



September 12, 2018

Scouts and Parents of Scouts:

The past week has been a painful period in the wonderful story of Troop 411.

I have remained silent until now because I wanted to get a solid handle on options and my authority. Please know that a key first principle has been that we must focus on the boys and set aside emotions.

Last Tuesday, September 4, 2018 when I was informed of the resignations (under duress) of Scoutmaster Stewart Wood and Adult Committee Chair Jim Palmer, followed by the (protest) resignation of Treasurer Henry Kuramoto, I was shocked. I knew of dissatisfaction, but incorrectly expected more time, conversation, and opportunity for growth before any action.

Following this, I thought I had basically two options. The option of cancelling the charter was presented to me, but it did not receive any serious discussion, and was rejected immediately. The other option was to accept the Adult Committee's actions. Slowly a third option became visible.

While the Troop 411 by-laws may appropriately call the Scoutmaster a leader, he is not appointed by the Adult Committee and thus not subject to removal by that Committee. The Scoutmaster is approved by the Chartering Organization following recommendation from the Committee on behalf of the Troop. Stewart Wood was approved by Hilltop to be the Scoutmaster, and only Hilltop can remove him.

My frustration is also with process. One example is just because you can, doesn't mean you should. A motion to remove any leader from office that was not an agenda item before the meeting started needs time. I have asked that the by-laws be adjusted so that removals from office require two meetings to be addressed, not one.

Further, from a values viewpoint, I do not think the meeting was conducted consistent with the Scout Law. I offer just two for illustration. Scouts and Scout Leaders commit to being trustworthy and kind. I find a surprise agenda change focused on a change of leaders approved at our January chartering not to be an action of trust. A surprise agenda change leading to a statement of desired leadership change is not kind. I could go on.

For a variety of reasons, process and authority being just two, I have declined to accept the resignations of Scoutmaster Stewart Wood, Committee Chair Jim Palmer, and Treasurer Henry Kuramoto. They are hereby restored to office. All appointments to Adult Committee offices made after their resignations are void. I take these actions on behalf of the Chartering Organization, Hilltop United Methodist Church. These restoral actions will be considered in force immediately.

This letter has been reviewed by the Great Salt Lake Council, and the Council sees it as within the Chartering Organization's authority.

I have shared this letter with all Adult Committee members.

Respectfully,

Dennis Shaw, Pastor

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