

# Council Staff Realignment

Over the past several years, the Mayflower Council has struggled to achieve measurable gains in many of the initiatives stated in our Long-Range Strategic Plan, which mirrors the four functions of Scouting: Membership; Program; Fundraising; and Unit Service. While some of the obstacles we faced were beyond our control, there were challenges that kept coming up that deserved more analysis.

After much consideration and input from staff members, our district and council leadership, best practices from other councils, and an honest assessment of where the Mayflower Council is today, I am pleased to share some changes to our staff structure that I am convinced will yield greater success in all areas of our council operations, the most significant of which is serving more young people with a high quality Scouting program.

As you all know, membership and units have been falling for many years. We have also struggled to raise the funds necessary to sustain our program and keep our camp properties in top condition. We have continued doing the same thing and expecting a different result. We all know that this isn't a winning strategy and we are not alone in these struggles. Most councils across the country have had similar experiences, although there are some who have taken a new approach and are seeing some positive movement as a result.

I have compared best practices to the needs of the Mayflower Council and will incorporate some of these methods into a plan specifically designed to take advantage of our resources and strengthen our focus on the areas where we must improve.

While some councils have shifted completely to what they call a "Specialized" model, with staff focused on one function like: Membership development, New Unit development, Unit

Service, Program, or Fundraising, I believe a hybrid model seems better suited to our needs where we have some staff focused on one specific function, while others oversee two functions.

We have established four teams and subject matter primary contacts to address specific Council needs: Membership and Unit Service will be one team; Development will be a team; another team will focus on Program; and the final team will handle the Administration process.

Our Membership and Unit Service team will be led by Rick Riopelle and there will be three District Executives assigned to work with our district committees and commissioner corps to focus specifically on membership and unit growth and serving our existing units. Marcella will serve as the support staff for this team, processing all membership and unit service requests. Jack Colamaria, Rob Hillman, and Ian Furst will provide the service in the field to our teams of volunteers.

Our Development team will be led by Jim Corcoran and we will have one Fundraising Executive assigned to this function. In addition, Carlene Covino will be supporting the Development team as they work on Friends of Scouting, Popcorn Sales, Special events, Foundations and Trusts, and seeking new opportunities to increase our direct support funding for Operating, Capital, and Endowment.

The Program team will be led by Hunter McCormick who joined our team on April 1st. He brings a wealth of experience, and a sales mentality to our council and district programs. Hunter will serve as our professional staff member with both Camp Rangers and Nora Scott providing support functions. Their focus will be increasing participation in our camp programs as well as our council and district activities.

I will lead the Administration team and will have Mary, Tyler Ericson, and Lisa supporting fiscal management and the systems

and processes of council operations.

While each team will be focused on their specific assignments, they will not operate without interaction and cooperation with each of the other teams. To help volunteers and district leadership know who to contact when they need help, we have created a staff responsibility list with primary contacts available here.

I am looking forward to improved efficiency, effectiveness, and accountability with our new roles and am excited about this new opportunity and the teams we have in place to accomplish growth in each of these areas in the coming months and years.

Yours in Scouting,

Bryan Feather  
Scout Executive / CEO

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## **Council Primary Contacts**

To sort list scroll to the bottom and select by responsibility, by team or by primary contact.

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## **Changes Coming in My.Scouting**

A new Position Manager tool, found on the Organization Manager page of My.Scouting, will be rolled out in the next few days.

This new tool updates and replaces the current Organization Security Manager and gives any currently chartered unit the ability to change leader registrations without having to fill out applications and take them to the council service center.

Position Manager will allow Chartered Organization Representatives and their designees to change any leader positions, except the Chartered Organization Representative, with the drag of the mouse. It will require an overnight sync, and then the new leadership position will be updated in the unit.

The assignment of functional assignments like key 3 delegates and membership chair can be done in Position Manager, too. The below job aid will illustrate the new tool and its features.

Position Manager Job Aid

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## **Virtual Little Philmont 2021**

**Join Hundreds of Other Scouters at  
the Virtual Little Philmont 2021  
Event and Get a Taste of the  
Philmont Experience**

Friday, May 21 from 9pm-10:30pm EDT

Saturday, May 22 from 10:30-2pm EDT

Virtual Little Philmont 2021 provides a unique opportunity to hear from leading Scouters who continue to deliver high-quality programs for our youth. Several topics will be

addressed with a variety of focused break-out sessions on subjects like recruiting, involving parents, leading a troop, helping Scouts stay engaged “after Eagle,” utilizing digital tools to reach your Scouting audience, and more. This exciting event can be a catalyst for increased knowledge and energy within the Latter-day Saint Scouting community.

We’ll open the event on Friday evening (May 21st) with a fireside chat with Rex Tillerson, former BSA National President, former U.S. Secretary of State and former Chairman/CEO of ExxonMobil.

We’ll continue the event on Saturday morning (May 22nd), addressing various topics necessary to continue Scouting with energy, increased knowledge, and enthusiasm. Come join us!

Register Now  
Facebook Page  
Website Link

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## **2021 National Venturing Leadership Award**

**Congratulations to the nine recipients of the 2021 National Venturing Leadership Award.**

Two of the 9 award recipients are from the Mayflower Council. We could not be more proud of your accomplishments.

Two shining examples of leadership.



Ian currently serves as Northeast Region Venturing President. He has been a voice of calm and reason through many Venturing changes and proposed changes. Invites others into helping to push forward through difficult times.



