

Mayflower Council Annual Report



BOY SCOUTS OF AMERICA®
MAYFLOWER COUNCIL

Date: February 22, 2019
To: Mayflower Council Scouting Family
From: Council Key 3
Subject: Annual Report

Over the past year, the Mayflower Council has experienced success as well as faced some challenges, as we continue to work toward a unified council, focused on delivering the highest quality Scouting program to every young person who wants to participate. We have made great strides in improving the program and delivering the promise of Scouting to our members. There have also been areas where we fell short of our objectives. We believe in the volunteers and staff of the Mayflower Council and, with everyone pulling together, we are confident that 2019 will be the best year ever for Scouting in Southeastern Massachusetts.

This message is intended to provide you with information on where we are doing well, and where we can use additional help. Attached is the 2018 Annual Report which clearly demonstrates the impact that Scouting is having in the 62 cities and towns that we serve. Providing over 136,000 hours of community service translates to nearly \$1,500,000 of positive impact within our communities, if each hour is calculated at minimum wage. Camping opportunities, Rank advancements, and service hours are all highlighted on the attachment. Imagine the impact that we could have if we were to reach the membership

objective in our Long-Range Plan of 15,000 youth members within 3 years.

Membership is one area where we have fallen short of our objectives. This is also an area where each one of us can have a positive impact! In order to grow by 8%, or roughly 900 youth members per year, each of our Packs, Troops, Crews, and Explorer Posts would need to grow by an average of 3 youth members. That sounds like a pretty small number. How many youth could you add in your unit? Five, eight, maybe even ten? Think of the lives changed and the positive impact that happens both to and through these new youth members. With the addition of Lions and Family Scouting in Cub Scouts, Scouts BSA serving both boys and girls, and a renewed emphasis on Venturing and Exploring, we should be able to far exceed our membership objective of growing by 8%! What role will you play in expanding the reach of Scouting?

Although we had a small decline in our number of units in 2018, we have already organized and registered more units in 2019 than in all of 2018. One way you and your unit can help these new units get off to a great start is to reach out and make sure they have what they need to deliver the program. Invite them to join you at one of your campouts or other activities. Let's make sure our new units and new members feel welcome and learn quickly to love the Scouting program the way we do!

The Investment in Character Campaign is another way you can help ensure that the Mayflower Council has the resources needed to deliver the promise of Scouting. The cost of providing quality facilities and support to our units is ever increasing and all council funding comes from local sources. Please consider making an investment in the local Scouting program through a unit presentation or online at: [Donate Here](#).

If you know of others who believe in the values of Scouting, please share this link with them as well so that they can consider making an investment in the character of thousands of

local young people.

These are exciting times in Scouting! We have more opportunities than ever before, and we have the team that can expand this program in ways we can only imagine. Thank you for all you have done, and will do, to deliver the promise of Scouting to the youth that we serve!

The Mayflower Council, BSA publishes an annual report containing membership numbers, financial statements, and program updates. It is released each year during the Council Annual Meeting in late January.

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Venturing Nominations

Leadership

The VOA is beginning to accept nominations for the Venturing Leadership Award.

Venturing Leadership Award

In order to recognize Venturers who have made exceptional contributions to Venturing and who exemplify the Scout Oath and Law.

Qualifications

- Be registered and involved as a Venturer for at least one year.
- Hold a leadership position or an office at the unit, district, council.
- Show exceptional dedication and give outstanding leadership and service to Venturing and to Venturers

Guidelines

- The nomination form linked below must be used for council Venturing Leadership Award consideration.
- The nomination form must be submitted by April 15, 2019.
- The nomination forms must be submitted to: Robert Lewis
- Attach letters of recommendation from Venturers, Scouters, acquaintances, teachers, place of worship, etc
- Youth nominations may be submitted for up to one year past the youth's 21st birthday.

Nomination Form

Important: Online Youth

Protection Update

Information about online Youth Protection Training:

At the end of February, the online Youth Protection Course will be replaced with an updated version. Help spread the word to all leaders that any courses in progress (completions of some but not all of the required four modules) will be lost when the course is updated. For example, if a leader had completed one, two, or three of the four modules, but had not completed all four, their completed modules will be erased and they will have to start over again to complete all four required modules. You must have completed all four modules successfully by February 28th, as the new Learning Plan will be launched March 1, 2019 .

