

Theodore Roosevelt Council
June 26, 2025 Town Hall
Unification and Merger with Suffolk County Council
Questions and Answers, plus Additional Information

Question	Reply as provided during the webinar	Additional Information
If Nassau and Suffolk merge, will the Massapequa store still remain open?	Council operations will be headquartered in Massapequa and the scout shop will remain open.	Confirmed - both the Doucette Program Center and the Scout Shop in Massapequa will remain open.
How do we plan to evolve our offerings to remain relevant and attractive to new generations of members, while still serving our core base?	Our council will continue to follow the Scouting America National program that is continually evolving.	Whether or not the merger goes through, we would hope that all Scouters with great ideas would look to share them, for the betterment of all of our youth.
Is our pricing structure appropriate for the value we offer and competitive within our market?		We believe that our pricing is competitive compared to programs offered by other Scout Councils, and is in fact a significantly greater value than that offered by many non-Scout groups.
How will we track the effectiveness of our growth strategies, and what metrics will we use to measure success beyond just raw numbers?	This will be covered later in the presentation.	In the end, growth will get measured by the numbers - Scouts and units. Beyond this, we also need to ensure that we are offering great programs, youth and adult training, etc.
Does our current organizational structure and staff talent effectively support our membership growth and retention goals? Are there any skill gaps we need to address?	Mike and Chris will cover during the presentation.	Chris Coscia emphasized during the presentation that membership growth is probably the key metric we need to focus on. We were fortunate to receive the multi-year grant from the Lilly Foundation which will initially support the majority of the cost of a professional whose sole function is driving membership.
Is there a clear leader or team accountable for membership growth and member experience, and are they empowered with the necessary resources?	Good question - this will be covered during the presentation. We have some interesting developments including a three year grant to support a professional dedicated to membership growth.	See the immediately preceding question/response.

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What cultural shifts are needed within the organization to become more member-centric and growth-oriented?	This will be answered shortly - Lily grant discussion/	As indicated above, membership must be key. We will need professional staff and volunteers alike to support this effort, in order to maximize our success.
What are our specific, measurable, achievable, relevant, and time-bound (SMART) goals for membership growth over the next 1, 3, and 5 years with this merger? This is critical as we have lost 40% of our membership since 2017.	A strategic plan and SMART goals will be developed if the merger is approved.	One of the early actions post-merger, assuming it goes through, will be to develop this strategic plan. This will involve input from across both existing Councils. It is impractical to think that this could be accomplished pre-merger.
Was the informal discussions initiated due to Suffolk County Council Poor financial standing.	Live answered	No. Discussions were initiated because the Suffolk County Council Scout Executive had retired. This is a standard practice across all Scout Councils whenever there is a change in Scout Executive, and has been for many years.
I heard Suffolk county Council missed their payroll several times. Is this driving the merger	Live answered	We are not aware that Suffolk County Council ever missed a payroll. And absolutely no, this is not driving the merger discussions.
Will tonight's slideshow be made available for units to share among their parents and leaders, etc.? Thanks.	Initial response - we will confirm - we believe the presentation will be shared. Subsequent response - We confirmed that the presentation will be shared after the meeting tonight.	The slide show is available through the TRC website. This Q&A, along with previous information relating to the proposed merger, is also on the website.
Will this zoom be available for further review at a later date	Initial response - we need to confirm - we believe the presentation will be shared. Subsequent response - We confirmed that the presentation will be shared after the meeting tonight.	See above.

