and resume to Rick Riopelle.

Mayflower Council Executive Board Portal

Welcome to the Mayflower Council Executive Board Portal, a secure and centralized location designed to streamline board operations and enhance collaboration among executive members. This portal provides a comprehensive suite of tools to facilitate efficient meeting management, document sharing, and secure communication, enabling you to make informed decisions and drive strategic growth for our organization.

Visit Board Portal

2024 Silver Beaver Award Nominations

In Scouting, we say “it’s about the youth” and none of our adults are involved for the recognition, but every now and then we need to say thanks especially to those volunteers whose leadership and example has left a lasting positive impact on the program and the broader community. One way we do that is through nominating a Scouter for the Silver Beaver Award, the highest adult recognition a council can bestow. Take a few moments to reflect on volunteers within your unit or district and consider nominating them for the Silver Beaver Award.

To simplify the process this year a new online nomination form was completed. This form will allow you to save your work and go back and add additional information at another time prior to the nomination deadline.

SILVER BEAVER NOMINATION FORM

All nominations must be received by Tuesday, January 2, 2023.

A detailed nomination form, to review before completing the online form, is available by clicking [here](#). Kindly do not submit paper versions of the form.

Questions regarding nominations should be emailed to: awards@mayflowerbsa.org. The awards will be presented at the Council’s Recognition Dinner to be held April 24, 2024.

Frequently asked questions about the Silver Beaver Award:

Overview

To recognize registered Scouters of exceptional character who have provided distinguished service within a council. The award is presented by the National Court of Honor on behalf of councils.

Who Can Earn This Award?

Anyone may nominate any deserving registered Scouter to the council, which selects recipients for the following year. Each council may process their own annual allotment of Silver Beaver awards and shall send a list of Silver Beaver awards presented each calendar year to the National Court of Honor no later than January 31 of the following year.

George WP Magee Memorial Trust Donates \$40,000

The Mayflower Council recently received a generous capital gift of \$40,000 from the George W. P. Magee Memorial Trust to fund two major camp projects at Camps Squanto and Resolute.

The first project involves building a new program pavilion at the shotgun range at Camp Squanto (located in the LeBaron R. Barker Scout Reservation and the Myles Standish State Forest in Plymouth), while the second project entails installing a new metal roof at the Handicraft Lodge at Adventure Day Camp at Resolute (situated in the E. Paul Robsham, Jr. Scout Reservation located on Little Pond in Bolton, Massachusetts).

The Mayflower Council, established in 2017, is a result of the

consolidation of Scouting programming that has served Greater Metro West and the South Shore areas of Massachusetts for over a century.

Comprised of territory that was once part of the Algonquin, Norumbega, Knox Trail, Squanto, and Old Colony Councils and stretches from Stow to Plymouth, Mass., the Mayflower Council is rich with the traditions and history of generations of scouts and scouting families.

Mayflower Council Director of Development James Corcoran expressed gratitude towards the Magee Trust for their continuous support, stating that the council and its predecessors have received over \$2,234,375 in capital and camp scholarship projects since 1944. "The Council is very grateful to the Magee Trust for their continued generosity," added Corcoran. "We could not have done these projects without the annual support of the trust." The George W. P. Magee Trust is a private trust that exclusively distributes income to Boy Scout Councils headquartered in Massachusetts for capital projects and camp scholarships.

Since its inception, The Magee Trust has distributed over \$10,700,000.00 to Massachusetts Boy Scout Councils.

2023 Westborough Good Scout Award Dinner

Westborough Good Scout Dinner

Tuesday, November 7, 2023

DoubleTree by Hilton Hotel

5400 Computer Drive, Westborough, MA

**Reception 6:00 pm – Dinner & Program 7:00
pm**

2023 Honorees



**Beverly and Bill
Linnane**

Beverly and Bill have resided in the Town of Westborough for over 54 years. Throughout the years they have both been extremely active in numerous town committees and activities.

Bill is a fourth-generation resident of Westborough. He attended Westborough High School, class of 1958 and graduated with degrees from Wentworth Institute of Technology and Northeastern University. He is a retired Construction Management professional. Since 1960 through today, Bill has been associated with various town government and community groups.

Bill's town work has included: Advisory Finance Committee, Charter Review, WPL trustee, founding member of Music Parents WHS, to highlight a few. He has been involved in many organizations: Charlotte Spinney Mentoring Program, Westborough Connects, past member of the Good Scout Committee, Westborough Legends, Civic Club, Rotary Club of Westborough,

Beverly grew up in Calais, Maine. After graduation, she received her RN from Peter Bent Brigham School of Nursing, now Brigham & Women's. She worked a long nursing career in both Boston and Worcester, specializing in surgical care. After retirement, she established a business called Rabbit Hollow, handknits for kids. This is supported by many members of the community for which she is very grateful.