If you have started-but not completed-the current Y01 (YPT-2) Youth Protection Training:

You must complete the training before March 1, 2019, or any progress you have made will not transfer, due to the new learning plan. Otherwise, you may simply start over with the new training plan on March 1, 2019.

If you HAVE already completed the current Y01 (YPT-2) Youth Protection Training:

You WILL NOT be affected. You DO NOT have to retake the training when the March 1, 2019 course is released.

This update will include new policies and procedures implemented since the course was first released in February 2018, however our Youth Protection and Health and Safety policies, guidelines and procedures are continually being updated and revised. The on-line version of the Guide to Safe Scouting is the single most up to date source of our commitment to Safe Scouting.

Youth Protection certifications will continue to be valid for a two year period.

When the course update is complete, four new VOLUNTARY modules will be added and will be available under the “VOLUNTARY programs.” These include:

1. Physical Abuse
2. Neglect
3. Emotional Abuse
4. Witnessing Violence

These new, VOLUNTARY modules will provide leaders with knowledge about other forms of abuse.

Guide to Safe Scouting Has Been Updated

All participants in official Scouting activities should become familiar with the Guide to Safe Scouting. The Guide to Safe Scouting is an overview of Scouting policies and procedures gleaned from a variety of sources. For some items, the policy statements are complete. Unit leaders are expected to review the additional reference material cited prior to conducting such activities.

The Guide to Safe Scouting has been updated for 2019. Download or view the latest version by clicking [here](#)

UPDATES TO THE GUIDE TO SAFE SCOUTING:

1. Updated language throughout to reference “Scouts BSA” rather than “Boy Scouts.”
2. Youth Protection and Adult Leadership Clarified language

- in the Adult Supervision and Accommodations sections.
3. Camping Updated information about Webelos overnight camping. Corrected publication number for Pack Overnight.
 4. Campout Site Appraisal Form and provided URL to access form.
 5. Sports and Activities Clarified Sea Scout participation in Climbing and Rappelling section.
 6. Animal and Insect Hazards Replaced entire chapter.
 7. Incident Reporting Provided URL for incident reporting.
 8. Appendix Replaced Event Safety Checklist.

For more information about Scouting Safety click [here](#).

Charter & Membership Processing Update

As many of you are already aware, membership registration has fallen behind due to an unexpected and prolonged situation leaving the Council Service Center short handed for several months. A solution through Registration Shared Services with the National Council is now in place and we are working feverishly with their help to get all membership entered. Because of the backlog, your District Executive might ask you for something that has already been submitted. Please understand it is our intention to get through the stack of papers without asking you for something twice but we may fail in this attempt. We sincerely apologize for the inconvenience this has caused for all of our Scouts and units and look forward to the day we serve you with efficiency.

All future registrations can be emailed to: membership@mayflowerbsa.org.

Thank you for your patience and understanding.

2019 Guide to Advancement Update Now Available

It is important that unit leaders and committees understand the advancement guidelines, and follow them. There is a summary of the changes near the beginning of the Guide. The 2019 update to the Guide to Advancement is now available online [here](#).

A Scout Is Reverent

The Worcester Diocese Catholic Committee on Scouting is calling for nominations for Adult Catholic Religious Awards due by February 20, 2019. The awards are to recognize those adults in Scouting who have participated in promoting and teaching Catholic Faith Formation in Scouting through religious emblem programs, Scout Sunday observance, and various other activities relating to the Faith.

The Bronze Pelican and the St. George Emblem are for those adults involved in the Cub and/or Scouts BSA programs. A nominee for the Bronze Pelican has significantly influenced Catholic Scouting for at least three years. Nominees for the St. George emblem have previously received the Bronze Pelican and have made significant and outstanding contributions to the spiritual development of Catholic youths through Scouting.

Nomination forms should give a detailed description of how the nominee provides such outstanding contributions.

Please send nominations to Bob Ryan, CCOS Nominations Chair at rhrljr@att.net or mail it to 8 Colonial Drive, Shrewsbury, MA 01545.

Nomination Forms:

- St George Form
- Bronze Pelican Form

Order of the Arrow Is Here To Help!

