



BOY SCOUTS OF AMERICA®

Dear Members and Friends of the Scouting Community,

I hope this letter finds you well.

As you might be aware, Roger Mosby, our President, Chief Executive Officer (CEO) and Chief Scout Executive, plans to retire this year. While Roger has not announced his retirement date, he and the National Executive Committee believe that the search for a new leader should begin. We are all grateful to Roger for his remarkable leadership and service, which have come at this most critical time, and we look forward to working with him as he completes his tenure.

In the coming months, you will hear more about Roger's departure. Meanwhile, to find the best candidate to succeed him and lead the BSA into the future, the National Executive Committee has created a CEO search committee, the Terms of Reference for which are attached.

The search committee consists of nine volunteers from across the Scouting community. Their names and affiliations are set out at the end of this letter. I am pleased to be the chair of such an experienced and talented group of individuals who have dedicated themselves to the Scout Oath and Law and to serving the Scouting community over many years.

We are already diving into our assignment, with an in-person Dallas meeting and weekly calls. We expect this pace to continue and even intensify and are honored to be working on such an important project.

This is a seminal moment in Scouting's history. The search committee believes that Scouting professionals are an excellent pool of candidates for the CEO position. We also plan to look outside of the organization, so that we have the best possible set of candidates (internal and external). To help us reach this goal, the search committee will engage an executive search firm and has sent out a nationwide request for proposals. Of course, all CEO candidates will be advised not to discuss their candidacy outside of the process that the committee will establish with the help of the search firm.

We plan to communicate regularly with the Scouting community, keep you apprised of our progress, and solicit your feedback. The first such communication will come shortly and will ask for your views on the critical attributes and skills of the next CEO and other important and related subjects. Please be on the lookout for it.

We also plan to hold in-person and Zoom sessions in the coming months, the exact timing and structure of which are under consideration. Meanwhile, if you have any views that you would like to share, please don't hesitate to reach out to us at bsa.ceo.search@gmail.com.

The end result of our work will be to recommend a candidate to the National Executive Committee and the National Executive Board for the final decision. With your help, we are confident that we will find a new CEO who will lead us to an even brighter future. Meanwhile, thank you for all you do to support this vital movement.

Yours in Scouting,



Brad Tilden
Chair-Elect, National Executive Board, Boy Scouts of America

Members of the Search Committee:

Laurie Champion – Managing Director, Marsh; Board Chair, Michigan Crossroads Council

Ricky Mason – Senior Partner, Wachtell, Lipton, Rosen & Katz; Chair, Ad Hoc Committee of Local Councils; Chair Emeritus, Greater New York Councils

Andrew Miller – Principal, MW JONES & COMPANY; Chair, BSA Alumni Association

Bill Rosner – Retired Chief Human Resources Officer, PNC Financial; Chair, National Operations Leadership Council; National Executive Board (NEB)

Alison Schuler – Retired Managing Partner, Schuler Daly: Law for the Entity, Entrepreneur, & Investor; Chair, Mission, Reputation, and Strategy Committee; National Executive Committee (NEC) and NEB

Michael Sears – Director of Leadership Innovation at the Boeing Leadership Innovation Laboratory, Stockdale Center for Ethical Leadership at the U.S. Naval Academy; NEC and NEB

Scott Sorrels – Of Counsel, Eversheds-Sutherland, LLP; National Commissioner; NEC and NEB

Thear Suzuki – Partner, Ernst & Young; Chair, HR Committee; NEC and NEB

Brad Tilden (chair) – Retired Chair and Chief Executive Officer, Alaska Airlines; Chair-elect, BSA; NEC and NEB