Beverly has been a member of Westborough Garden Club for many years serving as community beautification chairman for 13 years and past president. She served on the downtown community beautification committee with many accomplishments. She loves Westborough and has great satisfaction in helping to beautify the town with gardens and flowers. To plant a garden is to believe in tomorrow.

Beverly and Bill have been married for 58 years and have two wonderful and successful children, Jennifer, and Sean and a beautiful, talented granddaughter, Madigan. They are overwhelmed to be the 2023 Good Scout receptionists.

About The Good Scout Award

The Good Scout Award is bestowed upon individuals who have demonstrated integrity and genuine concern for others in both their professional and personal lives.

The recipients need not have been Scouts but must carry the "Spirit of Scouting" into their adult lives. They are people who have been unselfish in their service to others on an

individual and community basis. They seek no return for their service other than the satisfaction of aiding their fellow citizens, their community, and their nation.

The Good Scouts are people who truly capture the respect and imagination of our youth.

You may register and pay online or fill out the mail-in registration form.

Registration and program book ad's must be received by October 27, 2023.

If you have any questions, please email: Westborough Good Scout Committee

Ad Specifications
Program Ad Specifications
[Register Online Here](#)

National BSA Member Fee Increase 2023

Dear Scouting family,

We received the following very important message from our national council and wanted to share it with you in its entirety.

BSA's emergence from bankruptcy represents a pivotal milestone in the Boy Scouts of America (BSA)'s financial restructuring case and solidifies a path forward for survivors and the Scouting movement.

To preserve its mission, the BSA has had to take some extraordinary steps over the past three years to reposition the organization for the future. The BSA has streamlined its professional staff and volunteer structure, reducing costs throughout the movement while maintaining essential services to support the local councils who were critical partners during the bankruptcy.

To position Scouting for the future, the BSA will be required to increase the national annual membership fees for both youth and adults. This has been a difficult decision that involved the engagement of key stakeholders, but is essential to building a strong, safe, and vibrant Scouting program for our nation's youth.

Effective **August 1, 2023**, the BSA will implement the following national membership fees which were approved by the National Executive Committee:

- **\$80** for Cub Scouts, Scouts BSA, Venturing and Sea Scouting participants (\$5 increase)
- **\$60** for all adult volunteers (\$15 increase to provide general liability insurance and enhanced background checks)
- **\$25** one-time joining fee for new program participants in Cub Scouts, Scouts BSA, Venturing and Sea Scouting (Not prorated and no change in fee)
- **\$30** for Scoutreach (Not prorated)
- **\$25** for Merit Badge Counselors (New Fee applies only for Merit Badge Counselors not already registered as leaders)
- **\$50** for Exploring participants Youth & Adult (\$5 increase)

- **\$100** for a unit charter/affiliation fee (no change in fee)
- **\$15** for *Scout Life* magazine

New Annual Membership Fee Process Announced – BSA Will No Longer Prorate Fees for New Members beginning August 1, 2023

Beginning August 1, 2023, all new youth and adult members who join Scouting will be enrolled in a 12-month membership cycle and BSA will cease prorating fees. Both youth and adults will pay the full annual membership fee and will renew their membership on the anniversary date of joining Scouting. All proration of membership fees will be eliminated. Each registered member of the BSA will receive an email notice with a registration renewal link beginning 60 days before the anniversary date they joined Scouting. Unit leaders will receive a copy of the email and should stay engaged in the membership renewal process just like rechartering.

It is important to note, existing members will renew their membership during their normal registration/recharter cycle through March 2024. Moving forward all members will renew on their anniversary date.

- Existing members' Anniversary date will be their unit recharter month.
- New members' Anniversary date will be the month they joined.

This new process will help streamline the rechartering and membership renewal process for units and councils. *Additional information on this membership renewal process will be forthcoming in the very near future.*

Rules and Regulations – Local Council Annual Registration or Program Fees

Under the Rules and Regulations of the BSA, a local council may charge an annual registration or program fee to youth

members, adult program participants and Scouters whose primary registration is with the council in an amount not to exceed the amount of the applicable individual registration fee for their position established by the Executive Committee. In the new Annual Membership fee structure, a local council may charge a maximum of **\$80 per youth** and **\$60 per adult**.

What does the National Membership Fee cover?

The national membership fee helps cover the cost of essential services to the local council and units. Services include expanded liability insurance for those participating in approved Scouting activities, enhanced criminal background checks, a variety of program resources, youth protection and leader-specific training, and the development of intellectual property for national, council, and unit programs. As BSA moves forward, the organization will continue to look at the membership fee structure and how we deliver the Scouting program for future generations.

Across the country and in each of our communities, we know that Scouting remains one of the most valuable investments we can make in youth today so they can become the leaders we will turn to tomorrow. Our dedicated volunteers, staff, and Scouting families make this possible. Thank you for continuing to support one of the most valuable opportunities available to young people today.