Is Your Pack Ready To Crossover?

Tantamous Lodge is here to help! If your Unit would like the Order of The Arrow to assist in your crossover ceremony, just let us know by filling out the following form and we will contact you.

SIGN UP HERE

2018 Silver Beaver Recipients

The Silver Beaver Award is the council-level distinguished service award of the Boy Scouts of America. The Silver Beaver is an award given to those who implement the Scouting program and perform community service through hard work, self-sacrifice, dedication, and many years of service. It is given to those who do not seek it.

We are extremely proud of our 2018 Silver Beaver Award recipients. They are shining examples of Scouting service in our Council!



James Green

Scouting exists because people step forward when there is need. Jim is one of these tireless soles that always keeps his thoughts on ensuring the scouts are having fun; although you might have to remind him where to be and when.

Jim has tried to fill in where needed and make sure youth get a chance to participate. When Old Colony Council's Day Camp had no physician, he filled in, serving for 5 years. When the camp lost its location, as a member of the recreation board, he secured a location for the camp in Foxborough. When the day camp director suddenly had to leave, Jim agreed to fill in and attended the last National Camp School class 48 hours later.

Recognizing that the Foxborough Charter School had no Scouting programs he spoke to parents about forming units. When parents explained that evening program was difficult, he created a pack, troop, and crew that met as after school programs. Jim Green currently serves as Scoutmaster to Troop 314 and Advisor

to Crew 314 at the Foxborough Charter School.

He continues to serve in several positions – Mayflower Council Board member, Council STEM/Nova Chair, Health Officer, and Unit Commissioner. He also serves on the committees for Pack 70 – is the former cubmaster, and member of Troop 7's committee.

Jim has been the Chair of the Board of Education and the Temple Executive Board at the Temple Beth Emunah in Easton for nearly 2 decades. During that time, he worked with the school director on grants for special needs education resulting in the only special needs religious school on the Massachusetts South Shore. Jim also created an outdoor program that encouraged youth to camp in the summer and pursue studies in the outdoors.

As a Temple Board member, he helped on 3 merger negotiations, construction of a new temple, and recruitment of three religious leaders.

On the Foxborough Recreation Board he is liaison for service projects and forest and trail use. During his tenure Camp Saint Augustine was refurbished to provide an outdoor recreation, meeting space, and day camp facility.

Jim has worked to preserve Foxborough's forest and conservation lands as part of the Recreation Board, State Forest Trails Committee and Friends of Saint Augustine Board. This resulted in new trails, a hiking map, a digital detailed map, new bridges, restoration of historic sites, clean-up of polluted areas, and a new nature education center. At the recommendation of his town he was selected by the Mass Keystone Project in 2015 for training through U Mass and Harvard University's Forest Research Center in forest conservation and community relations. He has served as a Keystone Coordinator for 4 years.

Jim attended Wesleyan University where he fell for Chery who

has been his wife of 26 years. They have a son, Mitchell who attained the rank of Eagle.



Ian Johnson

Ian is a substantial contributor to Scouting in Westborough, serving as Cubmaster to Pack 100, Committee member for Troop and Pack 100. He has served at the unit level as a Webelos Leader and Assistant Scoutmaster.

Ian has been active on the Knox Trail Executive Board and the Mayflower Executive Board. He has also provided leadership for council activities including the Committee for Merger that resulted in the Mayflower Council. Ian has served on the Investment Committee, Development Committee, and Golf Committee at the Knox Trail and Mayflower Councils.

Ian has been a community leader in Westborough for many years. He participates on the Annual Westborough Good Scout Committee and has served as its chair. He has also served ten years on the Town of Westborough Advisory Finance Committee and has held elected office as a member of the Board of Selectmen in Westborough, since 2011, has served as its Chair, and has also served on other critical Town committees.

He is graduated from Westborough High School in 1985, and in addition to earning an undergraduate degree at Eckerd College in 1989, he received a master's of science in finance degree from Boston College. He is on the Board of Trustees, the Investment, Finance, Executive & Student Committees and the ad hoc athletics working group for Eckerd College. He and his wife, Maureen, have endowed a Memorial Scholarship at Eckerd

College, in memory of his mother, Penelope Ellis.