Samantha currently serves as National Venturing Vice President. She is an outstanding role model and leader to all of the regional vice presidents, enabling them to work effectively with each other in order to be successful and provide collaboration on projects. She has worked with the National Venturing Committee to develop a fall recruitment campaign.

[Read More](#)

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# Silver Beaver & North Star Award Recipients

Mayflower Council is proud to honor and recognize our 2020 Silver Beaver Award recipients and North Star Award recipient. They are shining examples of Scouting service in our council!



Paul Callahan



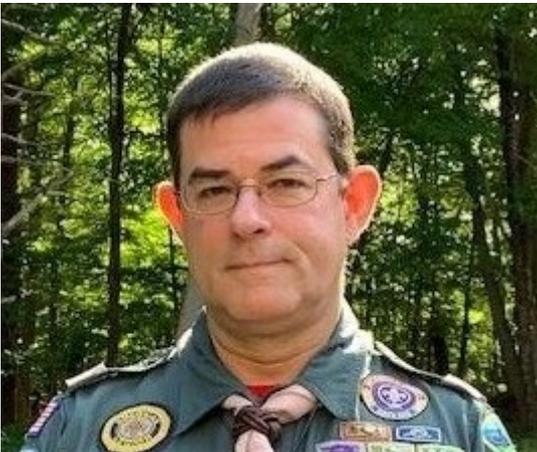
Peter Lanciano



James McKnight



Charlie Murphy



Michael Stecker



North Star Recipient Patrick Maher

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# Welcome Inaugural Class of Female Eagle Scouts!

Eagle Scouts have been leading positive change in their communities for more than a century. That tradition continues with the historic inaugural class of female Eagle Scouts announced on **February 8**, Scouting's 111th Anniversary.

Of the nine new female Eagles in Massachusetts, four are from Mayflower Council!

- Ellora H. – Troop 11 Westboro/Hopkinton
- Molly J. – Troop 1920 Plymouth
- Eleanor S. – Troop 823 Northborough
- Grace W. – Troop 209 Newton

These young women have excelled in Scouting and are part of the 6% of Scouts who achieve this significant rank – all accomplished since February 2018 when girls were officially welcomed as Scouts BSA.

Two of our new Eagles were even featured on local news broadcasts:

- Fox 25 News featured Eagle Scout Grace W. Click here to watch the broadcast.
- Spectrum News1 featured Eagle Scout Eleanor S. Click here to watch the broadcast.

Help celebrate the leadership accomplishments of the inaugural class as we highlight the positive impact Scouts make in communities every day by joining us for a special celebration of the inaugural Class of female Eagle Scouts on **Sunday, February 21, 2021!** Check out what's in store for this live virtual event: [scouting.org/bethechange/](https://scouting.org/bethechange/)

Congratulations to these young women and to all Scouts who have attained Scouting's highest rank – Eagle Scout!

Be The Change Event Info

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# Changes in Scoutbook Effective March 1

Effective March 1, 2021, Scoutbook's leader invite process will perform a check for a BSA issued Member ID and active BSA registration when being invited to connect with the unit roster. Prior to March 1, unit leaders should check their rosters in Member Manager at [my.scouting.org](https://my.scouting.org) to ensure all adult leaders listed in Scoutbook are also registered on the official roster or otherwise with the BSA. Action should be taken now to ensure all adult leaders are registered with the BSA.

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# Proposed Eagle Scout Merit Badge Delayed

January 7, 2021

The introduction of the proposed Diversity, Equity and Inclusion merit badge is being delayed to allow for the careful consideration and evaluation of feedback received from a wide variety of commenters on the draft requirements. Until further notice, all Scouts working on the Eagle Scout rank should continue to use current rank requirements. Once the Eagle-required Diversity, Equity and Inclusion merit badge is introduced, Scouts in the process of earning the rank of Eagle Scout will be given adequate time to earn it.

Specific questions are welcome via email at [Officeof.ChiefDiversityOfficer@scouting.org](mailto:Officeof.ChiefDiversityOfficer@scouting.org).

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## Order of the Arrow Lodge Leadership Update

In the midst of uncertainty, turmoil, and change, it is easy to become overwhelmed. Strong leadership is essential in helping us navigate through rough waters and the Tantomous Lodge has been blessed with exceptional leadership! Several of our Lodge's youth leaders have gone on to serve in key positions for our Area and at the National level of the Order of the Arrow. We are proud of these young leaders and all they have and will accomplish as they serve this great organization! In addition to our youth leaders, our adult

advisors have played a significant role in developing the qualities in our young people that have led to their elevation to these esteemed positions. I want to personally thank Josh Paulin for serving as Tantamous' first Lodge Advisor and setting us on a path toward greatness. For the past year, Candy Martel has served as our Lodge Advisor, through one of the most challenging years anyone can remember. The dedication, commitment, flexibility, and grace she has shown through this year is truly amazing! Her contributions will pay dividends for generations to come.

As we begin a new year, we have our third Lodge Advisor stepping up to assist in the development of the youth in Tantamous Lodge. Mark Vecchione will serve as our new Lodge Advisor and will guide our Lodge through the challenges and opportunities that lie ahead. I am excited about our youth and adult leadership and look forward to seeing all they will do to serve the brotherhood in the coming months.

In Brotherhood,

Bryan Feather  
Scout Executive  
Supreme Chief of the Fire