Frequently Asked Questions

What is driving the youth and adult membership fee increase?

- General Liability Insurance costs to protect volunteer leaders, staff, charter organizations, units, and youth.
- BSA restructuring costs.
- Enhanced Criminal Background check processes and investments in Youth protection and safety programs.

What steps has the National Service Center taken to manage costs?

- Completed a new staff structure and streamlined both the professional workforce and the volunteer structure, while maintaining essential services.
- Reduced the National staff workforce to support essential services.
- Reduced expenses throughout the National organization.

What is the new membership fee for youth and adults? Will the fees go up again?

- The new adult membership fee is \$60, and the youth membership fee is \$80 annually.
- The BSA will continue to evaluate the membership fees and keep our councils and unit leaders informed of any further changes to the fee structure.

What benefits and services are provided to the local council with the new fee?

- Expanded GLIP protections for Chartered Organizations and volunteers.
- Enhanced Criminal Background checks.
- Investments in BSA safety resources and training.
- The employment of a new Youth Protection Executive and support staff.
- The National Council provides the following essential services to councils:
 - The use of BSA Intellectual Property – Youth Safety, Cub Scouts, Scouts, BSA, Venturing, Camp Standards, Training and Program development etc.

- Legal
- Human Resources
- Information Technology – Rechartering, Scout Book
- Accounting Resources
- Council Services Support
- Membership & Marketing Support
- Crisis Communications and support
- Safety & Membership Standards Support
- A variety of training support for youth and adult leaders
- Health Insurance & Benefits

What benefits and services are provided to the unit with the registration fee?

- Expanded General Liability Insurance protections for the chartered organization and unit leaders in the event of an incident.
- Program research and development including, Cub Scouts, Scouts BSA, Venturing and Exploring.
- Access to Youth Protection Training, Incident Reporting and Scouts First Helpline: 1- 844-Scouts1.
- Access to leadership specific training for adult leaders.
- Investments in program literature and resource development.
- Ability to purchase Uniforms, Insignia and Recognition for youth and Adults.
- Provides access to Membership, Marketing, and Brand Center resources.
- Provides important technology support including Scout Book, on-line registration, on-line advancement, and rechartering, My. Scouting, BeAScout, and BSA Brand Center for digital assets.
- Access to the four BSA High Adventure Properties including Philmont Scout Ranch, Florida Sea Base,

Northern Tier High Adventure Base, and the Summit Bechtel Reserve.

Mayflower Council understands that you may have more questions, and we will welcome them at our Summer Membership Roundtable Series taking place in the coming months. You can register by clicking the date for July 11 and August 16.

Gone Camping! Mayflower Council Summer Hours

This weekend marks the unofficial start of summer 2023. As such, the Mayflower Council Service Center will soon switch to a “Camping Season” schedule.

Our Service Center in Milford, Massachusetts, will be closed Monday, May 29, in observance of Memorial Day.

After that, and through Labor Day, the Service Center will be by appointment only on Monday, Wednesday, and Friday, and from 8:30 AM to 4:30 PM, Tuesday and Thursday. Many of our unit and membership service personnel will be visiting communities and camps throughout the summer, so chances are you can catch up with us much closer to home.

Find a listing and email any of our council primary contacts via this page.

Council Support For Units & Scout Families

What Does Mayflower Council Do For Units & Scout Families?

To help unit leaders, the council maintains a service center with administrative staff to:

- Assist with online registrations, Scout Life subscriptions, and initiate special requests to the National Service Center and other organizations.
- Maintain a supply of literature, insignia, forms, certificates, etc., needed by the leader to carry on the unit's program.
- Keep records of advancement, membership, training, etc. necessary to unit operation.
- Publish a weekly newsletter to keep leaders informed of the latest local and national Scouting news, coming events, etc.
- Produce notices, minutes, agendas, etc., for district and council committees that are developing programs for leader and unit benefit.
- Handle inquiries and visitors to our service center for information related to unit operation and Scouting procedures.
- Provide a myriad of forms, applications, certificates and literature helpful in the unit program.
- Produce district and council calendars and schedules, programs, kits and special aids to assist leaders and their committees.
- Manage reservations for long-term camping, short-term camps, camporees, jamborees, high adventure bases, training courses, meetings, annual council and district

meetings, troop leader and den leader events.

To protect the unit leader, the council:

- Maintains a liability policy for the protection of all leaders and chartered organizations.
- Maintains accident and sickness insurance policy for all registered youth and leaders.
- Screens requests for services and money earning proposals, guarding against improper use of Scouting for commercialism and exploitation.
- Has staff members available on what is practically an around-the-clock, around-the-calendar basis to meet any emergency.
- Manages and processes Criminal Offender Records Inquiry (CORI) checks
- Provides assistance with any Youth Protection issues that may arise.