He is also a member of the executive committee for Rangers on Track and organization that was created to upgrade the outdoor sports facilities at Westborough High School.

Ian has served as a youth soccer coach from 2012 to 2016.

Ian is an Eagle Scout and Vigil Member in the Order of The Arrow and served as a Lodge Chief as a youth.

Ian is a Senior Vice President – Alternative Investments at Fidelity Investments. He and his wife Maureen, who have recently celebrated their 25th wedding anniversary, live in his hometown of Westborough and are raising a son, Liam, who is a Scout with Troop 100.

He has provided wise and thoughtful leadership to the Council through his roles as a Board Member, Member of the Merger Study Committee, Chair of the Budget Committee, and most recently as a member of the Strategic Planning Committee.



Michael Josti

Michael understands Scouting, indeed, learning from his grandfather, father, and mother. Mike is a third-generation scout and his son Troy is the fourth generation. His scouting career started 39 years ago as a Wolf Cub in Pack 146 Shrewsbury and he hasn't stopped since. Mike earned the Arrow of Light in 1981 and became an Eagle Scout in 1986.

He served as Lodge Chief to the Pachachaug Lodge and later

Section Chief. He is a Vigil member of the OA. Mike served on staff for JLT-Greenbar Training and two Woodbadge courses. He attended NE-1-156 and is a member of the Fox Patrol.

Anyone who knows Mike, knows how much time that he invests in this program. His commitment to Scouting is driven by one real desire, providing a quality program for the youth. He is not in it for the fame and glory. He is a true scouter. It is because of that level of dedication to Scouting, his family, and his job as a State Trooper, there is little time for anything else.

He is a graduate of University of Massachusetts at Dartmouth and earned a BA in Sociology with a concentration in Criminal Justice and is currently working on his master's degree. He served as director at a YMCA Camp in Chesterfield, Virginia.

Returning to MA to work at Eastern Mountain Sports as a shift supervisor and inventory specialist. He was recruited to the Nimat District Committee as the Activities Chairman and he and his wife Christine started Explorer Post 5 in Worcester, MA.

He was asked to join the constituent services staff of the 2nd Worcester, MA District State Senator and Minority Whip and later interviewed with the MA Executive Office of Public Safety and accepted a position as the Juvenile Justice Compliance Monitor focusing on compliance with federal and state detention statutes and regulations.

Mike was accepted to the 75th Recruit Training Troop of the Massachusetts State Police in June of 2000. Graduated as a Trooper in December 2000. He worked as a uniformed patrol member at both the Foxboro and Revere Barracks before working at State Police General Headquarters in the Research and Development Section. He competed for one-of-27, part-time/on-call slots on the Special Operations-Underwater Recovery Team in the summer of 2002 and became the Team's equipment officer shortly afterwards. certified Emergency Response Dive

Instructor for the Dive Team and is a founding member of the North-East State Police Dive Team Commanders' Coalition. In the summer of 2018, the State Police assigned him to the new Division of Homeland Security and Preparedness as they again stood up an incident management assistance team.

He works with aquatics staff and he willingly dons his Trooper uniform to address camp staff about being safe and not doing stupid things when they are on nights out at both Camp Resolute and Camp Squanto.

As his son Troy became older, he became a Cubmaster of Pack 66 and later the Scoutmaster of Troops 44 and 192 in Norwell and is currently registered as a committee member with Sea Scout Ship 323. He has served as a Cubmaster, Assistant Scoutmaster, Scoutmaster, Post Advisor, and in several district committee positions including Roundtable Commissioner.

Michael and his wife Christine are raising two children, Hope and Troy who is an Eagle Scout.



Michael Rotar

Michael Rotar has a life-long legacy with Scouting. During the Great Depression, Mike's father was forced to withdraw from Cub Scouts because his family could not afford to pay his dues. His father committed that he would provide his family with the opportunity to participate in Scouting. As a result, Mike joined Cub Scouts at age 8 and stayed involved in Scouting until he turned 18. At age 12 he became one of the youngest in the U.S. to earn the rank of Eagle Scout. Mike also enjoyed earning merit

badges and earned 75 and three silver Eagle palms before timing out. He attended the 1985 National Scout Jamboree at Fort A.P. Hill, Virginia which included surviving the approaching Hurricane Bob, hearing the Beach Boys and waiting all day in line for a bag from a new company called Apple.