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We continue to see a sliding membership. I would be curious to know if anyone has been held financially accountable or has the staff continued to receive sizable raises while our membership declines?		Membership has been a significant challenge in Scouting across the country, including in both Nassau and Suffolk Counties. The slide show includes statistics for the past several years (including pre-Covid). This has materially impacted both Councils' financial performance, which in turn impacts the ability to give raises, "sizable" or otherwise. Having said that, we will not discuss compensation for privacy reasons.
Will this deck be shared?	Initial response - trying to confirm. Inclination is yes. Subsequent response - We confirmed that the presentation will be shared after the meeting tonight.	See above.
Did we consider any of the SCC staff who were layed off for the Lily Grant role?	Not covering personnel matters on this call.	Within the slide deck is the preliminary organizational structure proposed, assuming the merger is approved. We will not discuss individual roles beyond this, for privacy reasons.
Do the Scout Shops pay Rent to the Council Office?	Yes.	To be more specific - the Scout Shop in Massapequa is run by National Scouts, and TRC receives rent from National. The Scout Shop in Suffolk is run by Suffolk County Council, so the revenues and expenses of that shop both flow directly to that Council.
2 questions. 1, will there be a replay. I have to drop off at 8. 2, as long islanders, regardless of county, teddy Roosevelt is part of our DNA. I feel strongly it should be part of the name and branding.	We will share the presertation. Thanks for your input.	The slide show and this Q&A are being shared. Within TRC, we share your passion that Theodore Roosevelt is "part of our DNA." While the combined Council would be called Scouting America Long Island, we want and intend to find ways to preserve TR's legacy within the Council.

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<p>With regards to District and/or Commissioner Service Area structures, has there been any consideration of forming Council substructure to the existing township borders that already exist in both counties?</p>		<p>There are numerous options that have already been brainstormed. Nothing is expected to change imminently within either Council's existing district/service area structure, but this will be part of the discussion in the to-be-developed strategic plan.</p>
<p>I find that training costs through SCC is generally less than the same training offered through TRC. For instance, SCC's Wilderness First Aid participant cost is significantly less (about 1/3 of the price) that what TRC charges. NYLT is noticeably less of a cost if done through SCC as well. Hoping that a joint council doesn't price some people out of more the costly training opportunities available to youth and adults.</p>		<p>Creating consistency in pricing for training, activities, etc. will be an important focus after the merger, assuming it is completed. We recognize that there are differences in pricing currently in many programs, and certainly would expect that the new combined Council would continue to provide programs that are affordable and provide great value.</p>
<p>What is plan to address combined debt.</p>	<p>TRC has no debt. I don't believe SCC has any long term debt either.</p>	<p>Other than normal accounts payable and a few operating leases, neither Council has any debt.</p>
<p>What constitutes a quorum for the 8/13 TRC vote</p>		<p>TRC's bylaws require 10% of voting members to be present for a vote. At present, TRC has 212 voting members. Voting members include chartered organization representatives, members at large, and executive board members of the Council. Having said that, we strongly encourage ALL voting members to do their best to attend the meeting on August 13.</p>
<p>Why in person to vote No Proxy No absentee it is summer vacation time</p>	<p>In person is required by the bylaws, and the bylaws can't be updated without National approval.</p>	<p>See directly above for more details about voting members. The bylaws (which follow a form prescribed by National BSA and are designed to be in compliance with New York State non-profit law and IRS requirements) are specific that, for a vote to be counted, the voting member must be present in-person. Proxy, absentee, voting in advance, attendance via Zoom, for instance, are all not allowed by the bylaws.</p>

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He said MUST BE PRESENT to vote Is that a BSA Policy?		See above.
Can you clarify how the merger is going to increase recruiting more members to units in Nassau county? The 15 service areas made things worse. I dont see how spreading us thinner will increase recruiting ne members to Nassau county		As discussed earlier in the Q&A, membership growth is paramount. A combined Council will be able to dedicate current and additional resources to increase membership, with initial emphasis on Cub Scout recruiting and retention, ensuring the long-term viability of Scouting on Long Island. To be clear, if the merger happens, "spreading us thinner" is not part of the plan. Suffolk and Theodore Roosevelt Councils' staff will both be part of the combined Council; a new membership-specific professional has been hired by TRC and would support the combined Council; and additional unit-serving staff are in the plan for the combined Council.
By laws understood, but you're holding a vote on a Wednesday in the middle of summer. What about people on vacations & summmer camps? They have no say.		We understand the frustration and that some voting members may be unable to change plans to attend. We hope that all voting members will make best efforts.
Regarding Scout Shops, will Suffolk and Nassau be able to have unit accounts for both places?	That will have to be addressed if the merger goes forward.	One of the early challenges/opportunities will be to merge the financial systems of the two existing Councils, which would include Scout Shop access to the unit accounts. Once these efforts are completed, we would anticipate that each unit would have a single unit account that could be "spent" at either Scout Shop.
WHAT IS SUFFOLK'S ENDOWMENT AND DEBT STATUS?		As answered above, Suffolk County Council has no debt other than normal operating expenses and operating leases. Their endowment is significantly smaller than that of TRC.
It was disclosed that TRC has 212 voting members - how many have to be present (Quorum) to hold a valid vote on 8/13?		See above.