To help the leader develop unit program, the council provides without charge:

- Program helps, calendar of activities, meetings and special events.
- Awards, such as ribbons, certificates, recruiting awards, etc.
- Recruitment supplies including posters, fliers, digital targeted advertising and other materials.
- Sample ceremonies, parent's night program outlines, training aids, etc.
- Source materials and personnel.
- Materials, books, pamphlets, folders, videos and special helps from the National Council and cooperating organizations.

In the field of camping and outdoor activities,

the council:

- Maintains three Scout camps, with a total of 1,500 acres, for year-round camping and Cub Scout family outdoor events. Our Scout camps serve as year-round activities, camping and training centers.
- Offers units the use of equipment for short-term, weekend, and year-round camping.
- Covers costs of camp improvement, repairs, replacement, maintenance, insurance and administration. These and other charges are not paid for by Scout's fees.
- Employs full-time camp rangers for the protection of the Scout camps and the convenience of units using facilities. They keep these facilities ready and available for unit and family use.
- Provides campers' early-bird savings discounts, unit leaders' guidebook, camp videos, literature and other aids to help units with their program.
- Provides scholarships or "camperships" for Scouts who need some financial help to have a summer camp experience.
- Offers units and individual youth access to high-adventure bases like Philmont Scout Ranch, Northern Tier and Sea Base, national jamborees, field days, camporees and other special events. These would not exist without the council giving leadership and coordination.

In educational and relationship building programs, the council provides the leader with:

- A library of videos, digital projectors and screens for use in training and promotional programs.
- Informal and formal training courses with most of the cost of literature and materials, etc., and all the staff time included in the council budget.
- Monthly roundtables for the benefit of leaders, committee persons, assistants, and den leaders,

providing materials, staff and other costs.

- Scouter's Key, training awards, Den Leader's Training Award, Silver Beaver, District Award of Merit and other Scouter recognitions.
- A merit badge counselor corps in more than 130 subjects.
- A variety of advancement forms and certificates without charge.

Providing the unit with district and council activities and service, the council:

- Plans and conducts various types of activities in which units participate such as Freeze Out/Klondike Derby, Pinewood Derby and Scouting for Food.
- Organizes camporees, Cub Scout day camps, jamborees, high-adventure trips, absorbing some overhead costs to keep participants' expenses to a minimum.
- Works with various community groups to arrange for Scout participation in civic affairs and Good Turn projects.
- Recruits and trains a corps of commissioners for assisting with unit program and maintaining standards.

To assist leaders, the council employs a trained full-time staff who counsel, guide and inspire:

- Through person-to-person counseling on unit relationships, administrative and operational challenges.
- Through guidance of all committees, commissioners, roundtables, meetings, conferences, courses, district and council activities in the development of programs that directly benefit leaders and units.
- Through contacts with the community resources (clubs, churches, government, etc.), secure help for all units that they alone could not obtain. The use of parks, recreational areas, use of buildings for special events, picnic areas, campsites, and meeting facilities are a few examples.

Workshop: Understanding New Barriers to Abuse

As part of our ongoing commitment to abuse prevention, the BSA is updating the adult supervision requirements for overnight activities.

In this workshop, we will discuss:

- Enhancements to the minimum “two deep leadership” requirements.
- The definition of an adult fee required position.
- Limited exceptions for Cub Scout Parents and Guardians.
- Scenarios and examples.
- Required date for policy adoption.

Changes to Council Activity Fee Aug. 1, 2023

Dear Mayflower Families,

Thank you for your commitment to Scouting. We truly appreciate you being part of our council and an essential part of your local unit.

We know how important it is for a Scout (and a family) to be “thrifty.” Our non-profit organization looks to model that point of the Scout Law in everything we do. Moreover, like

many, our leadership group felt the need to tighten the Scout belt over the last few years, to stem the tide of rising post-pandemic costs and inflation.

The Mayflower Council also works constantly to raise the bar and expand our program while remaining focused on ensuring its safety and high caliber. In order to maintain our commitment to quality, innovation, and safety, we will soon implement our first activities fee increase since 2021.

Effective August 1, the activity fee will increase from \$36 to \$48 per youth member. While we never like to raise our fees, we hope that this nominal increase – just an extra dollar per month – doesn't burden your family too significantly.

We believe our program costs remain reasonable, especially considering the scope, quality, and safety of the Mayflower Council mission. But if this increase (or other circumstances) creates an unnecessary financial hurdle, please [click here](#) to learn about our financial aid opportunities.

Finally, if you have any questions about this or any other aspect of Scouting in the Mayflower Council, please do not hesitate to reach out.

Yours in Scouting,

Ian Johnson
Council President

Rich Carlson
Council Commissioner

Bryan Feather
Scout Executive / CEO