As an adult, Mike has a rich history of serving in various leadership roles in The Church of Jesus Christ of Latter-day Saints. In California, he served as an Assistant Scoutmaster and Scoutmaster in multiple troops chartered by the Church. Mike also served as the congregation's Young Men President from 2005 to 2009 working side-by-side with youth and was instrumental in helping many young men attain the rank of Eagle Scout. In his spare time, he coordinated Scouting for Food (2005-2008) and helped organize countless overnights.

After moving to Massachusetts in 2009, it didn't take long before Mike was involved again with Scouting as an Assistant Scoutmaster (2011-2013) with Troop 156 Weston. He served in Troop 156 as an active committee member from 2011- present and it was in this unit that Mike's son, Brennan, earned the rank of Eagle Scout in 2015. In the Church of Jesus Christ of Latterday Saints, Mike began serving in the Boston Stake Young Men's Presidency in 2013 and served faithfully as President from 2014-2017. With his love of service and helping others, he encouraged Pack/Troop 156 to support Scouting for Food and served from 2011-2017 as the unit coordinator.

In 2012, Mike attended Wood Badge participating in course N1-330-12-2 and officially adopted the buffalo as his critter. Mike later served as staff on Wood Badge course N1-330-14-1 as a Troop Guide and N1-330-16-1 as Assistant Scoutmaster Troop Guides. Mike encouraged many to participate in Wood Badge and share in his love of learning how to more effectively serve and lead others.

In 2015, Mike joined the Knox Trail Council Executive Board on the Development Committee. In 2016, he played a key role in

exploring the potential to merge with another council and developing and executing a successful plan to merge with Old Colony Council into the Mayflower Council. He became the first Executive Vice President of Mayflower Council in 2017 and assumed the role of Council President in January 2018.

Michael has worked in the retail industry for 25 years. He moved his family from California to Massachusetts in 2009 when he joined The TJX Companies as Vice President/Divisional Merchandise Manager. Currently Mike is an executive over Planning and Allocation with HomeGoods/Homesense out of the TJX corporate office in Framingham, MA.

He has been married to his wife Elisha for over 20 years. They live in Sudbury with their two children, Brennan (age 18) and Cambria (age 14) who both attend school at Lincoln-Sudbury Regional High School.



David Thomson

Dave has been married to his wife Melissa for 27 years. They raised two daughters, Molly and Madison. Molly is a high school senior and will study culinary arts next fall at Johnson and Wales and Madison is completing her degree in Nursing at UMass Boston. Dave coach both girls' athletic teams and served as the President of Madison's USA Swimming swim club for three years.

Moose has continued to give back to the Boy Scout program over the years by serving on the National Camping Schools Staff as an aquatic's instructor for 29 years working at camp schools throughout the North East Region. Dave proudly worked on the

staff at Camp Resolute for 16 years starting in the aquatics area, then as assistant aquatics director, aquatics director, program director, and the last six as Camp Director. Dave even work for the Girl Scouts as an aquatic's director for four years at Camp Virginia.

Dave currently serves as president of the Camp Resolute Alumni Association, and recently joined the Board of the Mayflower Council as the VP for Membership & Relationships. He serves as the Chair to the council's Aquatics Sub-Committee and makes himself available at camp opening to help with aquatics staff development. He was also the Regional Aquatics Program contact for councils.

Dave received the Outstanding Eagle Scout Award in 2018, his Eagle Scout in 1982, and received the Order of the Arrow's Vigil Honor in 1986.

However, being nominated for the Silver Beaver isn't just about one's contribution to scouting. Dave is a professional educator and has been shaping the minds of young people since he graduated from Framingham State in 1989. He has been a teacher, a Middle School Principal, Assistant School Superintendent, and now Superintendent of the Norwood School System. Dave was voted Massachusetts Middle School Principal of the year in 2010.

He has served as President of the of the Massachusetts Secondary School Principals Association (2009- 2010, and served as a member of the Executive board of MSSAA for 10 years. He also was elected to serve as a board member for the National Association of Secondary School Principals for four years. He is an active member of the Massachusetts Association of School Superintendents, as well as the Association for Supervision and Curriculum Development.