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Who will be the council executive?	Mike Malloy will stay on as the Council President.	The steering committees of both Councils have agreed that Mike Malloy would be the initial Council President, and Chris Coscia will serve as the Scout Executive.
TRC: CC Fee, SCC: Nio CC Fee, New Council:?	That's in the details that will have to be addressed if the merger goes forward.	Similar to the discussion above about training and activity fees, this will need to be rationalized between the two existing practices.
Many Nassau Troops use Baiting Hollow Camping because it is significantly cheaper than going to Schiff.		Again, similar to the discussion above about training and activity fees. Both camps have much to offer our Scouts.
I have heard that the dam at Baiting Hollow is in need of repairs that will cost in the \$1 million range. If this is true, can you share with us the plan to fund the repairs?	That is a high end estimate to repair and bill a fish ladder. There are a lot of alternatives that are easy fixes.	Suffolk County Council continues to make minor repairs to the dam at Baiting Hollow as needed, much as TRC maintains the dam at Onteora. The \$1mm+ proposal that has been discussed would include a new "fish ladder" system, which is not currently required. If this is pursued, there is government and environmental grant funding that would be expected to absorb much if not all of the cost.
Have you spoken to other councils to find best practices and pitfalls during mergers?	We have and are coordinating with our CST staff professional.	Many Councils across the country have participated in mergers. No two are exactly alike. But we are gathering any/all information we can from both "successful" and "challenging" mergers to set ourselves up as best as possible, assuming the merger goes through.
i was told that SCC has a lot of debt, especially related to their portion of the National settlement fund, and that SCC is in dire financial straits. Is that not true? If it is true, will TRC have to absorb some of the debt or will it be paid fully by SCC resources prior to a merger?	Quick answer - they sold their HQ to settle their portion of the bankruptcy. They have no meaningful debt at this time.	See more detail, above.

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CAN YOU GIVE SPECIFIC EXAMPLES OF EVENTS OR PROGRAMS THAT WILL BE BETTER SERVED JOINTLY RATHER THAN ON AN INDIVIDUAL BASIS.	We have started a discussions of joint events to celebrate the 250th anniversary.	We believe that many activities - camporees, Klondike Derbies, training - can benefit from greater participation across all of Long Island.
Are there any duplicate troop or pack numbers in each council? What happens after the merger?	That will need to be reviewed if the merger goes forward. Thanks.	There undoubtedly are duplicate unit numbers between the Councils. There will need to be tough decisions made at times, trying to be "most fair" in those situations.
They have been trying to merge the councils for the last 20 years. I don't like the new name.	Thanks for your input..	For the benefit of others, yes, there have been at least two serious attempts at merger of Theodore Roosevelt and Suffolk County Councils in the past 30 years. One time, the merger was approved by Suffolk and voted down by TRC. The other time, the merger was approved by TRC and voted down by Suffolk. The two Councils' steering committees and Executive Boards feel the time is now right, in the best interest of the Scouts of both Councils, to try again.
That is a tiny portion of Votes to pass or fil the Merger. How many Voters are on Vacation? ?		See discussion above regarding voting, quorum, etc.
If the council's merge how does this effect the national jamboree contingents for next year?	No impact on jamboree contingents.	Both Councils are currently promoting Jamboree participation, and that should continue in full force, whether separately or together.
I don't advocate getting rid of any camps, but Schiff and Baiting Hallow are essentially adjacent to each other. It seems redundant to have both operating out of the same council.	Thanks for your feedback.	While the two camps are indeed close to each other geographically, both offer great program opportunities for Scouts - and indeed both are often "sold out" on many weekends. We believe that there is tremendous opportunity to even better maximize both camps' utilization if we can operate them in a strategic, coordinate fashion.