His commitment to the education of our children is ever present in what he does. Dave has served as an Adjunct

Professor at Worcester State teaching methodology and meeting the needs of diverse learners, as well as the American International College teaching courses in Curriculum, Math Instructional Methodology, and Integration of Technology in education. It has been important that he share his perspectives on education with others.

Dave received his Doctorate in education leadership in 2013 and which focused on the new evaluation system used by the commonwealth for its teachers.

David truly exemplifies the exceptional service, personal effort, and unselfish dedication and interest to support his community, youth, and Scouting.

A letter from Bryan Feather, Scout Executive/CEO, Mayflower Council, BSA

To: Mayflower Council, BSA Scouting Community

Re: Update to Wall Street Journal News Article- December 13, 2018

Earlier this week, the Wall Street Journal printed a news Article titled:

Boy Scouts of America Considers Bankruptcy Filing Amid Sex-Abuse Lawsuits... Nonprofit has hired law firm Sidley Austin for assistance in a possible chapter 11 bankruptcy filing

Please note- this article is about the National BSA (BSA) and not the Mayflower Council, Inc.

In a communication released yesterday, BSA reaffirmed its focus on keeping children safe and delivering our nation's foremost program of character development and values-based leadership training. For a copy of that statement, [click here](#)

BSA stated its commitment to the social and moral responsibility to fairly compensate victims who suffered abuse during their time in Scouting, and the deep care and concern for all victims of child sex abuse and the proactive steps to help victims heal and prevent future abuse. BSA stresses that at no time in BSA history has the organization knowingly allowed a sexual predator to work with youth and will always seek to act swiftly when alerted to abuse allegations.

In a conference with all Local Council Scout Executives, BSA committed to communicate transparently and stated there are no imminent actions or immediate decisions expected by BSA in light of the Wall Street Journal news story. In other words, the BSA has NOT filed for Chapter 11 Bankruptcy. The BSA has hired a law firm to advise and work with the BSA on matters related to litigation amid Sex-Abuse Lawsuits.

I have assembled a few items of information from a Mayflower Council perspective that may be helpful while considering the news story.

- The strength of Scouting for over 100 years has been its local domain. Each Scouting Unit (Troop, Pack, Crew, Post) is owned by its chartered partner which is typically a place of worship, service club, community organization or educational institution. Each local Scout Council is incorporated in the specific state where it operates.
- The Mayflower Council, Inc. is a 501(c)(3) entity incorporated in the Commonwealth of Massachusetts. Our Camps, Volunteer Service Center, bank funds and investments are owned or controlled solely by the Mayflower Council, Inc. Contributions and funds provided

to the Mayflower Council, Inc. stay in this area and are used to support program delivery in the 62 cities and towns we serve.

- The nature of the relationship for a local Council with the national BSA organization is that our Council is the holder of a charter to conduct the Boy Scouts of America programs in our defined territory.
- The Mayflower Council continues to offer Scouting and Learning for Life programs of the highest caliber to the greatest number of young people possible. We do so in a safe environment with a commitment to background screening of all staff and volunteers as well as a mandatory Youth Protection Training. <https://www.scouting.org/training/youth-protection>
- Council's receive no funding from the national organization; in fact, we pay fees to BSA as a part of our charter agreement and for specific services. We receive value back from the national organization, but we operate as a financially independent not-for-profit organization.
- Areas where we partner with BSA, for business purposes, include several insurance programs, services for IT and expertise related to camping, Youth Protection and so on. Also, important to note is employee benefits such as healthcare and retirement are funded by each Council but through programs controlled and operated by National BSA.
- The Mayflower Council is one of the strongest Councils in the BSA from perspectives of fiscal health, program quality, board and volunteer dedication and staff commitment.

We have great confidence the National BSA can navigate the difficult waters that it, and many other long serving institutions, face with over a century of service to our nation. The Mayflower Council will continue our primary focus

of bringing high-quality Boy Scouts of America programs to over 11,000 Scouts in the 62 cities and towns we serve.

Scouting is thriving in this area! This is due in large part to you with your contribution of time, talent and treasure.

You are welcome to call or email with thoughts or questions.
Thank you